

Salisbury University Police Department

CHAPTER 15 PLANNING AND RESEARCH, GOALS AND OBJECTIVES, CRIME ANALYSIS

- 15.1 Planning and Research
 - 15.1.1 Planning and Research Activities
 - 15.1.2 Responsibility and Accountability
 - 15.1.3 Multi-Year Plan
- 15.2 Goals and Objectives
 - 15.2.1 Formulation and Annual Update of Goals and Objectives
 - 15.2.2 Evaluation of Progress
- 15.3 Crime Analysis
 - 15.3.1 Crime Analysis Procedures

E. Uniform Crime Reporting:

The Chief of Police will assure that the strategic plan, which includes goals and objectives, is distributed to all department personnel and that these goals are intertwined into performance appraisals and goal setting sessions. Each Division Commander will provide regular updates to their personnel and the Chief of Police regarding the process towards attaining these goals or barriers which prevent goals from being attained.

Each employee is encouraged to submit suggestions, in writing, for the development and progress of the University Police Department and the University's goals and objectives. Suggestions will be forwarded to the employee's respective Division Commander. The Chief of Police will consider all recommendations which may enhance the department in consideration of the University's goals and objectives.

15.2.2 Evaluation of Progress

Each Division Commander will give regular updates at staff meetings, shift briefings, etc. to include, but not be limited to, division activities towards attaining goals and objectives outlined in the strategic plan, special projects, budgets, and other significant issues. An assessment of each employee's progress will be documented in his/her annual performance evaluation which is completed by their respective supervisor. Division Commanders shall review all performance evaluations on employees under their command. The Chief of Police will be advised of all below average evaluations and a proposed course of action to improve the employee's performance toward the attainment of goals and objectives.

15.3 Crime Analysis

In addition to trends identified through formal analysis, all department personnel (sworn and civilian) are responsible for reporting any perceived crime patterns to their immediate supervisor or commander in order that steps may be developed to address the problem through enforcement or crime prevention awareness methods.

Department personnel are encouraged to evaluate crime analysis information on a continual