



Crystal Police Department

2023

Strategic Priorities

The police department provides professional police services to its residents and visitors. Its mission is to serve all residents with compassion, integrity and professionalism.



Community Engagement and Proactive Policing:

- Continue to research and develop strategies for violent crime reduction.
- Continue to host community engagement events, including community forums, community policing academy, coffee with a cop and other activities throughout the year.
- Continue to find creative ways for staff to actively engage with community members beyond calls for service.
- Continue to expand engagement through our social media platforms.

Operational Needs:

- Continue to recruit, hire, train and retain high-caliber employees who are committed to fulfilling our mission.
- Research and develop a mentorship program for department staff.
- Develop and implement individualized training and development plans for all staff, which will assist in developing succession plans for all levels of the organization.
- Continue to research crime analyst job description, policies, procedures and other tools to implement this role in 2024.
- Continue to update department policies and procedures.

Staff Wellness and Development:

- Continue to focus on employee wellness, including physical, mental and emotional health.
- Continue with our peer support program, while researching new and innovative staff engagement methods.