

HANOVER PARK POLICE DEPARTMENT STRATEGIC PLAN

2022-2024



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MISSION STATEMENT

HANOVER PARK POLICE MISSION

The mission of the Hanover Park Police Department is to provide quality law enforcement services, maintain and improve community livability by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility, community commitment and involvement.

HANOVER PARK POLICE VISION

The Hanover Park Police Department will be an elite police agency based on its dedication to the safety and security of the people of Hanover Park through the use of innovative and proactive policing strategies.

This will be accomplished by fostering a partnership with the community while maintaining a commitment to national accreditation and the responsible management of the department's resources.

The department will combine the principles of intelligence driven policing with a community policing approach as a cutting edge policing style to control crime. This will be achieved through the departments integrity, professionalism and commitment to our community and employees.



EXECUTIVE SUMMARY

The Hanover Park Police Department's CY 2022-2024 Strategic Plan focuses on serving the residents, business owners and stakeholders in Hanover Park while improving safety and livability within the community. This plan contains the four (4) strategic priorities the police department will focus on as agreed upon by staff and the leadership of the department. When identifying the strategic goals for this plan, staff took into account the feedback police department personnel received throughout the years from Hanover Park residents, as well as the concerns expressed about policing on a national level. Listed within this plan under each strategic priority is a series of goals which will help the police department address the identified priorities. These goals will be incorporated into the police department's budget goals over the course of the next 3 years and these goals are updated and discussed at the bi-weekly command staff meetings. The strategic plan is not a static document and can be changed and expanded to stay current with the emerging trends or demands in law enforcement.

The implementation of this plan is indicative of the police department's continuing commitment to improving the way it serves its residents.



STRATEGIC PRIORITIES: NEXT THREE YEARS

1. CRIME CONTROL – MAINTENANCE OF HISTORICALLY LOW CRIME RATES IN THE VILLAGE OF HANOVER PARK

Initiatives:

- Reduce the number of thefts experienced in the Village
- Address the experience of internet related crimes in the Village
- Focus efforts on drug addiction and overdose cases in the Village
- Increase intoxicated motorist enforcement efforts in the Village

2. CONTINUE ENGAGEMENT EFFORTS WITH THE COMMUNITY AND SEEK OPPORTUNITIES TO INCREASE TRUST, PROMOTE SAFETY, AND ENHANCE TRANSPARENCY

Initiatives:

- Implement programs to increase community engagement
- Ensure that the police department is in full compliance with the Illinois Safe-T Act
- Provide implicit bias training to all police officers
- Expand upon our social media outreach as part of the PACC Program
- Refresh the ART Program. (We will analyze the current ART program's effectiveness)

3. RECRUIT, RETAIN, AND DEVELOP QUALIFIED AND DIVERSE EMPLOYEES

Initiatives:

- Implement the recommendations of the updated PD Recruitment Plan
- Create the position of Training and Recruitment Coordinator
- Implement an employee wellness program in the police department
- Revise the field training program
- Research feasibility of federal task force officer position

4. EVALUATE ORGANIZATIONAL EFFECTIVENESS AND IMPLEMENT STRATEGIES TO ENHANCE POLICE SERVICES TO THE COMMUNITY

Initiatives:

- Implement a body worn camera program that will also consist of modernized interview room recording equipment, in car video systems, and a digital evidence platform
- Evaluate available software programs to increase operational efficiency
- Evaluate parking for the Olde Salem and Tanglewood subdivisions to determine potential solutions to address common parking complaints among residents
- Establish a Rescue Task Force system in coordination with the Hanover Park Fire Department
- Enhance officer use of force training at the police department
- Research the feasibility of establishing an online reporting capability for routine police reports

2022-2024 HPPD STRATEGIC PLAN TRACKING

CRIME CONTROL – MAINTENANCE OF HISTORICALLY LOW CRIME RATES IN THE VILLAGE OF HANOVER PARK

Strategic Priority: Crime Control - Maintenance of Historically Low Crime Rates in the Village

