

OPERATIONAL PLAN 2020

Operations

Support Services

Emergency Management

Our mission is to develop and support a team of professionals who consistently seek and find innovative policing strategies to affirmatively promote, preserve, and deliver those quality services which enhance the security and safety in our community.

To support this mission, we will work in strong partnership with the community.



LAKE FOREST PARK POLICE DEPARTMENT
CHIEF OF POLICE – MIKE HARDEN





Vision

Our vision is to ensure the City of Lake Forest Park is one of the safest cities in the Puget Sound Region achieved through the delivery of quality law enforcement services.

Mission Statement

Our mission is to develop and support a team of professionals who consistently seek and find innovative policing strategies to affirmatively promote, preserve, and deliver those quality services which enhance the security and safety in our community. To support this mission, we will work in strong partnership with the community.

Departmental Goals

- 1. Reduce crime and collision loss in our community**
- 2. Provide quality services and innovative policing strategies delivered through excellent customer service**
- 3. Provide appropriate resources to employees that foster a safe, ethical, innovative, knowledgeable, and healthy workforce**
- 4. Provide emergency management oversight for the Northshore Emergency Management Coalition**



Goal #1 – Reduce Crime and Collision Loss in our Community

Objective

Reduce Burglaries by 5%

Strategies	Target
Saturation / targeted patrols Tracking Charts/Boards/Stats	(3-year avg: 43) Target: 40
Create “See Something Say Something” 911 kitchen magnet.	Print and distribute to community
Create crime prevention/new resident information sheet	Distribute to community and businesses (including new resident packets)
Use of open source tools for Law Enforcement	First Two and other sources

Objective

Reduce Larceny/Thefts by 5%

Strategies	Target
Community communication and education. • Meetings, Forums	(3-year avg: 185) Target: 175 Harpwood Lanes / Forest Park Condos /Balaton Condos
Initiate Daily Patrol Objectives	Foot Patrols 2019: 1098 Target: 1400 Target: 2 per shift
Liquor/Retail theft reduction	Retail Theft Education Program Target: 2 meetings
Decrease package thefts - Nov/Dec	Facilitate an install of Amazon Locker system: Town Center 1 12 Degrees North 1



Goal #1 – Reduce Crime and Collision Loss in our Community (cont.)

Objective

Reduce All Collisions by 5%

Strategies	Target
Identify Traffic Focus Areas (See Traffic Safety Plan)	(3-year avg: 148) Target: 140
Participate and collaborate in the city’s traffic calming program (Education / Enforcement / Engineering)	Complete all requests
Conduct Grant Funded distracted driver emphasis patrols	Target: 4 Utilize reader board signs during commute hours
Conduct Squad based distracted driver emphasis patrols	Target: 1 per squad per quarter
Distracted Driver Social media messages	Target: 12, 1 per month
Partner with service club and schools on “Be Safe Be Seen”	Distribute flyers and lights at schools
Develop regional traffic safety partnerships (WSP, Kenmore, Bothell)	Target: 3 multi-agency patrols
Burke-Gilman Trail safety education and enforcement	Partner with city staff and conduct summer safety campaign
Pedestrian Cross Walk Enforcement	Target: 1 per quarter

