

Pasco Police Department Policy Manual

PLANNING AND RESEARCH	Chapter No. 15
Effective Date: 04/01/2018 Revised: 12/17/2020	Reference: Departmental Strategic Plan Succession Plan

15.1.1 ACTIVITIES OF PLANNING AND RESEARCH

The Pasco Police Department recognizes the planning and research function as a valuable component of a successful organization. Members of the department are encouraged to submit ideas or proposals through the chain of command. This section is designed to support the process of planning and research.

15.1.2 ORGANIZATIONAL PLACEMENT / PLANNING AND RESEARCH

The Chief of Police may assign a planning and research project to a specific Police Department member, group, or committee on an as-needed basis. When a planning and research project is assigned, the members selected to complete the project will report to the Chief of Police or their designee.

Police Department employees can also communicate ideas via the Chain of Command. An employee at any level can bring forth ideas or suggestions directly to their supervisor.

15.1.3 MULTI-YEAR PLAN

The Pasco Police Department recognizes the need to plan and prepare for future trends in our community, profession, and society. A departmental strategic plan is developed to serve this purpose. The strategic plan is intended to be a road map of where the department has been and where it should go to serve the residents of Pasco adequately.

The strategic plan will, at a minimum, reviewed every three years. The strategic plan includes:

- A. Long term goals and operational objectives
- B. Forecasts of anticipated workload fluctuations and population trends
- C. Forecast of anticipated staffing levels
- D. Anticipated capital improvements, technology, and equipment needs

15.1.4 SUCCESSION PLANNING

The department sees the value of having a succession plan to provide continuity in leadership, avoid extended and costly vacancies, and provide individuals with opportunities through education, training, mentoring, and specialty assignments.

The department will maintain a Succession Plan and review it annually.

Through the Civil Service Commission, a Sergeants list is kept for any first-level supervisor vacancies.

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Chapter No. 12 Direction

15.2.1 ANNUAL UPDATING / GOALS AND OBJECTIVES

The Pasco City Council establishes priorities every even calendar year. These priorities guide the development of priorities and goals for the Mayor and each City Department. Once the Chief of Police has established the annual goals for the Police Department, each division creates specific objectives for sections and units to achieve in the attainment of the department goals. The established goals and objectives for each division are distributed to all Pasco Police Department personnel through PowerDMS.

15.2.2 SYSTEM FOR EVALUATION / GOALS AND OBJECTIVES

The Police Department evaluates the progress toward achieving established goals on an annual basis. Information regarding the accomplishment of goals and objectives are included in the annual reports prepared by divisions, sections, and units.