



EVESHAM POLICE DEPARTMENT

The following are the agency-wide goals and objectives that we have established for 2022:

Goal #1: Agency Reorganization

Objectives:

1. Revise the Evesham Township Police Ordinance, Chapter 26, to expand the agency to include the rank of Deputy Chief of Police.
2. Implement promotional processes for the vacant Deputy Chief of Police, Captain(s) and Lieutenant(s).
3. Facilitate the promotions for Deputy Chief, Captain(s), Lieutenant(s) and Sergeant(s).
4. Reorganize the agency's Bureaus, to eliminate the Internal Affairs Bureau, while we restructure a new Training Bureau and redesign the Support Services Bureau.
5. Redefine the agency's Internal Affairs function under the Administrative Division.
6. Redesign the Patrol Power Shift into a new Traffic Safety Unit.
7. Redesign the Community Policing Unit under the Support Services Bureau and rebrand the unit as a Community Engagement Unit.
8. Build the tenets of Community Engagement into all agency functions, to include a Neighborhood Police Program.
9. Revise all agency policies to reflect the new structure.
10. Develop a plan for staffing of our police canine unit.
11. Staff all the agency's Specialized Positions.



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Goal #2: Enhance Facilities, Fleet & Technology

Objectives:

1. Implement facility improvements to increase the efficiency of the work space, and enhance the security of police headquarters. This will include moving work space to meet the reorganizational plan, upgrading flooring, design and structure.
2. Design the Support Services Bureau to maximize the workspace, while enhancing off-site storage space.
3. Explore the feasibility of a decentralize policing model, to include new space for the Training Bureau.
4. Develop a fleet plan for the reorganizational structure. The plan will include movements toward eco-friendly vehicles and will forecast vehicle needs for the next five years.
5. Replace aging Body Worn Camera System and Controlled Energy Devices.
6. Implement new holster systems that used smart technology to activate in-car and Body Worn Camera systems in the event a firearm is un-holstered.
7. Develop a technology plan for years 2023-2027.

Goal #3: Recruitment and Selection

Objectives:

1. Develop a recruitment plan that will both forecast and meet the high number of retirements that are planned in years 2022 & 2023. The recruitment plan will be designed to hire a combination of candidates that possess Police Training Certifications, as well as uncertified candidates, who we will sponsor to the academy.
2. Enhance our recruitment efforts through new planning approaches that will increase the number of diverse candidates.
3. Expand the hiring of Special Law Enforcement Class II Officers to expand our use of these officers in our agency and to open the agency to attract candidates with vast amounts of police experience and training, as well as candidates who diversify our agency.
4. Recruit and staff vacant Special Law Enforcement Class I Officer positions.



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Goal #4: Enhance Agency's Training Function

Objectives:

1. Increase the staffing levels and facility space for a newly established Training Bureau.
2. Purchase a Firearms Training Simulator. Develop a training plan that will result in enhancements related to the frequency of use of force scenarios for all our staff.
3. Hold an annual in-service training for all our membership that will include scenario-based trainings for use of force and de-escalation, as well as dealing with citizens experiencing mental health issues.
4. Develop a training plan that will pull officers from the street for targeted training programs on a weekly rotation.
5. Enhance rollcall training programs, to include produced short videos for display at rollcall sessions.
6. Develop a system of inspections for the Training Bureau that will allow them to identify training issues and provide staff with targeted training to correct the detected deficiencies.
7. Develop a training plan and capital request for 2023 that will include a Driver Simulator, to further enhance our training capacity for our staff and to maximize public safety.

Goal #5: Profession & Cultural Enhancements

Objectives:

1. Rebrand the agency, through enhancing internal and external relationships. This will redefine the employee/supervisor and staff/stakeholder relationships.
2. Implement new environmental changes that enhance employee engagement and increases employee motivation/production.
3. Increase voice, both internally and externally. Develop a cultural of listening and problem solving. This will touch upon, leadership/employee relationships, leadership/citizen relationships and police/citizen relationships.
4. Implement a Master Police Officer Program, as means of profession development for future succession planning.
5. Connect to our history and the traditions of the police profession, to guide us forward.