Initiative: Reduce the number of thefts experienced in the Village

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Develop a theft reduction strategy for businesses	Identify common types of thefts and impacted businesses, develop a response to reduce these thefts, and implement the response.	Night Patrol Lieutenant	2023
Develop a PR campaign aimed at increasing awareness and target hardening for residents	Regular and timely information will be distributed to residents raising awareness to emerging theft trends in the Village.	Night Patrol Lieutenant	2023
Explore the installation and use of License Plate Reader Cameras	LPR cameras will be evaluated and implemented if warranted.	D.C. Operations	2023
Implementation of a residential surveillance sharing program	A method to submit residential surveillance camera locations will be added to the department's website and locations will be mapped to GIS.	Night Patrol Lieutenant	2023

Strategic Priority: Crime Control - Maintenance of Historically Low Crime Rates in the Village

Initiative: Address the experience of internet related crimes in the Village

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Enhance public awareness of internet crimes	Regular social media posts will be made regarding internet crimes along with preparing a Hi-Lighter article addressing frequent trends.	Inv. Lieutenant	2023
Increase staff familiarity and training in the area of internet crimes	Identify vendor for department-wide training on internet crimes and implement training.	Inv. Lieutenant	2023
Increased personnel involvement in Internet Crime Task Forces	Research and identify existing internet crimes task forces, identify interested personnel, and assign to task force.	Inv. Lieutenant	2023

Strategic Priority: Crime Control - Maintenance of Historically Low Crime Rates in the Village**Initiative:** Focus efforts on drug addiction and overdose cases in the Village

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
The Police Social Worker will enhance outreach efforts to overdose victims and their families	Personal contact will be attempted with reported overdose victims and families who reside within the Village.	Police Social Worker	2024
A PR campaign will be launched that will provide information regarding access to available resources	Regular social media posts in conjunction with a Hi-Lighter article to provide resources.	Police Social Worker	2024
Explore available deferral programs for minor drug offenders	Research programs available to Village residents of findings.	Police Social Worker	2024

Strategic Priority: Crime Control - Maintenance of Historically Low Crime Rates in the Village**Initiative:** Increase intoxicated motorist enforcement efforts in the Village

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Enhance personnel training in impaired driving countermeasures	Identify an officer to complete training to be a Drug Recognition Expert (DRE).	D.C. Operations	2023
Explore the use of a trained phlebotomist as an alternative to hospital transports	Identify private phlebotomy company, train officers in procedure, update directive and implement use.	D.C. Operations	2023
Organize regularly scheduled enforcement details aimed at removing impaired motorists from the roadway	Impaired motorist details will be conducted on a quarterly basis and statistics will be tracked.	Night Lieutenant or Day/SEP	2023

CONTINUE ENGAGEMENT EFFORTS WITH THE COMMUNITY AND SEEK OPPORTUNITIES TO INCREASE TRUST, PROMOTE SAFETY, AND ENHANCE TRANSPARENCY

Strategic Priority: Increase Trust and Partnership with the Community

Initiative: : Implement programs to increase community engagement

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Implement a Citizen's Police Academy for Village residents and stakeholders	Develop a curriculum, advertise, and host a citizen's police academy.	Night Lieutenant	2024
Implement an Active Shooter Training program for Hanover Park businesses	Develop a training outline, identify trainers, and provide active shooter training to interested businesses.	CRT Commander	2022
Explore an ongoing partnership with the Tanglewood Alive Center	Establish a consistent dialogue with Alive Center leadership and determine extent of desired police department involvement if applicable.	ART 2 Sergeant	2022
Provide quarterly Spanish language ART meetings for the community	Quarterly ART meetings will be held in Spanish language and live streamed via social media to include one held in the community.	Night Lieutenant	2022
Explore partnership with HP Park District children's programs	Hold a meeting with HP Park District stakeholders to discuss possible partnerships.	Police Social Worker	2023

Strategic Priority: Increase Trust and Partnership with the Community

Initiative: : Ensure that the police department is in full compliance with the Illinois Safe-T Act

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct review of mandate timeline/ due dates	Review mandate timeline to ensure compliance is maintained.	S.S. Sergeant	2022
Revise directives as needed to reflect new laws	Directive revisions are completed and disseminated.	Accreditation Manager	2022
Continue to train personnel on new mandates as they come about	Provide annual training regarding new Safe-T Act changes.	Training Coordinator	2022

Strategic Priority: Increase Trust and Partnership with the Community**Initiative:** : Provide implicit bias training to all police officers

