

SMITHFIELD POLICE DEPARTMENT

ANNUAL GOALS AND OBJECTIVES

FY 2017-2018



Richard P. St.Sauveur, Jr.
CHIEF OF POLICE

SMITHFIELD POLICE DEPARTMENT

FY 2017-2018 ANNUAL GOALS AND OBJECTIVES

(PRIORITIZED)

1. Design and construct a police memorial at police headquarters.

- Establish a committee to determine the needs and develop design ideas;
- Obtain necessary funding to complete project;
- Prepare a bidding process to select vendor;
- Award bid;
- Complete work.

2. Establish a committee to modify the present department uniform.

- Solicit input from department personnel;
- Consider Class C uniforms for expanded use within the patrol division;
- Determine alternate cold weather gear to complement present options;
- Consider special detail attire which includes ANSI compliant shirts;
- Consider the use of Class C pants for special detail attire;
- Consider redistribution of patrol duty gear to optional external carrier;
- Consider leather police jackets as an optional alternative winter jacket;
- Submit recommendations and cost estimates to the Police Chief for approval.

3. Improve the Department's ability to maintain the cleanliness of the newly expanded and renovated headquarters.

- Identify the expanded and renovated areas that will exceed the capabilities of our facilities maintenance/groundskeeper;
- Obtain estimates from vendors to provide after-hours janitorial services within selected areas of headquarters;
- Include costs associated with after-hours janitorial services in future operating budgets;
- Select vendors, as needed.

4. Improve local roadway safety through increased enforcement of specific traffic violations.

- Modify enforcement tactics, to include increased overtime to target specific traffic violations;
- Keep officers informed of progress, to include up-to-date ticket totals;
- Increase Texting While Driving tickets by 100%;
- Increase No Seat Belt tickets by 100%;
- Increase Stop Sign tickets by 50%;
- Increase Speeding tickets by 50%;

5. Purchase a “Phantom 4” flying drone.

- Establish a committee to determine the needs of the department;
- Obtain necessary funding;
- Establish a “drone” policy along with operating procedures and protocols;
- Identify an officer(s) to oversee the program;
- Purchase product;
- Train assigned officers;
- Place in-service.

6. Purchase an interactive podium/smartboard system for the new community and training room.

- Research technology;
- Determine need;
- Obtain cost estimates;
- Purchase the system.

7. Purchase two Cannon Power-Shot and/or Cannon SLR cameras and related equipment to replace aging camera systems.

- Obtain cost estimates;
- Purchase cameras and lighting;
- Install camera and lighting for prisoner mug-shots;
- Train personnel in the use of new system for taking prisoner mug shots;
- Implement any necessary policy changes.

8. Purchase scanners for the supervisors' office.

- Research products;
- Obtain cost estimates;
- Purchase and assign to officers, as needed.

9. Purchase low band UHF radio(s) for designated civilian personnel.

- Determine the needs of the department;
- Obtain necessary funding to purchase radios;
- Purchase product;
- Assign devices to designated civilian staff.

10. Create a committee to re-evaluate the Smithfield Police Department recruitment and selection process as well as new employee training.

- Select committee members from the department to:
 - Review present policy and procedures;
 - Increase qualified candidate pool;
 - Develop better retention practices;
 - Develop a more comprehensive FTO program;
- Implement any needed policy/contractual changes.

SMITHFIELD POLICE DEPARTMENT

MULTI-YEAR GOALS AND OBJECTIVES

**BEGINNING JULY 1, 2017
AND ENDING JUNE 30, 2022**



**Richard P. St.Sauveur, Jr.
CHIEF OF POLICE**

SMITHFIELD POLICE DEPARTMENT

FY 2017 thru FY 2022 GOALS AND OBJECTIVES

(PRIORITIZED)

1. Establish new working hours for sworn officers to improve coverage, increase officer safety, reduce overtime costs and provide for more specialized assignments.

- Establish a committee to research options and feasibility;
- Seek inclusion of new working hours/schedule in collective bargaining agreement through contract negotiations;
- Implement new working hours/schedule;
- Conduct future review of changes to determine effectiveness.

2. Finance the lease of three (3) police vehicles.

- Identify the needs of the department;
- Identify a leasing agency that will support a three (3) year leasing program;
- Seek the necessary funding to support the annual lease payments;
- Select vendor to lease vehicles from;
- Lease vehicles;
- Put vehicles in-service.

3. Establish and maintain a department firearms training range on Town property.

- Establish a committee to develop specifications;
- Hire a firm to provide professional services through project completion;
- Obtain necessary funding;
- Construct firearms range.

4. Hire three (3) additional police officers.

- Obtain the necessary support and funding for the additional positions;
- Conduct recruitment and selection process for hiring;
- Select and enroll the officers in the Rhode Island Municipal Police Academy;
- Upon graduating from the Academy, assign officers based on Department need.

5. Fill the *Canine Handler* assignment.

- Establish a selection committee and position criteria;
- Select officer and purchase appropriate canine;
- Send officer and canine to appropriate training/certification;
- Continue the Department's Canine Program.

6. Establish the position of Criminalist within the Detective Division.

- Seek funding for full/part-time position;
- Develop job requirements, duties and prerequisites;
- Advertise and interview candidates;
- Hire a highly trained individual to relieve sworn personnel of tasks that can be handled by a non-sworn civilian employee.

7. Establish a committee to design a new badge for the Smithfield Police.

- Establish a committee to design new badges;
- Seek funding to purchase the new badges;
- Prepare a bidding process to select manufacturer;
- Award bid;
- Authorize the manufacturing of the badges;
- Prepare a badge replacement program for all sworn employees.