

POLICE



WHAT WE DO

The employees of the La Vista Police Department are honored to serve and protect our community. We place a high value on the safety of our residents, business owners and visitors. We are focused on maintaining professionalism, increasing levels of service, efficiently using resources, budgeting effectively, encouraging teamwork, and preserving a sense of camaraderie within the department.

SERVICES WE PROVIDE

- Ensure that all persons may pursue their lawful activities without fear or impediment by maintaining public order.
- Reduce the impact of crime, fear of crime, and public disorder on the daily lives of La Vista residents through patrol, crime prevention, criminal investigation, and law enforcement.
- Respond to calls for service and other public needs promptly in order to provide services which resolve problems and protect persons and property.
- Manage the fiscal, capital, information, and personnel resources of the department with efficiency and care.
- Develop and maintain open relationships and communications with other agencies, organizations, and the public at large.
- Protect safe and orderly transportation through traffic direction, law enforcement, and accident investigation.

ACCOMPLISHMENTS

- All sworn officers received advanced training in dealing with mental health issues.
- An agreement with the Papillion-La Vista School District staffed a School Resource Officer at La Vista Middle School.
- Completed research, evaluation, and purchase of body-worn cameras
- Developed a recruit Police Training Academy with partner agencies
- Agreed to implement a new county-wide records management system.
- Maintained the safety and livability of all residents and visitors by providing community focused, effective and high-quality police services that meet or exceed professional standards.
- Each patrol vehicle now equipped with a rifle-round-resistant vest for officers to access in the event of shots fired from a rifle.
- Implemented and certified operators in Unmanned Aircraft Vehicle (Drone)

Police

Key Initiatives

1 Encourage effective communication within the department.

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

The success of this organizational culture will be contingent upon providing employees with specific training, support and direction, while focusing on positive outcome versus output alone. The Department recognizes that employees are the most valuable assets, and investing in their potential will ultimately provide the greatest benefit to the community.

SUCCESS LOOKS LIKE

Supervisors will expend less time on addressing rumors or misinformation.

Evaluation and effectiveness of revisions to communications processes will increase significantly. Increase communication throughout the department, increase job satisfaction and morale.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Chief of Police

PROJECT COLLABORATORS

All Police Department employees

2 Enhancement of daily operational procedures.

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

The Department recognizes the need to consistently evaluate our operating processes and procedures to identify best practices. This helps identify and resolve issues that potentially affect the livability of specific neighborhoods, areas, or the City as a whole.

SUCCESS LOOKS LIKE

Reduction in response time and repeat calls for problematic areas or situations.

Reduction in repeat calls for services for problematic areas and situations as a result of information that is readily exchanged.

The amount of time dedicated to proactive and officer initiated problem solving increases.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Captains

PROJECT COLLABORATORS

All Police Department employees

Police

Key Initiatives

3 Problem solving

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

All employees are empowered and encouraged to solve problems at their level, in a timely and accurate manner. Proactive approaches to reducing criminal activity and solving problems is more effective than reaction-based policing.

SUCCESS LOOKS LIKE

Reduction in response time and repeat calls for problematic areas or situations.

Reduction in repeat calls for services for problematic areas and situations as a result of information that is readily exchanged.

The amount of time dedicated to proactive and officer initiated problem solving increases.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Captains

PROJECT COLLABORATORS

All Police Department employees

4 Increase community engagement, outreach and education.

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

Working with community partners results in better assessment of problems and leads to tailored and more effective responses.

SUCCESS LOOKS LIKE

Measure and evaluate the number of attendees for community programs such as 911 for Kids, Bike Rodeos, Citizen's Police Academy, Coffee with a Cop, Homeowners associations and National Night Out.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Special Enforcement Bureau Sergeant

PROJECT COLLABORATORS

Special Operations Bureau and Uniform Patrol Bureau employees, City residents

Police

Key Initiatives

5 **Develop and adopt a critical equipment replacement program to replace aging or outdated equipment.**

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

The La Vista Police Department strives to provide employees with the best equipment and technology to safely and efficiently perform their duties. To remain contemporary, the Department utilizes an array of information technology systems to communicate internally, publicly, and with other agencies. As critical equipment ages, loses effectiveness, becomes obsolete or otherwise fails, the Department will need to plan for costs associated with updates or replacement.

