



EVESHAM POLICE DEPARTMENT MEMORANDUM

To: All Employees
From: Chief Walt Miller
Subject: 2023 Goals and Objectives
Date: December 13, 2022

The following are the agency-wide goals and objectives that we have established for 2023:

Goal #1: Enhance the Administrative Function

Objectives:

1. Implement a Master Patrol Officer program for professional development of agency staff. Implement a mentoring program to connect senior members with the younger workforce.
2. Make advancements in succession planning, both through on-the-job exposure and training.
3. Establish a new administrative records management system. Acquire new software that will allow for all the agency's administrative functions to be maintained through this software.
4. Establish a new Employee Performance Evaluation system that streamlines the evaluation process and moves evaluation responsibility to the direct subordinate level within the agency. Also, incorporate quarterly employee goal setting, monthly supervisor check-ins and critical incident reviews.
5. Improve the agency's uniform system, through the integration of loadbearing vests.
6. Enhance the agency's canine unit through vehicle acquisitions, getting new canine teams trained and preparing for the retirements of existing canines.
7. Begin recruitment planning that will extend into the next possible round of agency retirements in 2024.
6. Rebrand the agency's wellness functions to establish the next phase of agency wellness, to include peer support and professional critical incident debriefing. Continue efforts to combat the stigma of mental health.
7. Reestablish the agency's policy committee to begin work on policy maintenance.
8. Rebrand the agency's annual awards dinner and the agency's social connections.
9. Incorporate outreach to retired membership, to include an alumni event at police headquarters.
10. Establish an agency-wide Strategic Plan for 2023-2028.
11. Research and implement a Drone program for the agency.
12. Build a program that will entice members to exercise while on lunch breaks.



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Goal #2: Enhance Fleet and Facilities

Objectives:

1. Complete the facility upgrades commenced in 2022. Begin phase two of the process to complete facility upgrades in 2023. This will include the completion of flooring and painting, as well as upgrades to the booking area, locker rooms, armory and the ballistic rating for the front of the building.
2. Plan for the agency's storage needs, to ensure off-site storage facilities integrate with onsite storage areas, to meet the organizational needs.
3. Designate a portion of the display area within the police department to serve the agency's history, to include a living memorial area, that is interactive.
4. Explore the potential of an off-site facility that could serve the agency as community outreach center, along the Route 73, Route 70 corridor.
5. Establish a workgroup to create a new agency video for public outreach, marketing and agency tours.

Goal #3: Enhance Training Function

Objectives:

1. Incorporate FATS training into the daily function of this agency. This will include the Training Bureau conducting this training daily, with on-duty staff.
2. Establish a monthly training plan for the Training Bureau that will schedule on-going training for our staff members as part of their daily assignments. This will be broken down into one-hour training blocks for staff to rotate in and off of patrol.
3. Schedule an annual in-service training day for all agency staff, consisting of scenario based trainings.
4. Develop and provide training for our officers to enhance their DWI investigative skills.
5. Develop a system for organized rollcall trainings, that ensures all staff receives consistent training in small blocks.
6. Build training program for our staff related to the Guardian Mindset principals.
7. Work with our Township Joint Insurance Fund to acquire a driver simulator that can enhance our membership's driver training, aimed at reducing vehicle crashes. Increase all aspects of our driver training.

Goal #4: Enhance Agency's Community Outreach

Objectives:

1. Implement a Neighborhood Policing Program to strengthen the connection between our membership and the community we serve.
2. Explore the advancements of social media to determine how we can better leverage this technology to connect with our community and enhance our agency's marketing efforts.



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3. Increase the community engagement function to expand beyond scheduled events, to include activities that integrate into the community daily, such as bike patrol and CEU roll by events.
4. Schedule events to enhance the community understanding of policing, to include community FATS sessions and scenario based events.
5. Develop a plan of what events we have established for CEU and develop quarterly scheduling plans. Identify what works and build upon it with a creative vision.
6. Develop neighborhood based integration for CEU that will move scheduled events throughout the community. Bring CEU to where people live and gather. This will include regular movie nights, and similar such events.
7. Establish outreach events in the community for services related to addiction and mental health.

Goal #5: Enhance Traffic Safety Function

Objectives:

1. Build a strong component of traffic safety education throughout the traffic unit. To include social media messaging, including graphics and video that convey driver safety messages. Get the traffic unit members trained to teach community based defensive driving sessions, to reinforce safety messaging to our community.
2. Establish a motorcycle unit that provides the Traffic Unit an additional tool to further their enforcement and education mission.
3. Rebrand the manner in which we deploy to address traffic safety within the community. Utilize intelligence led deployment details, community based problem solving and a reimagined DDACTS program.
4. Explore the addition of a traffic counter that will meet the demands of our service population.
5. Establish the Traffic Unit into a fully trained, on-call and deployable serious and fatal crash investigation team.
6. As we establish the Traffic Unit into our culture, we will establish an agency policy that defines their role and mission.

Goal #6: Enhance and Build Upon Agency Culture

Objectives:

1. The agency has made major strides in enhancing the morale and culture within the agency. We have built the collective agency into a closer, connected team, joined by a close relationship with our service community. We are not near where we want to be, however we will move further along this path, as we continue to build a stronger work community and environment here in this great agency. We can only do this if we do it together.