

Goal 7: Alternative Funding

Objective#7 Increased Capabilities

- 7.1 Explore opportunities for alternative funding methods
- 7.2 Develop partnerships with other departments within the city to adhere to a balanced budget
- 7.3 Increase efficiency by providing a platform of resources to assist employee productivity
- 7.4 Utilize increased funding to provide additional services to the community

Goal 8: Accreditation Standard

Objective#8 Recognition Standards

- 8.1 Develop and implement standards that are in compliance with Texas Police Chiefs Best Practices Recognition program
- 8.2 Apply for Best Practice Recognition certification through Texas Police Chiefs Association

Mission Statement

The Gunter Police Department and its members are dedicated and committed to:

- *Providing service to the community and mutual respect;*
- *Fairness and integrity;*
- *Transparency;*
- *Impartiality;*
- *Providing leadership to the police profession.*



Goals Continued:

Innovative and Progressive Equipment: The Gunter Police Department will strive to maintain the most efficient and resourceful equipment to assist the needs of the community and maintain the professionalism of our Law Enforcement Agency.

Advanced Training: We will train our law enforcement personnel to the highest standard and commitment to help meet the needs of the community.

Alternative Funding: Implementing and promoting a funding source that would serve in addition to keeping the fiscal year budget balanced and promote teamwork among other departments. This will serve as a platform for resources to improve employee efficiency and progressive work flow.

Accreditation Standard: Implement and maintain Law Enforcement Best Practices Recognition Program through Texas Police Chiefs Association. The Gunter Police Department is committed to professionalism and will portray this proficiency to the community by best practices and accreditation standards.



PROTECTION

SERVICE

PROFESSIONALISM



Gunter Police Department

Strategic Plan

2021-2025

Commitment

The commitment of the Gunter Police Department is to provide high quality law enforcement service to the citizens of this community. In addition, the Police Department is committed to the philosophy and organizational strategy of community policing. Community-policing promotes partnership between citizens and the police department and is based on the premise that the police and community must work together to improve the quality of life. In the pursuit of these commitments, our mission statement, core values, and vision are adhered to in the fulfillment of all departmental activities.

From the Police Chief

As Chief of Police, it brings me great honor to introduce our Department's 2021 to 2025 Strategic Plan. This plan will prioritize the future endeavors for the Gunter Police Department. The plan includes goals and objectives that will enhance the professionalism of our agency. Jeff D. Gibson

The plan includes our new vision statement and mission statement that demonstrates the commitment and dedication made to the community.

The goals in this plan serve as an eight step outline for our success:

Reduction of Crime: The reduction of crime promotes community support and trust. The Gunter Police Department is committed to utilizing all resources available to detect and deter criminal behavior.

Customer Satisfaction: Gunter Police Department is committed to providing the highest quality customer service, to both external customers and our internal customers. We realize that without community support and trust, we are unable to maintain a successful partnership. The Gunter Police Department is committed to a transparent philosophy, enabling communication with the community.

Career Expectation: The Gunter Police Department is committed to providing employees with clear and detailed expectations of their role within the Law Enforcement agency. We will strive to maintain an acceptable work load for each employee, enabling the vision, values, and mission of the agency.

Employee Retention: The Gunter Police Department is committed to treat all employees with respect and dignity, provide quality policy and procedures, professional supervisory staff, and offer a career path development structure to assist employees with advancement.

Vision Statement

To provide the highest quality of life
to the Gunter community

Goal 1: Reduction of Crime

Objective#1 Detering Criminal Behavior

- 1.1 Enhance visibility of law enforcement officers throughout the community
- 1.2 Utilize technology for crime prevention methods and assistance with suspect identification (i.e. pole mounted cameras)
- 1.3 Enhance crime analysis data to empower supervisors and officers the ability to conduct directed enforcement operations
- 1.4 Develop innovative objective strategies based upon changing criminal trends or specific criminal activities

Goal 2: Customer Satisfaction

Objective#2 Customer Service Initiatives

- 2.1 Enhance communication the with community
- 2.2 Foster partnerships with stakeholders (internal/external customers)
- 2.3 Support citywide customer service and values
- 2.4 Develop partnerships with media organization and establish point of contact

Goal 3: Career Expectation

Objective#3 Employee Success

- 3.1 Implement employee "buy in" program, allowing employees to offer suggestions/new ideas
- 3.2 Evaluate job descriptions to ensure expectations are clearly defined
- 3.3 Explore employee workloads to determine maximized effectiveness
- 3.4 Engage in technology that will serve as a platform for future employee success.

Goal 4: Employee Retention

Objective#4 Employee Service Plan

- 4.1 Develop and Implement a mentoring program for career path development and leadership positions
- 4.2 Implement Policy and Procedure update with mandatory review to maximize employee capabilities
- 4.3 Coordinate participation to enhance morale and self-worth among employees

Goal 5: Innovative and Progressive Equipment

Objective#5 Researching for the future

- 5.1 Explore future equipment needs and replacement schedule (Sworn/Non-Sworn)
- 5.2 Create and implement a vehicle replacement procedure structured to new functional equipment
- 5.3 Develop equipment checklist for accountability and inventory of equipment purchased
- 5.4 Explore options of same operating systems for Report Management System (RMS)

Goal 6: Enhance Employee Knowledge

Objective#6 Enhance Employee Knowledge

- 6.1 Strengthen partnership between all members within the agency
- 6.2 Identify specific training needs based upon cultural awareness and special needs
- 6.3 Implement mandatory training standards based upon best practices and explore alternative facilities to conduct quarterly firearms training
- 6.4 Train all employees on MHPO (Sworn and Non-Sworn) and implement all sworn officers to obtain ALERRT Certification