

DIVISION OF CAPITOL POLICE 2025 STRATEGIC PLAN

Well Managed
Organization
1.0

Exceptional and
Diverse Workforce
2.0

Safety and Security
Of Facilities and
Protection of People
3.0

Ambassadors of the
Commonwealth
4.0

Environment of
Preparedness
5.0

1.1 Improve three (3) administrative processes annually to include Communications, Training and Scheduling

1.2 Solicit and act on employee suggestions
1.3 Inventory and evaluate programs for results and respond appropriately

1.4 Formalize a structure for implementing and monitoring DCP's strategic plan

1.5 Continually evaluate compliance with mandated audits and inventories
1.6 Increased focus on hiring and retention of employees

1.7 Evaluate and revise the existing career development program
1.8 Conduct a leadership retreat

2.1 Develop a Skills Bank
2.2 Establish a mentorship program
2.3 Annually summarize exit interview information

2.4 Create a leadership development program to include technical and behavioral competencies

2.5 Align discretionary training and development opportunities with organizational need

2.6 Share knowledge obtained from external training
2.7 Evaluate training effectiveness

2.8 Acknowledge participation in DCP's strategic planning process
2.9 Develop a recruiting strategy to hire a diverse workforce

2.10 Increase total compensation package
2.11 Reduce accrued leave liability by 5%

3.1 Develop alternative staffing programs to include a Police Auxillary Program
3.2 Employ new technology in analyzing crime trends

3.3 Develop policies and procedures that ensure screening competency and consistency with current security protocols

3.4 Improve security through establishing clear protocols for reporting and resolving security concerns

3.5 Maintain the "floor watch" program for each facility
3.6 Expand the EMT program

4.1 Increase DCP's community engagement and community involvement
4.2 Use HEAT grant resources to deter autotheft

4.3 conduct high visibility patrols to increase police visibility and deter crime

4.4 Intergrate DCP core values into training and performance management tools (EWP's)

4.5 Expand Interpersonal skill development training and improve internal customer service

4.6 Provide employees with historical resources to enhance visitor interaction

5.1 Identify issues that compromise our mission and initiate programs to mitigate, evaluate progress and measure results

5.2 Identify specialized equipment, develop replacement schedules, and provide proper training

5.3 Utilize the skills of our team and continue to develop new skills in our employees

5.4 Maintain written protocols and guidelines for dissemination of sensitive and confidential information

5.5 Identify and implement additional emergency preparedness training
5.6 Collect and analyze complaint and commendation data to provide quality control oversight and recognize positive interactions with citizens

Red = Complete

Updated 2025