

Derby Police Department Strategic Plan 2015-2019



Introduction

The 2015-2019 Strategic Plan is the product of innovation and planning by City employees, both civilian and commissioned, as well as assistance from the citizens of Derby. Our objective was to develop a plan that would continue to be proactive in our desire to see Derby remain a safe and secure community.



We will utilize progressive policing concepts and vital partnerships with community members to achieve this goal. By design, the plan is flexible enough to allow us to address future challenges that may not be readily apparent today.

We will continue to blend both traditional and community policing to achieve the goals described in the plan. This plan places considerable effort and resources on accountability, customer service and utilization of our resources to be attentive to the needs of citizens and the crime and quality of life issues that impact them.

The semi-annual review process allows us to modify, upgrade and focus our resources to meet the immediate and long-term challenges we will encounter. This plan is the continuation of an ongoing process that will continue well into the future.

My personal thanks to the members of the Derby Police Department, both commissioned and civilian, who worked diligently to develop a comprehensive plan. They offered ideas, served on focus groups and helped chart the course that we will follow in the years ahead. I appreciate the efforts of the police department command staff who worked diligently and assumed leadership roles in this process. I am especially grateful to the citizens of Derby who devoted their time to help with this project. Your efforts were critical to the success of the finished plan. My thanks for taking the time to be involved with your police department.

A handwritten signature in black ink that reads "Robert Lee".

Robert Lee
Chief of Police

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Photos provided by Bill Fales, Coastal Plains Images, Derby, Kan.

GOALS

1. Maintain a safe and secure community
2. Enhance community policing
3. Effectively utilize technology and equipment
4. Develop a comprehensive traffic safety plan
5. Evaluate departmental organization and personnel selection and deployment
6. Prepare for future City growth
7. Develop employee skills and enhance organizational leadership

Strategic Plan Overview

The Derby Police Department has the primary responsibility of protecting the life and property of our citizens as well as addressing the fear and perception of crime. As a department that practices community policing we also work with our community partners to address quality of life issues. A holistic approach to creating a safe, vibrant community is the desired goal. This plan was designed with considerable citizen input to ensure transparency and accountability.

The City of Derby is a growing community of more than 23,000 residents. It is the second largest city in Sedgwick County. Approximately 6,700 students are enrolled in Derby Public Schools. Derby has one of the largest high schools in the state with a student enrollment of nearly 2,000. Derby North Middle School, a brand new school, is scheduled to open in August 2015 with an anticipated enrollment of nearly 800 students.

As a department, we will continue to ensure that we meet the demands of a growing community. Through effective planning and implementation, we will continue to deliver quality public safety services to our citizens.

The 2015-2019 Strategic Plan serves as an integral part of our preparation for future needs. Members of our department will be familiar with the plan and responsible for accomplishment of goals. The goals and associated strategies will enable the Police Department to continue to deliver exceptional public safety services to the residents and businesses of Derby.

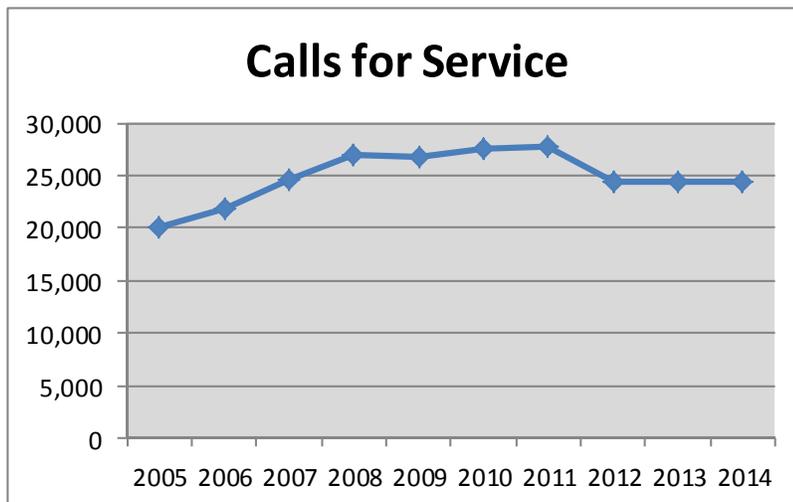
Background

As Derby's residential and commercial population has increased calls for service have increased substantially over the last decade. Increased traffic flow has resulted in greater need for enforcement that could reduce the number of traffic accidents.

