MULTI-YEAR PLANNING

226.1 PURPOSE AND SCOPE

To create a multi-year plan for the establishment, review and updating of long term department goals and objectives.

226.2 POLICY

The Columbia Police Department shall, on an annual basis, establish clear, articulable long-term agency goals and objectives and a plan for achieving them.

226.3 GENERAL

The goals, objectives and strategies of the department shall serve as the blueprint for the future growth and development of the organization in order to facilitate its overall mission.

226.4 PROCEDURES

a Long term goals and objectives are established by the Chief of Police and Bureau Commanders.

b In January of each year, or as soon as possible after the beginning of the new calendar year, the Chief of Police shall meet with the Bureau Commanders to discuss the future direction and needs of the department. Goals and objectives and strategies for obtaining them shall be established and reviewed with consideration to providing guidance for the following three-year period.

c The multi-year plan shall include, at a minimum, the following:

1. Long term goals and operational objectives
2. Anticipated workload and population trends based upon current information
3. Anticipated staffing and personnel levels
4. Anticipated capital improvements and equipment needs
5. A provision for annual review and revision

d The established goals and objectives, as well as the strategies for achieving them, shall be disseminated to all members of the department.

e The Chief of Police and Bureau Commanders shall meet periodically to review the department’s progress in achieving the long-term goals and objectives.

f At least annually, the Chief of Police and Bureau Commanders shall review and validate the existing goals and objectives. Revisions or modifications shall be made as may be appropriate.