Objective

Increase Criminal Interdiction Activities

Strategies	Target																		
Increase Interdiction Activities <ul style="list-style-type: none"> • Partner K9 officer with different crews • Flexible working hours 	<table style="width: 100%; border: none;"> <tr> <td>Narcotics Arrests</td> <td style="text-align: right;">2019: 58</td> <td style="text-align: right;">Target: 75</td> </tr> <tr> <td>DUI Arrests</td> <td style="text-align: right;">2019: 34</td> <td style="text-align: right;">Target: 40</td> </tr> <tr> <td>Other Arrests</td> <td style="text-align: right;">2019: 242</td> <td style="text-align: right;">Target: 275</td> </tr> <tr> <td>Traffic Stops</td> <td style="text-align: right;">2019: 3739</td> <td style="text-align: right;">Target: 4000</td> </tr> <tr> <td>Traffic Tickets</td> <td style="text-align: right;">2019: 1935</td> <td style="text-align: right;">Target: 2000</td> </tr> <tr> <td>Neighborhood Patrols</td> <td style="text-align: right;">2019: 1259</td> <td style="text-align: right;">Target: 2000</td> </tr> </table>	Narcotics Arrests	2019: 58	Target: 75	DUI Arrests	2019: 34	Target: 40	Other Arrests	2019: 242	Target: 275	Traffic Stops	2019: 3739	Target: 4000	Traffic Tickets	2019: 1935	Target: 2000	Neighborhood Patrols	2019: 1259	Target: 2000
Narcotics Arrests	2019: 58	Target: 75																	
DUI Arrests	2019: 34	Target: 40																	
Other Arrests	2019: 242	Target: 275																	
Traffic Stops	2019: 3739	Target: 4000																	
Traffic Tickets	2019: 1935	Target: 2000																	
Neighborhood Patrols	2019: 1259	Target: 2000																	
DUI patrol emphasis – DUI car (unmarked)																			
ARIDE Trained Officers (5 left to be trained)																			
TZT / Distracted / DUI Continued implementation of Traffic Safety Plan																			
Saturate Town Center with squad foot patrols – Nov/Dec	Mall Bike/Foot Patrols Target: 1 per month																		
Burke-Gilman Trail safety education and enforcement	Partner with city staff and conduct summer safety campaign																		
Pedestrian Cross Walk Enforcement	Target: 1 per quarter																		



Goal #2 – Provide Quality Services and Innovative Policing Strategies Delivered Through Excellent Customer Service

Objective

Ensure Excellent Community Partnerships and Community Policing

Strategies	Target
Conduct a Community Forum on current police trends <ul style="list-style-type: none"> • CIT/RADAR/UOF • 911 Use / Burglary Education • Social Media Outreach 	Community Forum: 1
Coffee with the cops – Q & A	Target: 3
Participate in the regional mental health “Navigator” program	Informational meetings 4 Number of ride-a-longs Roll call briefings Follow-up contacts
Participate in Chief for a Day, Special Olympics, Shop with a Cop, Pink Patch	Target: Events

Objective

Maintain Active Shooter Response Protocols for City Hall and Targets in the City

Strategies	Target
Continue Civilian Response to Active Shooter Events Training (CRASE) and participate in regional training/drills.	Community Training 2 Sessions
Facilitate the “Stop the Bleed” training program	City Hall employees 3

Objective

Continue to foster a strong relationship with the school district and stakeholders

Strategies	Target
Enhanced lockdown/lockout drills	Response Drills Target: 4
Random security presence	Foot Patrols Target: 2 per shift
Breakfast / Lunch with kids	Target: 3
Cops in classrooms – read to kindergarteners	Target: 3
Attend school staff meetings (involve sergeants)	Target: 2
Add additional schools not reached in the past (Pepitas Bilingual Preschool)	



Goal #2 – Provide Quality Services and Innovative Policing Strategies Delivered Through Excellent Customer Service (cont.)

Objective

Public Communication

Strategies	Target
Enhanced social media presence, expanding use to supervisor staff Tip of the week rotation and the “9PM routine” program during the summertime. Continue social media postings.	Maintain and Enhance: Facebook, Twitter, Nextdoor, Instagram and Website Target: Weekly/Daily

Objective

Community and Neighborhood Block Watch Program

Strategies	Target
Bi-annual block watch captain resource meetings	Target: 2
Develop apartment complexes/condo community safety program (mirror block watch program)	Target: 2
Hold specific forums for Apts/Condos	Target: 2 complexes
Ensure participation in the block watch program Facilitate National Night Out	Neighborhood Parties 100%



Goal #3 – Provide Appropriate Resources to Employees That Foster A Safe, Ethical, Innovative, Knowledgeable, And Healthy Workforce

Objective

Prepare the Workforce to Respond to Daily Activities, Manage Critical Incidents, And to Increase Knowledge for Advancement

Strategies	Target
Develop a yearly training plan <ol style="list-style-type: none"> 1. Firearms 2. Force on Force / De-Escalation 3. Defensive tactics (ASP, OC) 4. EVOC (Slow Speed) 5. First Aid 6. Hazmat/Bloodborne 7. Biased Based Policing/Hate Crimes 8. LVNR Health and Wellness Program (See H&W Plan) <ul style="list-style-type: none"> • Emotional survival for LE • LE suicide awareness/prevention • PTSD awareness • Below 100 • Peer Support 	Published by Feb. 1 3 In-Service training sessions <ul style="list-style-type: none"> 2 training sessions (Live Fire) 1 training session (Simunitions/De-escalation) CSPA and Additional Health/Wellness Class hours (minimum 16 hours) Build a peer support team Build a “menu” of wellness outlets