The chart below shows the increase in demand for public safety services. It includes police-dispatched calls, any police self-initiated activity and fire calls. Total dispatched calls for service in 2014 was 24,452, which is 22% higher than 2005.



Records Supervisor Kendra Hill



Mission & Values

Mission

The mission of the Derby Police Department is to protect life and property, respect human rights, enhance quality of life and maintain a safe and secure community.

We will blend both traditional and community policing approaches as we provide ethical and professional public safety services to the citizens we serve.

Values

- P Perseverance**
- R Respect for citizens**
- I Integrity**
- D Dedication**
- E Exemplary service**



L-R: Lt. Jimmy Queen, Deputy Police Chief Tim Brant, Police Chief Robert Lee, Lt. Brandon Russell

Executive Staff

Police Chief

Robert Lee

Deputy Police Chief

Tim Brant

Patrol

Lt. Jimmy Queen

Technical Services

Lt. Brandon Russell

Our History of Police Chiefs

Robert Lee
2009-present

Jay Reyes
2005-2008

Michael Hauschild
1996-2005

Delbert Fowler
1983-1996

James R. Haga
1978-1983

Arthur "Art" Stone
1975-1978

Ronald Harp
1973-1975

Jessie Leon Sallee
1960-1973

Arnold L. Gray
1966-1968

Emerson Hayden
1962-1966

Joe Rabe
1955-1962

Frank W. Neal
1954-1955



Strategic Plan Committees (2014)

Maintain a Safe and Secure Community

Officer Mike Cooter
Lt. Jimmy Queen
Paul Shaver

Dennis Poteete
Senior Records Clerk Peppi Schroeder
Officer Derrick Slaton

Enhance Community Policing

Rhonda Cott
Master Police Officer Matt Liston
Officer Amanda Stitt

Officer Derek Dunn
Dean Smyth

Effectively Utilize Technology and Equipment

Sgt. Larry Alumbaugh (Retired)
Records Clerk Sarah Galloway
Will Young

Master Police Officer Jonathan Elliott
Theresa Hearn

Develop Comprehensive Traffic Safety Plan

Sgt. Ken Grommet
Becky Hurtig
Master Police Officer Andrew Storey

Officer Melissa Harmes
Officer Keith Lunkenheimer
Jason Wojteczko

Evaluate Department Organization and Personnel Selection

Kim Brace
Sgt. Tim Nelson
Lt. Brandon Russell

Records Supervisor Kendra Hill
Rev. Ben Ray
Officer Josh Williams

Prepare for Future City Growth

Detective James Baney
Larry Gould
Claudia Peebler

Master Police Officer Chad Carson
Deputy Chief Dan Hammon (Retired)

Develop Employee Skills and Enhance Organizational Leadership

Deputy Chief Tim Brant
Dale Liston
Sgt. Karensa Schiffel

Master Police Officer Michael Hellman
Michael Neel
Officer Marissa Wood

Special thanks to the many community volunteers listed above who offered their ideas for improving the police department by serving on these planning committees.

Strategic Goal #1

Maintain a Safe and Secure Community

Strategies:

Proactive policing with emphasis on crime prevention

- ◆ Annual review of crime prevention strategies
- ◆ Emphasis on Neighborhood Watch, Business Watch and Homeowner Association (HOA) partnerships
- ◆ Monthly review of Part I offenses by command staff
- ◆ Evaluate emerging concepts in policing such as Data Driven Approaches to Crime and Traffic Safety (DDACTS), Intelligence-Led Policing and Evidence-Based Policing
- ◆ Utilize the Crime Prevention Through Environmental Design (CPTED) concept
- ◆ Implement property crime reduction strategies
- ◆ Proactively address threats to citizen safety



Police Officer Ed Mora

Evaluate effectiveness of beat boundaries

- ◆ Evaluate call load, crime rate, traffic concerns, population and projected future growth to determine if beat boundaries should be adjusted (biennially)
- ◆ Survey residents and businesses in each beat
- ◆ Implement a beat management plan
- ◆ Plan for continued use of the beat team concept

Enhance communication and transparency

- ◆ Effectively utilize local media (e.g., newspaper, TV, radio)
- ◆ Provide timely crime trend information to citizens and businesses using the Derby Business and Law Enforcement Cooperation program created in 2014
- ◆ Research new ways to use social media to enhance public safety
- ◆ Elicit feedback from citizens to promote two-way conversations about topics of concern/interest using multiple resources

History

The Derby Police Department started in 1954 with one part-time Marshal.

In 2014, the department had 49 uniformed officers and 12 support staff.



