



San José Police Department Strategic Plan 2023

MISSION

The San José Police Department is dedicated to providing public safety through community partnerships and 21st Century Policing practices, ensuring equity for all. The Department is committed to treating all of San Jose’s diverse community members with dignity, fairness, and respect, while protecting their rights and providing equal protection under the law.

VISION

The San José Police Department will build community relationships and deliver exceptional service at all levels, so every member of our community has the highest trust in the Police Department.

VALUES

Integrity: We are truthful and honest, acting with moral courage, always striving to do what is right.

Accountability: We take responsibility for our conduct, communicating transparently with the community about our actions, motives, plans, and programs.

Collaboration: We work together with the community and within the Department, engaging with each other cooperatively in order to solve problems and achieve shared goals.

STRATEGIC GOALS

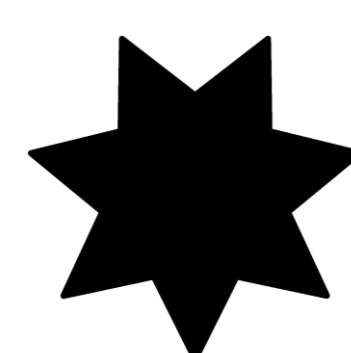
Promote Public Safety: The San José Police Department’s core function is public safety, which will be achieved by preventing, responding to, and investigating crimes.

Partner with Our Diverse Community: The San José Police Department will partner with our diverse community to promote public safety and enhance collaborative problem-solving efforts in order to prevent crime and improve the quality of life in the City.

Workforce Diversity, Wellness, and Development: The San José Police Department will recruit, hire, and retain a workforce that reflects the diversity of our community, promote safety and wellness for all employees, and provide opportunities for professional development and career growth for all employees.

Continuous Improvement and Innovative Service Delivery: The San José Police Department will continually evaluate and develop operations, services, and policies, and embrace innovation and a multi-disciplinary approach to public safety and crime prevention.

Secure Adequate Resources: The San José Police Department will ensure fiscal responsibility by maintaining cost-efficient programs and services, while pursuing the resources needed to better serve a growing community.



Promote Public Safety

- Enhance and promote crime prevention resources, efforts, and programs
- Prioritize the safest and most efficient response to calls for service
- Conduct proactive enforcement strategies, and conduct thorough in-field and follow-up investigations



Partner with Our Diverse Community

- Engage, educate, and empower community members to address crimes and quality of life issues
- Prioritize community policing activities in order to build community relationships
- Build and maintain collaborative relationships with other law enforcement/public safety agencies
- Develop partnerships with non-law enforcement/public safety organizations and groups to address community challenges



Workforce Diversity, Wellness, & Development

- Foster a culture of inclusivity that ensures equitable opportunities for all Department employees
- Identify and promote physical and mental health through wellness programs and course offerings
- Provide career development, succession planning, and mentorship opportunities, both formal and informal, for all Department employees
- Acknowledge, celebrate, and reward Department-wide and individual accomplishments



Continuous Improvement & Innovative Service Delivery

- Continually evaluate alternative deployment and service delivery models
- Acquire and utilize technology to enhance efficiency, effectiveness, and informed decision making
- Provide ongoing training in evolving modern policing techniques
- Continually monitor and update the complaint process to ensure accountability with our community



Secure Adequate Resources

- Develop and maintain a five-year staffing plan for the Department
- Make greater use of professional staff to support and accomplish Department goals and objectives
- Continually evaluate staffing needs and the use of overtime
- Pursue resource enhancements such as grants and cost-sharing opportunities with other agencies