

The image shows a police badge for the Springfield Police Department in Missouri. The badge is shield-shaped with a gold border and a gold laurel wreath. The word "POLICE" is embroidered in gold at the top. Below it, "SPRINGFIELD" is embroidered in white. In the center, there is a red and white logo consisting of a stylized 'S' and 'P'. At the bottom, "MO" is embroidered in white. The entire badge is semi-transparent, serving as a background for the text.

POLICE

SPRINGFIELD

Goals

2011-2013

MO

Goal 1: Crime Reduction

The reduction of crime and the safety of the citizens of Springfield is the primary goal of the SPD. Our aim is to continue to have a positive impact on the actual incidence of crime and the perception of criminal activity within the city as measured by the FBI Uniform Crime Report and the annual Citizen Satisfaction Survey.

Goal 2: Department Reorganization

Making the most efficient and cost-effective use of departmental personnel requires a review of departmental structure. Identifying changes to areas, functions, ranks, and assignments will be done first. Those that can be will be made immediately; those requiring additional funding and/or City Council authorization will be made as approved.

Goal 3: Recruitment and Retention

The recruitment of new employees and the retention of valued, tenured employees go hand in hand. As we work to increase the pool of eligible candidates, we will strive to decrease the need for new hires by ensuring that the SPD is a preferred place of employment and attrition rates are reduced as more employees choose to stay.

Goal 4: Volunteer Involvement

The use of volunteers in many aspects of policing is underutilized as a force multiplier. We will strive to attract quality volunteers and benefit from their time and talents throughout the agency.

Goal 5: Regionalization

Springfield is the hub of the southwest region of Missouri and the focal point of a multistate area. We will strive to use our position to influence cooperation, communication, and collaboration among all policing agencies in the area, thereby enhancing the ability of all to respond to the needs of the communities we serve.

Goal 6: Community Partnership/Engagement

To fully integrate the philosophy of Community Policing, we must be completely engaged with the citizens we serve. This involves on-duty and off-duty activities, on an individual and organizational basis. Partnerships on any level are to be encouraged and supported. This goal is inclusive of the relationship we share with other City Departments and employee groups.

Goal 7: Leadership Development

Recognizing that every officer and employee is a leader is the key to successful implementation of all our activities. Identifying and developing the qualities and attributes found in each individual is the responsibility of supervisors. Mentoring and succession planning will be ingrained in our organizational culture.