Derby Police
Department
1956

Accomplishments 2010-2014

Created a 4th beat

Added police officers

Added a station
officer

Moved from 12-hour
to 10-hour shifts

Implemented a new
records management
system

Purchased an
automatic fingerprint
machine

Enhanced
communications by
using Citizen
Observer and
Facebook

Added ability to
request services
through the city
website,
www.derbyweb.com

Goal #1 Cont.

Maintain or improve response times to priority calls

- ◆ Review current response times twice a year
- ◆ Ensure the average response time to calls remains under five minutes
- ◆ Annually evaluate best practices for staffing standards

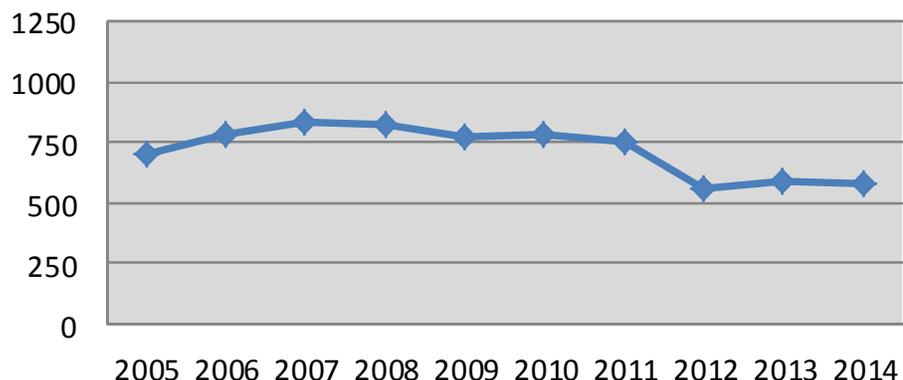
Maintain index crime clearance rate at or above the national average for comparable cities

- ◆ Compare yearly clearance rates for Part I offenses to the Uniform Crime Report (UCR) detailing clearance rates of comparable cities
- ◆ Emphasize traffic safety (See Strategic Goal #5)
- ◆ Emphasize Homeland Security efforts and emergency notifications
- ◆ Utilize new programs to send emergency notifications
- ◆ Conduct mock callouts of police personnel twice a year
- ◆ Provide training opportunities for citizens and community groups



School Resource Officer
Mike Cooter

Part 1 Offenses 10-Year Crime Trend



Strategic Goal #2

Enhance Community Policing

Strategies:

Training

- ◆ Annual community policing/customer service training for employees
- ◆ CPTED training for all new employees
- ◆ Educational opportunities for citizens (e.g., Citizen Police Academy)
- ◆ Neighborhood Watch training for block captains



Chief Lee greets 2014 Citizen Police Academy graduates

Build partnerships

- ◆ Attend HOA meetings to share crime prevention information
- ◆ Maintain current list of Neighborhood Watch and HOA officials
- ◆ Build partnerships with churches, schools and civic organizations
- ◆ Continue the Derby Business and Law Enforcement Cooperation program in which a detective meets with security and loss prevention officers at retail stores to discuss crime trends and issues

Improve communication with community

- ◆ Enhance citizen contact (provide crime and traffic information door-to-door, bicycle patrol, booths at events)
- ◆ Utilize Derby Channel 7 (Cox Cable)
- ◆ Newspaper (The Derby Informer and The Wichita Eagle)
- ◆ Text/electronic notifications using social media
- ◆ Participate in the City Council's annual Listening to Derby community forum
- ◆ Add interactive features on the police department web page
- ◆ Spotlight a police officer monthly in The Derby Informer
- ◆ Add educational components to the annual National Night Out event
- ◆ Update information in the welcome bag/new business bag given to new residents at the Welcome Center to include a comprehensive department brochure

Fallen Officer Det. Charles Meeks May 9, 1976

Meeks was involved in a head-on collision during a heavy rain storm. An oncoming vehicle crossed the center line and collided with his vehicle. Det. Meeks died from his injuries on May 9, 1976.

His wife was seriously injured in the accident.

Det. Meeks and his wife were en route to a Kansas Peace Officers Association conference when the accident occurred. Det. Meeks was 34 years old and a member of the Derby Police Department for 10 years. He was survived by his wife, son and parents.

Divisions

The Derby Police Department has three divisions:

Administration
Command Staff

Technical Services

Chaplains
Investigations
Records
Special Operations

Patrol

All uniformed personnel
Animal Control
Community
Education

Goal #2 Cont.

