



STRATEGIC PLAN

OAK PARK, IL



MISSION



The mission of the Oak Park Police Department is to provide high-quality law enforcement services that are accessible to all members of the community. Oak Park Police officers believe in the dignity of all people and respect individual and constitutional rights. The Department follows a community-based policing philosophy that relies on citizen involvement, problem-solving, ethical behavior, leadership, and the value of employees. This philosophy and its values guide interactions both within the Police Department and the community. Oak Park Police Officers work to promote quality of life by maintaining and improving peace, order, and safety through excellence in law enforcement and community service.



The Oak Park Police Department follows a community policing philosophy that relies on community engagement and collaborative problem-solving to resolve quality-of-life concerns. The Department engages in proactive policing, utilizing best practices to reduce crime while preserving the rights of all.

COMMUNITY SAFETY

Goal #1: The OPPD will develop proactive strategies emphasizing constitutional policing.

- ▶ **Objective 1:** Research and identify, within three months, best practices regarding proactive policing policies and strategies in accordance with constitutional policing.
- ▶ **Objective 2:** Within three months, develop a new policy that outlines the Department's proactive policing strategy.
- ▶ **Objective 3:** Train all officers, within four weeks on the new policy regarding proactive policing strategies.

Goal #2: The OPPD will develop a plan for collaboration with Village stakeholders.

- ▶ **Objective 1:** Within three months, revise current policy on community policing and community engagement.
- ▶ **Objective 2:** Establish, within three months, a collaborative model to further community engagement.
- ▶ **Objective 3:** Review the SARA problem-solving model (Scanning, Analysis, Respond, and Assessment) with all officers within four weeks.

Goal #3: The OPPD will develop procedures for utilizing data to identify and analyze crime trends.

- ▶ **Objective 1:** Establish data analysis and reporting protocols for emerging crime trends upon implementing a new RMS system (estimated 2026).
- ▶ **Objective 2:** Within three months of implementing a new RMS system, develop a procedure that utilizes data to allocate resources and address crime trends.
- ▶ **Objective 3:** Within six months of implementing a new RMS system, develop and implement a crime trend assessment tool that measures the effectiveness of resource allocation when addressing crime trends.



The Oak Park Police Department's most important asset is its personnel. We recruit quality applicants, provide the highest quality training, and support our staff personally and professionally, to maintain the highest level of service to the Village of Oak Park.

STAFFING, TRAINING, AND PERSONNEL DEVELOPMENT

Goal #1: The OPPD will develop a professional development model that emphasizes personal growth and includes formal coaching, mentoring, and succession planning.

- ▶ **Objective 1:** Determine the standards of a professional development plan that meets the needs/desires of both employees and administration within three months.
- ▶ **Objective 2:** Develop the criteria, within three months, for a mentoring and coaching program to be developed for department officers.
- ▶ **Objective 3:** Within six months, the OPPD will outline a succession plan and how it leads to a professional development plan for each officer.

Goal #3: The OPPD will collaborate with key stakeholders to revise the current performance appraisal system.

- ▶ **Objective 1:** The OPPD will implement best practices from other agencies in the new department appraisal system over the next 90 days.
- ▶ **Objective 2:** Study the results of the appraisal system after one year. Determine a plan for using the results to improve operation efficiency.
- ▶ **Objective 3:** While developing the new system, determine how community engagement will be one of the focal points of the new appraisal system.

Goal #2: The OPPD will develop a broad training plan establishing a department-wide training strategy.

- ▶ **Objective 1:** The OPPD will develop a department-wide training strategy within six months.
- ▶ **Objective 2:** Within six months, the OPPD will develop a training plan to coordinate resources for the Department-wide training strategy.
- ▶ **Objective 3:** Training all OPPD officers under the new training plan will take three years to complete.

Goal #4: The OPPD will establish a plan for recruiting, hiring, and retaining quality personnel.

- ▶ **Objective 1:** Develop a recruitment plan that increases the average number of applicants by 25% within 90 days of implementation.
- ▶ **Objective 2:** Implement a hiring plan to decrease the time between applying for the job and hiring by 25%. The development of the plan will take 90 days.
- ▶ **Objective 3:** Create a retention plan to decrease our yearly attrition rate by 25%. The time-frame for this process is 90 days from start to finish.