Objective

Provide Advanced Training Resources to Enhance the Staff

Strategies	Target
Advanced Crisis Intervention Training for patrol officers (40-hour course) CIT 2hr Online Refresher (Yearly)	Target: 100% 4 officers (4 left in PD) Target: 100%
Blue Courage (Health and Wellness)	Target: 4 officers (8 left in PD)
Leadership Development <ul style="list-style-type: none"> • Leadership retreat for supervisors 	Quarterly Sgt’s Training: 4 Sgt’s -Minimum 16 hours of leadership development -CSPA leadership seminar
Provide additional job specific training <ol style="list-style-type: none"> 1. SFST/ARIDE 2. Below 100 3. Lexipol/Legal Updates 4. First Responder Health and Wellness Instructor(s) 	-Officer’s -Acting Sergeant assignments -Supervisor Basic -Other supervisory training



Goal #4 – Provide Emergency Management Oversight for The Northshore Emergency Management Coalition

Objective

Provide the City of Lake Forest Park with The Ability to Respond to And Manage All-Hazard Events Affecting The Community.

Strategies	Target
Train on the City’s Employee Response Guide	Target: Quarterly
Maintain and enhance the LFP community partner’s emergency notification plan	Utilize Code Red and the LFP Newsflash system Train on Mapping/GIS Alerts
ICS Compliance with city staff	Target: All City Staff and Council in Compliance (On-Going)
Active Shooter Drill	Full scale drill with NEMCo Support Operations EOC

Objective

Northshore Emergency Management Coalition (NEMCo) Oversight and Management

Strategies	Target								
Facilitate emergency volunteer programs and training	<table style="width: 100%; border: none;"> <tr><td style="padding-left: 20px;">Cert Academies</td><td style="text-align: right;">2</td></tr> <tr><td style="padding-left: 20px;">Citizen Workshops</td><td style="text-align: right;">2</td></tr> <tr><td style="padding-left: 20px;">Monthly Volunteer Meetings</td><td style="text-align: right;">12</td></tr> <tr><td style="padding-left: 20px;">Community Events</td><td style="text-align: right;">4</td></tr> </table>	Cert Academies	2	Citizen Workshops	2	Monthly Volunteer Meetings	12	Community Events	4
Cert Academies	2								
Citizen Workshops	2								
Monthly Volunteer Meetings	12								
Community Events	4								
Implementation of a joint EOC	Activation of EOC 1								
Train staff and exercise plans	<table style="width: 100%; border: none;"> <tr><td style="padding-left: 20px;">Trainings</td><td style="text-align: right;">3</td></tr> <tr><td style="padding-left: 20px;">Exercises (Functional)</td><td style="text-align: right;">2</td></tr> </table>	Trainings	3	Exercises (Functional)	2				
Trainings	3								
Exercises (Functional)	2								
Develop the Northshore Emergency Management Council (Other Service Providers)	Trainings 1								
Provide required services for NUD	Target: 12 Trainings								
Stop the Bleed	Target: 3								
Maintain emergency plans and EMPG funding	Target: Complete Plan								
Participate in State communication RACES Drills	Target: 2 per year								
CEMP Plan Updated (5 Year Plan)	Target: Update for 2020								



Outlook for the Future

Anticipated Staffing Levels

- Authorized 20 commissioned, 3 civilians, 1 emergency manger. In 2020, there will be **5 commissioned officers and 1 civilian eligible to retire.**
- Future growth
 - Staffing Model - **2 additional patrol officers needed (one additional traffic officer)**
 - Add Mental Health Professional to staff for use with RADAR program, similar to DV Advocate.

Anticipated Equipment, Capital Improvement, and Technology Needs

Equipment Needs:

- E-bikes for Burke Patrol with emergency equipment and gear
- Vehicles purchased per replacement schedule
- Ballistic vest replacement plan
 - 2020 (4) replacements (2) new hire or turnover
- Traffic Motorcycle and Equipment for a second traffic officer

Capital Improvements:

- Security fencing for patrol vehicles to improve safety of police department parking and access – Interdependent on Sound Transit Parking structure project

Technology Improvements:

- In-Car Camera Installs ~~(2) 2019~~, (2) in 2020 and ongoing per new vehicle purchase
- Cloud-based evidence storage
- Schedule and Training software