- ◆ Utilize the Citizen Police Academy alumni to contact property crime Part I crime victims who do not have their case assigned to a detective to see if new information is available to merit follow-up
- ◆ Improve public safety display at the Derby Public Library to include safety videos available for check-out by library patrons
- ◆ Promote the biennial Citizen Police Academy
- ◆ Enhance working relationship with the Derby Ministerial Alliance



Effective customer service

- ◆ Expect professional and ethical conduct from all department members
- ◆ Maintain or improve response times
- ◆ Timely follow-up
- ◆ Prompt return of inquiries by crime victims (calls returned same day received)
- ◆ Engage citizens in conversation concerning issues in their neighborhood

Recognition for community policing and problem solving efforts

- ◆ Recognize community policing and customer service efforts in annual performance appraisal
- ◆ Recognize exemplary community policing efforts with departmental awards
- ◆ Select most effective beat team project and present to department during annual training



Derby has four officers in the Community Education Section.
Pictured above (l-r): MPO Matt Liston, SRO Brian Norris, SRO Mike Cooter and SRO Amanda Boatright

Strategic Goal #3

Effectively Utilize Technology & Equipment

Strategies:

Maximize the Records Management System

- ◆ Better use of wireless technology
- ◆ Study benefits of laptops and tablets (like iPads)
- ◆ Study feasibility of electronic citations
- ◆ Crime analysis training



Sgt. Chris Poirier works with a ballistics trajectory kit

Research technology and software necessary to reduce crime and improve officer safety

- ◆ Utilize the new Administrative Lieutenant to plan and research new technology
- ◆ Study feasibility of body cameras for officers
- ◆ Research crime mapping software for production of monthly crime maps
- ◆ Enhance surveillance equipment
- ◆ Use laser measuring equipment for crime scenes and traffic accidents
- ◆ Purchase additional LiDAR speed measuring device for speed enforcement
- ◆ Upgrade light bars on patrol vehicles to LED lights
- ◆ Early warning system software for officer conduct issues

Annual technology and equipment needs assessment

- ◆ Update five-year equipment replacement plan annually
- ◆ Research technology that will improve officer safety
- ◆ Research funding sources and actively apply for grants to acquire needed technology

Special Events

The Derby Police Department participates in many community events throughout the year, including:

DARE Celebration

Summer Fest

National Night Out

Pumpkin Patch
Block Party

Block parties

HOA meetings

School functions



Beat Teams

Derby uses a Beat Team concept for its Patrol Division. Each officer patrols a specific beat (area of town). Officers develop relationships with residents and business owners in their beats. They attend Neighborhood Watch and HOA meetings as needed.



Goal #3 Cont.

Technology designed to enhance communication with citizens

- ◆ Study the feasibility of allowing citizens with minor reports (e.g., lost property) to make reports over the phone to the Station Officer
- ◆ Explore ways to offer on-line reporting
- ◆ Study possibility of Crime Stoppers tips being reported anonymously online
- ◆ Continue to use social media and research ways to use it more effectively



Station Officer Marissa Wood uses the new fingerprint machine

Strategic Goal #4

Develop a Comprehensive Traffic Safety Plan

Strategies:

Assess traffic enforcement equipment

- ◆ Advanced moving and stationary radar units in each patrol car
- ◆ Better utilization of the speed trailer. Allow citizens to request the trailer for a problem location using the "Make a Request" feature on the city website
- ◆ Develop distracted driving enforcement and educational campaign
- ◆ Make one police vehicle a slick top vehicle (top light bar removed) to use for enforcement of texting while driving violations
- ◆ Utilize technology in accident investigation and reconstruction



Derby Police, Derby Fire & Rescue and Sedgwick County EMS respond to a traffic accident

Training

- ◆ Send police officers to advanced accident training and accident reconstruction training
- ◆ Train officers to become Drug Recognition Experts (DRE)
- ◆ Train officers and records staff on Data Driven Approach to Crime and Traffic Safety (DDACTS)
- ◆ Engage DUI defense attorneys to train officers
- ◆ Utilize City Prosecutor for mock trial training to enhance officer skills when testifying
- ◆ Increase number of officers trained in child restraint seat installation

Communication with citizens

- ◆ Use Twitter to alert citizens about traffic accidents or congestion
- ◆ Post accident maps on website twice a year
- ◆ Utilize Derby Channel 7
- ◆ Partnerships with area media
- ◆ Meetings with citizens

Police in Schools

The Derby Police Department has an active role in Derby's schools. Currently there are two school resource officers assigned to the Derby High School and one at the Derby Middle School. We anticipate adding an additional school resource officer when the new Derby North Middle School opens in the fall of 2015.