Planning future purchases allows aging equipment to be replaced without significant budgetary impact. Identifying failing, obsolete, and expendable items is the first step of a systematic replacement process. Evaluating effective service life of equipment will define regular replacement intervals. A purchasing schedule plan will clearly outline when acquisitions and expenditures for critical equipment should occur.

SUCCESS LOOKS LIKE

Service life for each piece of critical equipment is determined.

The department will establish a critical equipment list outlining which items need to be replaced regularly and a purchasing schedule for critical equipment is generated and utilized.

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BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Special Operations Bureau Captain

PROJECT COLLABORATORS

Sworn police officers

6 **Expand and enhance police mobile technology.**

START DATE: 2018

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

As the complexities of criminal activity become more sophisticated, law enforcement needs to stay current in the effort to prevent, detect and investigate crime. The enhancement of officer safety, increased productivity, improved response times, global positioning, and related systems improve our response to the community.

SUCCESS LOOKS LIKE

Develop a plan to enhance the department's information technology systems.

Use technology to track crime and manage deployment of personnel to prevent and solve crime.

Informed decision making concerning body worn cameras and LRMS systems.

Administrative investigations are conclusively resolved with higher frequency due to review of body worn camera recordings.

Expanded use of the Rhodium incident command software.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Operations Support Bureau Captain and Special Enforcement Captain

PROJECT COLLABORATORS

All Police Department employees

Police

Key Initiatives

7 Establish base staffing levels.

START DATE: Ongoing

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

The La Vista Police Department constantly evaluates staffing levels and needs in relation to providing adequate and reasonable police services to the community. This involves determining how many officers and support staff the agency needs to fulfill demands related to increasing population levels, calls for service and safety for members of the community and staff. Understanding the number of people within the service area will enable the Department to tailor staffing requirements to community needs. Receiving input from the community will result in alignment of priorities which influence staffing levels. Historical data is a viable resource for calculating future service requirements and staffing needs. The ability to obtain sufficient staffing levels will provide the opportunity to conserve time and resources.

SUCCESS LOOKS LIKE

Review and utilization of historical service call data to project required staffing levels.

Staffing and service levels meet reasonable community expectations.

Establish and implement baseline staffing recommendations.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Chief of Police

PROJECT COLLABORATORS

Police Sergeants

8 Create and formalize a succession planning system for all divisions.

START DATE: 2019

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

As the City continues to grow, it is imperative for the Department to clearly identify future operational and leadership requirements. This will allow the Department to more effectively predict staffing needs and succession opportunities by providing individuals with the potential to assume greater responsibility and critical development.

SUCCESS LOOKS LIKE

Implement the best model or process to suit the department's needs.

Employees transitioning to supervisory positions will demonstrate proficiency in the identified core competencies.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Chief of Police

PROJECT COLLABORATORS

All Police Department employees

Police

Key Initiatives

9 **Expand the department training program to incorporate an enhanced leadership program.**

START DATE: 2019

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

The La Vista Police Department is committed to identifying and developing qualified, knowledgeable and professional staff to provide exemplary leadership within the Department. Key education and training programs are the cornerstones of a premier organization, and will be implemented to encourage personal growth and achievement of professional goals. This will produce leaders who are better prepared to accomplish the Department's mission and benefit the citizens of La Vista.

SUCCESS LOOKS LIKE

An in-house leadership program is established by the Training Unit.

Tabletop or situational exercises for current and prospective supervisors will be held at least twice per year.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

PROJECT LEAD

Operations Support Bureau Captain

PROJECT COLLABORATORS

All Police Department employees

10 **Identify and explore successful methods of employee empowerment.**

START DATE: Ongoing

STRATEGIC PRIORITY



WHY IS THIS IMPORTANT?

Empowering staff members by providing opportunities that allow them to participate in discussions and planning on important issues results in more engaged and effective employees. Engaged employees are more likely to stay focused and committed to the organization, which results in a better service to the community.

SUCCESS LOOKS LIKE

The development and implementation of a process that promotes employee participation on important decisions and planning.

Implementation of a regular on-the-job training program that provides exposure to other assignments and leadership roles.

BUDGET REQUIREMENTS

This initiative will be initiated utilizing existing resources and funding identified and approved in the FY19 & FY20 Biennial Budget.

