



DES MOINES POLICE DEPARTMENT

"Committed to relentlessly fighting crime with trust and care"

2024 GOALS AND STRATEGIES

Retention, Recruiting, Succession:

Goal: Enhance Recruitment Strategies

- Develop targeted recruitment campaigns highlighting the department's strengths.
- Establish partnerships with local educational institutions to attract and train future officers.
- Utilize online platforms and social media for recruitment, showcasing the department's positive impact on the community.

Goal: Foster Professional Development

- Implement mentorship programs to support new recruits and staff at various career stages.
- Provide ongoing training opportunities for skill development and career advancement.
- Create a clear career progression path with opportunities for specialization and leadership roles.

Goal: Strengthen Succession Planning

- Identify and mentor potential future leaders within the department.
- Establish cross-training programs to ensure staff are versatile in various roles.
- Conduct promotion and specialty assignment processes based on merit, skills, and leadership capabilities.

Safety and Wellness:

Goal: Enhance Officer Well-Being and Mental Health

- Institute Active Bystandership for Law Enforcement (ABLE) training and ideals.
- Establish wellness programs promoting physical fitness, nutrition, and stress management.
- Collaborate with mental health professionals to develop training on de-escalation techniques and crisis intervention.

Goal: Strengthen Community Safety

- Continue community policing initiatives to build trust and partnerships with residents.
- Enhance training to meet or exceed all WASPC Accreditation Standards.
- Develop proactive crime prevention/response in collaboration with community stakeholders.

Goal: Improve Officer Safety

- Provide ongoing training in the latest safety protocols and technology for officers.
- Improve state-of-the-art protective equipment and technology and systems.
- Establish regular reviews of critical incidents to identify areas for safety improvement.

Technology and Equipment:

Goal: Implement Technology

- Collaborate with tech experts to assess and implement the latest crime-fighting technologies.
- Integrate data analytics for predictive policing and resource allocation.
- Adopt communication tools to enhance coordination among officers and agencies.

Goal: Ensure Excellent Equipment

- Regularly assess and update the department's equipment inventory.
- Provide officers with modern and reliable tools, vehicles, and communication devices.
- Establish maintenance protocols to ensure equipment functionality and longevity.

Goal: Enhance Technology & Cybersecurity

- Invest in measures to protect sensitive information and digital infrastructure.
- Provide ongoing training on cybersecurity best practices for officers and staff.
- Collaborate with technology experts to stay ahead of emerging cyber threats.