School resource officers teach DARE (Drug Abuse Resistance Education) to all 5th grade students. Police officers provide security at home football games and school events, such as dances.

Traffic Enforcement

The Derby Police Department has several tools for traffic enforcement, including:

Speed trailer

LiDAR

Special traffic enforcement campaigns

Child Safety Seat Inspections

Provided free of charge by the Derby Police Department

Goal #4 Cont.

Traffic safety education

- ◆ Educational presentations by School Resource Officers at schools
- ◆ Continue Seat Belts Are For Everyone (SAFE) program at Derby High School
- ◆ Host Via Christi's "Safety Town" (ages 5 to 14) at events in Derby
- ◆ Reward children for exhibiting safety practices when walking or riding a bike
- ◆ Public service announcements (Channel 7, Facebook, etc.)
- ◆ Special event booths staffed by Citizens Police Academy alumni
- ◆ Participate in Distracted Driving Awareness Month and Red Ribbon Week (DUI awareness and prevention)



Police Officer Marissa Wood installs a car seat at a car seat safety check

Legislative/ordinance revisions

- ◆ Ask the City Council to adopt local ordinances instead of using the UPOC (Uniform Public Offense Code) and STO (Standard Traffic Ordinance)
- ◆ In cooperation with the Kansas Association of Chiefs of Police, ask legislators to update state laws regarding traffic to enhance safety



Sgt. Chris Poirier speaks with a motorist about a traffic violation

Traffic Enforcement

- ◆ Conduct DUI checkpoints in partnership with other agencies
- ◆ Conduct seat belt saturation patrols
- ◆ Focus patrol efforts on high accident/injury locations
- ◆ School zone enforcement
- ◆ Focus on problem areas reported by citizens
- ◆ Use shift overlap to monitor high-accident locations
- ◆ Special Traffic Enforcement Program (STEP)

Strategic Goal #5

Evaluate Departmental Organization and Personnel Selection and Deployment

Strategies:

Evaluate organizational structure to ensure maximum effectiveness

- ◆ Evaluate need for additional part-time station officer to work weekends and evenings
- ◆ Evaluate need for promotional opportunities for employees such as Records Clerks
- ◆ Evaluate Records staffing for each shift
- ◆ Review rank structure and span of control (biennially)
- ◆ New Administrative Lieutenant position in 2015
- ◆ Evaluate need for an evening detective (biennially)
- ◆ Continue rotation assignments for officers to enhance their experience
- ◆ Create an exit interview conducted by the police chief for employees retiring or resigning



Sgt. Kevin Jones interviewed by oral board panel

Review pre-employment process

- ◆ Seek pre-employment tools to effectively gauge expected performance and commitment
- ◆ Emphasize customer service mindset for applicants
- ◆ Require two mandatory ride-alongs for finalists
- ◆ Meet with police psychologist periodically to determine best practices regarding pre-employment screenings
- ◆ Expand applicant outreach base with innovative recruiting (job fairs, posters, social media, website)
- ◆ Create one-year waiting period for applicants who fail critical testing areas before they can reapply

History

In June 1956 the city purchased two jail cells from the City of Walnut, Kansas. The cells were trucked to Derby by the Derby Street Department.

Social Media

The Derby Police Department uses a Facebook page to inform residents about crime trends, upcoming safety events and more.

Included in this plan is a goal to start a Twitter account to keep motorists up-to-date about traffic issues and urgent crime matters.



Goal #5 Cont.

Ensure effective deployment of resources

- ◆ Deploy resources based on regular review of crime data
- ◆ Use crime analysis to identify emerging crime trends
- ◆ Require supervisors, officers and beat teams to review data and develop plans to address crime issues
- ◆ Recognize staff for innovative, effective crime control and traffic safety responses
- ◆ Evaluate the effectiveness of part-time police officer positions



Police Officers gather for a squad meeting at the police station



Derby police officers illustrate functions of the department such as patrol, special operations team, honor guard, detectives and bike patrol.

Strategic Goal #6

Prepare for Future City Growth

Strategies:

Ensure the most effective deployment of personnel

- ◆ Utilize shift overlap to address crime and traffic problems
- ◆ Increase the use of bicycle patrol at community events and for targeted crime trends
- ◆ Address specific needs, such as burglary trends, by deploying special teams
- ◆ Partner with Sedgwick County Sheriff to train reserve officers



Police Officer Amanda Stitt patrols businesses along K-15.

