



Strategic Plan

Fiscal Year 2016-2019

**The City of Culver City
Police Department**

Message from our Chief of Police, Scott Bixby

The Culver City Police Department has a long and proud tradition of service to the residents, businesses and visitors of Culver City. The men and women who make up the Culver City Police Department are dedicated to their profession and hold themselves to the highest ethical standards. We have earned the trust and support of our community and city leaders. We do not take that trust and support for granted and understand that it must be earned and renewed on a daily basis.

We recruit the very best and brightest available. The Culver City Police Department is richly diverse, which we believe helps to build partnerships, relationships and trust with our community in the true spirit of Community Policing. Our community outreach is a cornerstone of our success. Our efforts include neighborhood watch, citizen's police academy, explorer program, open house, involvement with local service clubs, and our social media program.

Every organization must continually evaluate the service it provides and have clear, measurable, and attainable goals. Our success is based on five goals that we call "Measures of Effectiveness." Those measures include the rapid response to calls for service, reducing and preventing crime, solving crime, efficient and effective traffic and parking programs, and the morale of our members.

The framework in which we strive to accomplish our goals is based on being proactive, professional, proud, passionate and working in partnership with the community. Proactive means that we do not wait for crime to occur; we look to prevent crime before it happens with every tool available to us. The men and women of our organization maintain a level of professionalism worthy of the trust bestowed upon us. We are a very proud organization and that pride extends to the city we serve and the members of all departments within the city. I believe that our profession is a calling, and that calling does not exist without a true passion for the oath we take.



I consider myself extremely fortunate to be a member of the Culver City Police Department. I would like to thank all of the past and present members of this department whose dedication, ability and diligence has formed the reputation that our department enjoys today. I would also like to challenge future members to commit to the values and culture of this great organization. Our chosen profession can be difficult and challenging but I firmly believe that ***NOBODY DOES IT BETTER*** than the members of the Culver City Police Department.

MISSION STATEMENT

To enhance the City of Culver City through proactive police work, timely response, and public outreach

VISION STATEMENT

To provide members of the community with the highest level of professional service while setting the example for law enforcement



Assistant Chief Chris Gutierrez, Chief Scott Bixby, Captain Ron Iizuka, and Captain Allen Azran

ORGANIZATIONAL VALUES

- * **PROACTIVITY**
- * **PROFESSIONALISM**
- * **PRIDE**
- * **PASSION**
- * **PARTNERSHIPS**

MEASURES OF EFFECTIVENESS

- * Response Time
- * Case Clearance
- * Efficient Traffic Flow/Effective Parking Program
- * Reduction/Prevention of Crime
- * Morale

DEPARTMENT GOALS

OPERATIONS

- ◆ Maintain an emergency response time of 3½ minutes or less and reduce non-emergency response time
- ◆ Improve emergency response services through the creation and deployment of two Field Supervisor Command Post Vehicles
- ◆ Improve field operations through the installation of new Mobile Data Terminals in all patrol vehicles
- ◆ Maximize efforts to impact crime through the development of a Patrol District Liaison Program
- ◆ Maximize deployment and minimize overtime
- ◆ Impact critical crime occurrences by reinstating a patrol night-shift that will function as an Operations Bureau Special Problems Unit



DEPARTMENT GOALS

TRAFFIC

- ♦ Reduce DUI occurrences through increased enforcement efforts
- ♦ Improve traffic collision and DUI reporting services; implement online report retrieval system
- ♦ Improve safety through increased bicycle and pedestrian education/enforcement
- ♦ Strengthen community partnerships
- ♦ Advance Communication (dispatch) procedures
- ♦ Streamline and accelerate Animal Services hearing processes
- ♦ Facilitate the traffic ticketing process for officers through the use of e-cites
- ♦ Improve permit parking enforcement services



DEPARTMENT GOALS

INVESTIGATIONS

- ◆ Improve departmental expertise in both the Adult and Juvenile/Special Victims Units of the Investigations Bureau
- ◆ Augment efforts to suppress criminal activity within Culver City
- ◆ Advance police response to mental health related issues and expand community outreach
- ◆ Improve Investigations Bureau training to maximize investigative efforts
- ◆ Evaluate the impact of Proposition 47 (Reduced Penalties for Some Crime Initiative) and make recommendations accordingly
- ◆ Evaluate the impact of AB109 releases into the community



DEPARTMENT GOALS

ADMINISTRATION

- ♦ Expand organizational memory and improve professional staff retention rates
- ♦ Accelerate hiring to fill all departmental vacancies
- ♦ Increase officer safety and reduce potential City liability via in-car video
- ♦ Improve departmental ability to track crime occurrences, identify trends, and prevent future occurrences
- ♦ Forecast future needs for equipment and technological components including maintenance, repair, and upgrades
- ♦ Ensure smooth transition of rotating personnel and prepare for unexpected personnel absences/departures
- ♦ Complete a needs assessment and implement recommendations to improve station facilities and function



ACKNOWLEDGEMENTS

The hard work and forethought of the officers who contributed to this plan is appreciated; thank you for your participation!

Sgt. Emery Eccles
Sgt. Sorai Estrada
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Sgt. Pete Hernandez
Sgt. Troy Dunlap
Sgt. Aubrey Kellum

Lt. Jason Sims
Sgt. Manuel Cid