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
We will explore feasibility of online versus in-person training	Review availability of online and in-person training against costs and benefits of each.	Training Coordinator	2023
Identify a vendor and implement the training	Initiate contact with vendors, select a vendor, and schedule training.	Training Coordinator	2023

Strategic Priority: Increase Trust and Partnership with the Community**Initiative:** : Expand upon our social media outreach as part of the PACC Program

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct analysis of current social media platform use	A document will be prepared identifying all current uses of social media, public interaction with those social media platforms, and frequency of use.	D.C. Operations	2024
Identify and research additional social media platforms to utilize to further engage the public, if applicable	Identify additional social media platforms that police departments utilize to engage the public.	D.C. Operations	2024
Expand employee participation in social media efforts	Identify police department employees who have an interest and aptitude in social media use. Provide access and training to those officers to each social media platform.	D.C. Operations	2024

Strategic Priority: Increase Trust and Partnership with the Community**Initiative:** : Refresh the ART Program. (We will analyze the current ART programs effectiveness)

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct analysis of community participation with current processes	A document will be prepared analyzing the current level of community participation in ART Meetings.	D.C. Operations	2023
Explore changes to ART Meeting design and message	Identify methods to increase participation based upon the analysis of the current level of community participation.	D.C. Operations	2023

RECRUIT, RETAIN, AND DEVELOP QUALIFIED AND DIVERSE EMPLOYEES**Strategic Priority: Recruit, Retain, and Develop Qualified and Diverse Employees**

Initiative: : Implement the recommendations of the updated PD Recruitment Plan

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Hold Recruitment Team meeting to discuss new recommendations	Schedule meeting(s) and outline recommendations to team members	Recruitment Coordinator	2023
Conduct Recruitment Team orientation/training for new members	Create an orientation PowerPoint and train members as needed.	Recruitment Coordinator	2023
Change police officer application process to year-round acceptance	Identify and implement a method for accepting applications and written test scores on a year-round basis.	Recruitment Coordinator	2023
Review feasibility of hosting in-person and on-line written testing and implement if possible	Research viable in-person locations and provide report of findings and recommendation.	Recruitment Coordinator	2023
Review feasibility of hosting in-person POWER testing	Research requirements of in-person POWER test and provide a report of findings and recommendation.	Recruitment Coordinator	2023

Strategic Priority: Recruit, Retain, and Develop Qualified and Diverse Employees

Initiative: : Create the position of Training and Recruitment Coordinator

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Develop a job description for the position	Compile required job duties for and announce opening outlining the new position.	D.C. Support Services	2022
Select a police patrol officer for the position	Interview interested candidates and make a selection.	D.C. Support Services	2022
Train the selected officer and they will begin working in the new role	Provide training as required for selected officer.	D.C. Support Services	2023

Strategic Priority: Recruit, Retain, and Develop Qualified and Diverse Employees

Initiative: : Implement an employee wellness program in the Police Department

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Explore programs to address officer mental health	Form a committee to research mental wellness programs or training for implementation.	D.C. Support Services	2023
Explore programs to address officer's physical health and fitness	Form a committee to research physical health/fitness programs or training for implementation.	D.C. Support Services	2023
Explore programs to address employee's financial wellness	Form a committee to research financial programs or training for implementation.	D.C. Support Services	2023

Strategic Priority: Recruit, Retain, and Develop Qualified and Diverse Employees

Initiative: : Revise the field training program

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct review of in-house training program and make changes as needed	Review program and revise as needed to incorporate legal/procedural changes.	Training Coordinator	2024
Identify and develop new personnel to take part in the in-house training	Provide instructor development and other specialty training to qualified personnel.	Training Coordinator	2024
Update the field training reporting process to an electronic based program.	Identify a software program to allow field training reports to be completed electronically and train personnel in its use	D.C. Operations	2024
Update FTO Manual and Patrol Officer Reference Guide	The current FTO manual and Patrol Officer Reference Guide will be reviewed and updated to incorporate any procedure changes that have occurred.	FTO Coordinator	2024

Strategic Priority: Recruit, Retain, and Develop Qualified and Diverse Employees**Initiative:** : Research feasibility of federal task force officer position