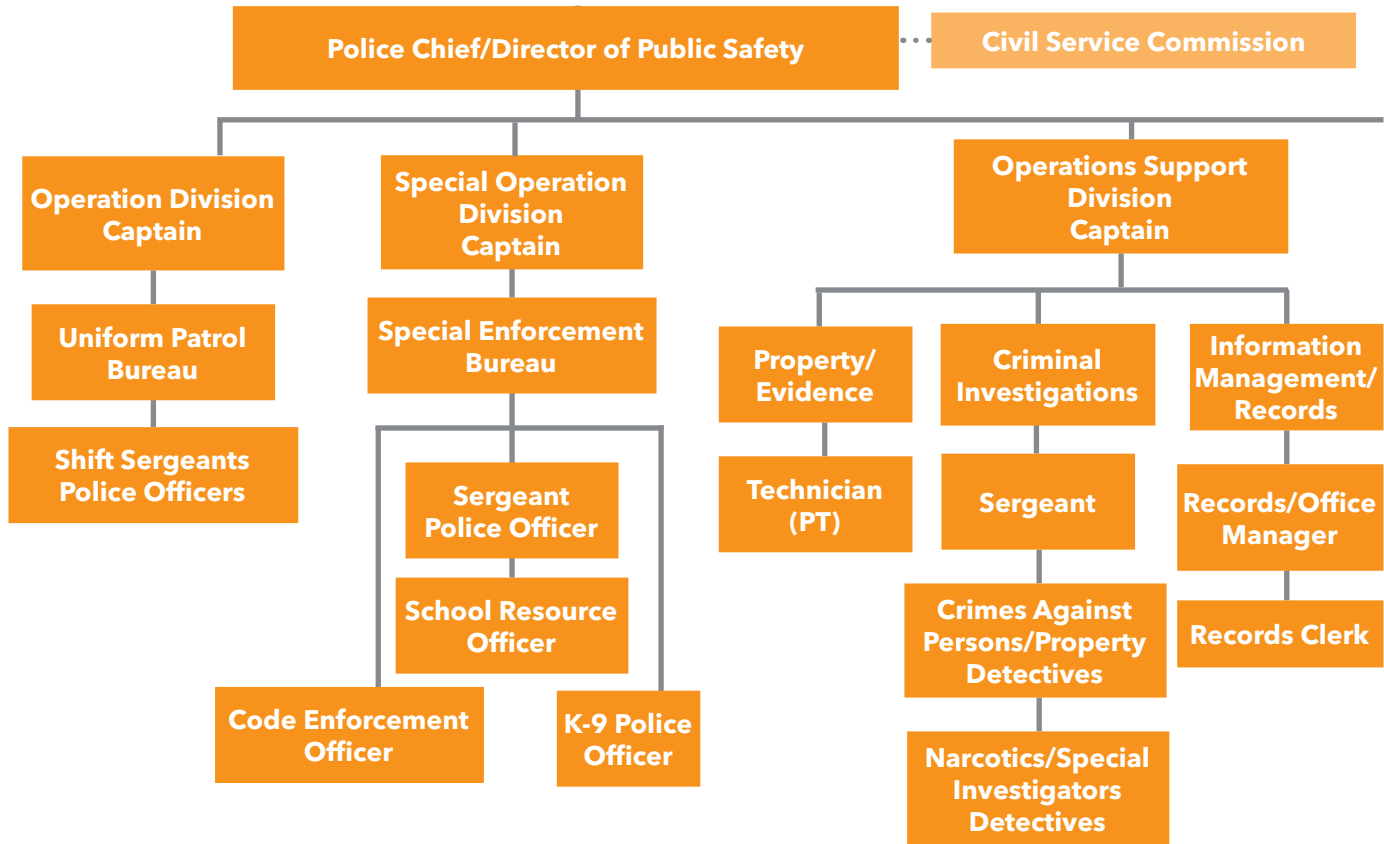
PROJECT LEAD

Chief of Police

PROJECT COLLABORATORS

All Police Department employees

Police



POLICE EXPENDITURE SUMMARY

	FY18 Budget	FY19 Budget	FY20 Budget
Personnel	4,314,535	4,556,991	4,836,957
Commodities	106,646	102,600	105,600
Contractual Services	243,271	286,321	205,493
Maintenance	29,580	43,000	38,000
Other Charges	53,000	58,000	52,000
Capital Outlay	171,000	258,000	145,000
Total Expenditures	4,918,032	5,304,912	5,383,050
Employees	20	20	20