

Message from the Chief

In recognition of our commitment to keep the Arlington community informed and engaged, it is with great pride that I present to you the FY 2020 – FY 2025 Department's Strategic Management Plan.

This plan is built upon input from our stakeholders in the community as well as within the Arlington County Police Department. It is designed to guide the men and women of our agency as we fulfill our responsibilities to the community. We have invested a considerable amount of effort in developing a plan that translates our Department's mission and values into goals and objectives that help us continue to effectively allocate our resources. As such, our plan is arranged on five key areas allowing us to focus on central issues and allocate resources to the most essential services.

- Transportation Safety
- Crime Prevention and Control
- Community Engagement
- Enhance Infrastructure
- Personnel Development and Support

The plan does not intend to address everything that needs to be accomplished by our agency. Instead it looks to the future to fulfill big-picture items and plan for challenges facing our community and the law enforcement profession. While the plan acts as a foundation to our actions, it is also malleable and over the next five fiscal years will be adjusted as the needs of our community change.

I encourage you to review the plan and become familiar with our key objectives. There are many opportunities to become directly involved with us and strong community relationships will ensure successful implementation of this plan. On behalf of the Arlington County Police Department, thank you for allowing us to serve you.

M. Jay Farr
Chief of Police

Mission Statement

Our mission is the reduction of the incidence of crime and the improvement of the quality of life in Arlington County by making it a place where all people can live safely and without fear.

Core Values

Courage

Competence

Commitment

Compassion

Integrity

Restraint

Respect



***Arlington County Police
Department***

***Strategic Management Plan
FY2020-25***

Goal 1: Transportation Safety

Objective #1: Collaborate Enforcement Across All Modes of Transportation

1. Evaluate, update and coordinate traffic safety campaigns
2. Conduct enforcement and education campaigns at Special Operations Section (SOS) complaint log locations

Objective #2: Optimize Deployment of Resources and Technology

1. Use traffic and accident data to direct enforcement activities
2. Provide comprehensive investigative support for all critical accidents
3. Replace and maintain traffic incident management equipment

Objective #3: Enhance Collaborative Efforts in Transportation Safety

1. Collaborate with DES and VDOT on TARP and other problematic locations
2. Conduct education and awareness programs

Goal 2: Crime Prevention and Control

Objective #1: Identify and Promote Innovation in the Deterrence and Detection of Crime

1. Optimize resources and technology
2. Employ appropriate crime scene and investigative methods and efforts to solve criminal investigations
3. Leverage regional partnerships, taskforces, and networks to support criminal investigations

Objective #2: Enhance Critical Incident Preparedness, Response, and Investigation Strategies

1. Monitor critical incident trends and tailor appropriate training for staff to enhance preparedness
2. Conduct needs assessment of equipment and training to best address emerging trends
3. Integrate all public safety agencies into a comprehensive critical incident response plan

Objective #3: Design and Deploy Crime Prevention Communication and Education Strategies

1. Identify crime trends and allocate necessary resources
2. Educate the restaurant and business community on ARI and Business Outreach

Objective #4: Optimize Resource Management

1. Evaluate and update case assignment and solvability procedures
2. Encourage and facilitate communication and collaboration between divisions

Goal 3: Community Engagement

Objective #1: Strengthen Community Bonds and Promote Participation

1. Promote transparency and trust
2. Develop and centralize volunteer programs and initiatives
3. Identify outreach needs to serve underrepresented populations
4. Work with existing community stakeholders to enhance partnerships

Objective #2: Expand Business Partnerships

1. Enhance business engagements to support mutual community needs
2. Identify current and emerging crime trends in the business community and develop proactive prevention strategies

Objective #3: Develop and Strengthen Community Safety and Preparedness Programs

1. Enhance preparedness outreach, education and response for critical incidents
2. Develop and enhance personal safety training programs
3. Educate residents on police policies, training and tactics as well as personal safety

Goal 4: Enhance Infrastructure

Objective #1: Prioritize and Integrate Technologies to Enhance Police Services

1. Use Police Technology Oversight Committee to scale projects and ensure technology serves the needs of the agency
2. Evaluate processes, reporting methods and data storage to eliminate redundancy and increase customer service efficiency methods for police personnel and citizens
3. Media/Public Relations expansion, planning, and deployment

Objective #2: Commit to Sustained and Unified Facility Planning

1. Recurrent infrastructure and facility assessment to address current and

Objective #3: Establish Asset Management Strategies

1. Identify funding and replacement cycles for current and proposed agency equipment
2. Centralize all agency asset management, tracking, and distribution records and procedures

Objective #4: Implement Programmatic Budgeting and Oversight

1. Establish annual priority based budget process across all sections

Goal 5: Personnel Development and Support

Objective #1: Maintain a Culture of Excellence

1. Increase and improve the effectiveness of communication between all divisions
2. Facilitate and encourage employee participation
3. Establish and define clear performance expectations

Objective #2: Plan for Growth and Future Vacancies

1. Strengthened and expand hiring strategies to recruit and retain a diverse and talented workforce
2. Manage and deploy personnel and resources effectively
3. Establish cross-training protocols to create redundancy in skills sets
4. Explore measures to address participation in selection and promotional processes

Objective #3: Implement Employee Wellness and Support Programs

1. Develop a holistic approach to wellness
2. Support a healthy work-life balance
3. Conduct periodic and continued needs assessment of existing wellness programs for effectiveness and to identify gaps



Contact Us

Arlington County Police Department
1425 N. Courthouse Road
Arlington, VA 22201

police@arlingtonva.us

Visit us on the web:
<https://police.arlingtonva.us/>