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Review effectiveness of current partnership with NCNTF	A staff study will be completed to review the effectiveness of the partnership with NCNTF and a recommendation will be given of whether to continue that partnership.	SOG Sergeant	2024
Conduct analysis of available federal task force positions and select agency, if applicable	Available federal task force positions will be identified and compared to determine a suitable federal partner if applicable.	SOG Sergeant	2024
Conduct selection process for position	Select a candidate and assign them to the selected federal task force if applicable.	D.C. Operations	2024

EVALUATE ORGANIZATIONAL EFFECTIVENESS AND IMPLEMENT STRATEGIES TO ENHANCE POLICE SERVICES TO THE COMMUNITY**Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement****Initiative:** : Implement a body worn camera program that will also consist of modernized interview room recording equipment, in car video systems, and a digital evidence platform

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Install and train on the interview recording system	Oversee installation and complete personnel training on system.	S.S. Sergeant	2022
Deploy body cameras to appropriate personnel and provide training	Assign body cameras and complete block training of personnel.	S.S. Sergeant	2022
Launch the evidence.com digital evidence platform and provide training for employees	Create accounts for personnel, assign required online training, and provided continued training as needs arise.	S.S. Sergeant	2022
Develop a Body Worn Camera Policy and train employees	Draft policy which fits requirements of the LEO Body- Worn Camera Act and review in block training.	S.S. Sergeant	2022

Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement**Initiative:** Evaluate available software programs to increase operational efficiency

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Research and explore feasibility of purchasing new software to track and analyze use of force incidents by officers	Identify available software programs to track and analyze use of force incidents by officers, select a program, if applicable, and train officers in its use.	D.C. Operations	2023
Research and explore feasibility of purchasing new software to track and analyze internal investigations	Identify available software programs to track and analyze internal investigations, select a program, if applicable, and train officers in its use.	D.C. Operations	2023
Research and explore feasibility of purchasing new software to map location data for investigations	Identify available software programs to map location data, select a program, if applicable, and train officers in its use.	Investigations Lieutenant	2023

Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement**Initiative:** Evaluate parking for the Olde Salem and Tanglewood subdivisions to determine potential solutions to address common parking complaints among residents

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct a review of parking issues and regulations and develop a report for dissemination	Conduct an evaluation of current parking regulations and recommend any changes if needed.	SEP	2023
Present the information to the Village Manager and others at her direction	Prepare a document containing evaluation results and recommendations for review and direction.	SEP	2023

Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement

Initiative: : Establish a Rescue Task Force system in coordination with the Hanover Park Fire Department

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Establish guidelines for the program	Meetings will be held between PD and FD to establish operational guidelines and a training curriculum.	Day Lieutenant	2023
Train police and fire employees in the program	Appropriate PD and FD employees will participate in joint scenario-based training in the rescue task force system.	Day Lieutenant/ Training Coordinator	2023
Conduct a full-scale exercise in coordination with the HPFD	A full-scale training exercise will be completed in coordination with HPFD and all related policies will be completed.	Day Lieutenant	2023

Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement

Initiative: : Enhance officer use of force training at the police department

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Obtain a use of force training simulator for department use	Use of force training simulator vendors will be identified, and products reviewed. A vendor will be selected and training simulator purchased if applicable.	CRT Commander	2022
Identify individuals to serve as trainers on the simulator	Police Department employees will be identified and trained to be trainers on the use of force training simulator.	CRT Commander	2022
Add the training simulator to officers' ongoing training regimen	Complete a state certified course outline to utilize for training.	Training Coordinator	2022

Strategic Priority: Evaluation of Organizational Effectiveness and Police Services Enhancement**Initiative:** : Research the feasibility of establishing an online reporting capability for routine police reports

ACTIONS	MEASURE OF SUCCESS	WHO'S RESPONSIBLE	TARGET DATE
Conduct a feasibility study	Complete a staff study to determine the feasibility of establishing an online reporting system and implement if feasible.	D.C. Support Services	2024
Identify a vendor, if applicable	Identify a vendor for online reporting software and complete purchase, if applicable.	D.C. Support Services	2024
Roll out the software and train personnel and residents, if applicable	Obtain software, train personnel in its use, and commence use of the software, if applicable.	D.C. Support Services	2024