Personnel Assessment

- ◆ Compare current staffing of commissioned and civilian personnel with recommended officer/citizen ratio (Bureau of Justice statistics)
- ◆ Increase recruitment and marketing efforts
- ◆ Evaluate rank structure and work groups



Derby North Middle School is scheduled to open in August 2015.

Review existing police building

- ◆ Consider off-site location for property and evidence
- ◆ Remodel Police/Court building to meet long-term needs
- ◆ Create off-site work stations for officers on east side of town where officers are accessible to the public to promote officer/citizen interaction
- ◆ Conduct periodic wage comparison for officers and civilians



New houses built in Derby reached a low point of 45 in 2012 and have been increasing since then.

Derby's Population

Derby is a growing community. Here are population trends over the years:

1950
438

1960
6,458

1970
7,947

1980
9,786

1990
14,699

2000
18,344

2010
22,158

2013
23,047

Training Opportunities

KLETC

Kansas Law Enforcement Training Center

Child Safety Seat Installation

DRE

Drug Recognition Expert

DARE Instructor

Drug Abuse Resistance Education

Firearms Training

FTO

Field Training Officer

Supervisor Training

Strategic Goal #7

Develop Employee Skills and Enhance Organizational Leadership

Strategies:

Training

- ◆ Emphasize leadership, community policing and customer service in promotion process
- ◆ Develop mentoring program for new employees and newly promoted employees
- ◆ Provide reality-based training such as firearms and driving simulators
- ◆ Provide remedial training to those with deficiencies in pursuits or preventable accidents

Proactive career planning

- ◆ Acknowledge exceptional skills and leadership through annual evaluation process and department awards program
- ◆ Encourage advanced formal education
- ◆ Emphasize career planning as part of annual performance evaluation process including discussion regarding additional training
- ◆ Develop career planning tool with an emphasis on coaching and mentoring
- ◆ Encourage public speaking opportunities and presentations by police officers (residents can request through city website)
- ◆ Create opportunities for diverse assignments and exposure to administrative duties, including budget preparation
- ◆ Succession planning



Deputy Chief Tim Brant conducts a Field Training Officer class at the Derby Public Library

Police Department Staffing

Authorized Staffing Levels: October 2014

Staffing is a critical concern for the Derby Police Department. Adequate staffing and deployment is important to maintain a timely response to 911 calls. As part of our objective to maintain a safe and secure community we realize a prompt police response is important to the members of the department and the community.

Deploying our resources wisely impacts not only response times but crime prevention, proactive patrol, case follow-up and other areas. The strategic deployment of officers best meets the public safety demands of the Derby community and helps ensure the safety of our citizens. Our current authorized staffing level is as follows:

Chief	1
Deputy Chief	1
Lieutenant	3
Sergeant	5
Detective	4
Master Police Officer	6
Police Officer	26
Police Officer	2 PT
Station Officer	1
Admin Secretary	1
Records	7 (Includes Supervisor)
Records	1 PT
Evidence Custodian	1
Animal Control	1
Animal Control	1 PT
TOTAL	61

Long-Term Staffing

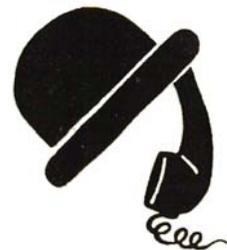
Staffing needs are assessed on a regular basis. Factors such as population increases, increased traffic flow, crime density and other issues that impact service delivery are evaluated. Beat boundaries can be adjusted to meet the evolving needs of the City of Derby.

In 2015, we will utilize enhanced recruitment and retention methods to positively impact our staffing needs. We will evaluate both commissioned and civilian positions. We will utilize civilian volunteers, such as Citizen Police Academy Alumni members, to assist in spreading the crime prevention message.

Crime Stoppers

Crime Stoppers of Derby is one of more than 700 programs across the U.S. and Canada and a part of the 34-member Kansas Crime Stoppers Association. Crime Stoppers of Derby pays cash rewards for information that leads to an arrest, the recovery of stolen property, or seizure of illegal drugs.

Anyone who calls 316-788-TIPS(8477) about a crime is given a code number. Callers do not have to give their name, just a crime tip. If the information provided results in an arrest or a warrant being issued, the caller is eligible to receive a cash reward up to \$2,500.





Derby Police Department

229 N. Baltimore Ave.

Derby, KS 67037

316-788-1557

www.derbyweb.com/police