The Oak Park Police Department operational efficiency is driven by integration of technology, industry leading best practices and procedures, and appropriate allocation of resources, to meet the needs of the community.

OPERATIONS AND CALL FOR SERVICE RESPONSE

Goal #1: New RMS System and Implementation

- ▶ **Objective 1:** OPPD will research and determine the best RMS systems being used as it pertains to business processes and data collection. The research will be completed in conjunction with WSCDC for three months.
- ▶ **Objective 2:** Department stakeholders will decide to acquire a new RMS over 12 months.
- ▶ **Objective 3:** Within 60 days of implementing the RMS System, the Department will be able to produce data to fully support and help with operational decision-making.

Goal #3: To update policies and procedures to align with the industry's best practices to serve the community better.

- ▶ **Objective 1:** The Department will initiate new policies and procedures to enhance collaboration with the community within one month.
- ▶ **Objective 2:** Within 1 week of completing objective #1, The start date (go-live date) will be announced. The start date of the new policy and procedures will be January 1st of the new calendar year.
- ▶ **Objective 3:** Release all policies and procedures for review for a study period of no less than six months before the "go-live" date.

Goal #2: Develop an alternative response plan to identify calls for service that can better be handled by non-sworn personnel.

- ▶ **Objective 1:** Within three months, the OPPD will identify the different calls for service (CFS) requiring a police officer to respond.
- ▶ **Objective 2:** Over six weeks, the OPPD will establish the procedures over three months for CFS that do not require a police officer to respond and designate the appropriate person, department, or agency for the call.
- ▶ **Objective 3:** Work with WSCDC over three months to determine dispatch/notification protocols for outside agencies/departments to respond to calls for service.

Goal #4: To identify existing and emerging technology that increases officer's efficiency in the field.

- ▶ **Objective 1:** Within six weeks, OPPD will produce a survey for officers to identify technology that needs updating to help them do their job in the field. Research existing and emerging technology.
- ▶ **Objective 2:** Identify stakeholders within the Department to be a part of an internal committee. The internal committee will define the responsibilities of members for future discussion on the Department's technology needs within two weeks.
- ▶ **Objective 3:** The committee will use the survey results and, within six months, present technology recommendations that are available or on the horizon to the Department's Administration.



The Oak Park Police Department has established and is committed to partnerships with the community and upholding the values of impartial policing, as evidenced by the Department's dedication to transparency and constitutional policing.

**COMMUNITY ENGAGEMENT,
IMPARTIAL POLICING,
AND TRANSPARENCY**

Goal #1: Establish and develop a liaison to the Village's DEI Office to promote enhanced community engagement.

- ▶ **Objective 1:** Establish, over two months, a Police DEI committee consisting of union and non-union department members.
- ▶ **Objective 2:** Within one month of being established, the Police DEI committee will make recommendations to the Chief of Police regarding the committee's scope/duties and recommend a liaison to partner with the DEI office.
- ▶ **Objective 3:** The Chief will consider the recommendations put forth by the DEI committee and appoint a liaison within one month of receiving the recommendations.

Goal #3: The OPPD will establish a functional, impartial policing database comprising requisite data for assessing the potential for bias.

- ▶ **Objective 1:** Identify specific data to be included as part of the impartial policing database. It is anticipated that this will take two months.
- ▶ **Objective 2:** Within two months, determine where the database will be located (for example, as part of RMS).
- ▶ **Objective 3:** Over six months, develop processes to ensure information from the database can be retrieved and effectively analyzed.

Goal #2: The OPPD will build processes, opportunities, and expectations for all members to actively support and engage in community policing as part of their regular duties and responsibilities.

- ▶ **Objective 1:** Over six months, determine the expectations for all members regarding community policing in daily activity.
- ▶ **Objective 2:** Establish, over two months, a Police DEI committee consisting of union and non-union department members.
- ▶ **Objective 3:** Within three months, develop an appraisal system that tracks how officers actively engage in community policing as part of their daily activities.

Goal #4: Establish a practice for sharing information.

- ▶ **Objective 1:** Within two months, establish criteria regarding what information the Department shares with stakeholders and the public.
- ▶ **Objective 2:** Upon establishing these criteria, develop a plan for sharing it within one month.
- ▶ **Objective 3:** Within one year, develop a citizen dashboard to share impartial policing data to increase transparency.

