



EVESHAM POLICE DEPARTMENT

MEMORANDUM

To: All Employees

From: Chief Walt Miller

Subject: 2024 Goals and Objectives

Date: January 3, 2024

The following are the agency-wide goals and objectives that we have established for 2024:

Goal #1: Enhance the Administrative/Operational Function

Objectives:

1. Finalize the Master Patrol Officer program and establish the position into our organizational culture.
2. Continue progress with succession planning, encouraging command staff members to seek advanced leadership trainings and education, as well as encourage sergeants to seek leadership training. Also, continue with division and bureau transfers to expand the experience base of our leadership.
3. Expand the implementation of the Guardian records system, building Special Reports and tracking, Administrative Reviews, Use of Force Reviews and Pursuit Reviews into this digital software system.
4. Begin recruitment planning that will extend into the next possible round of agency retirements in 2025.
5. Examine and explore the increase demands on police services which warrants the addition of police resources to meet the growing demand. Work with elected officials for funding to expand the full-time membership of the agency, to meet the increased demand by expanding each patrol platoon by one officer. Additionally, expand the Special Law Enforcement Officers to incorporate a desk officer program during peak service hours that will allow for a more efficient deployment of staff on patrol, allowing these part-time officers to handle the increasing number of walk-in complaints.
6. Work with the Lenape Regional School District to add two SLEO III officers at the Cherokee High School beginning in the 2024-2025 school year.
7. Work to implement improvements for the staffing of the school officers through the implementation of an alternate SLEO III Officer. Establish initial funding, then work with school partners to incorporate funding into MOUs as they expire and are renegotiated.
8. Continue to recruit and hire alternate crossing guards to fill post vacancies without reliance on sworn membership.



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9. Develop a transition plan for expiring specialized positions to allow for staggered transition.
10. Enhance the agency's wellness function. Work with neighboring agencies to establish a peer support group/system. Professionalize our critical incident debriefing process with trained peer support specialist and mental health providers. Establish family into our wellness programs, by hosting a family event and establishing a family wall in the wellness room. Establish a policy to guide members transitioning into retirement. Continue efforts to combat the stigma of mental health.
11. Establish a social worker program within our agency that expands our services and the resources available to our community. This program will bridge the gap between traditional police services and the demands often presented to us within the community.
12. Explore the extension of our support and connection with state and federal agencies through an officer detachment program to a regional task-force.
13. Begin planning and selection process to replace a police canine who will be retiring in early 2025.
14. Review and revise at least 25% of our agency policies.

Goal #2: Enhance Fleet, Equipment and Facilities

Objectives:

1. Work to complete facility upgrades. Work to upgrade the booking area, locker rooms, armory as well as increase the ballistic rating for the front of the building.
2. Further enhance the agency's storage needs, to ensure off-site storage facilities integrate with onsite storage areas, to meet the organizational needs.
3. Enhance the historical displays to include a living memorial, that is interactive; display cases for the main entrance of the agency and complete the dedication of the agency's uniforms over the years.
4. Explore the potential of an off-site facility that could serve the agency as community outreach center, along the Route 73/Route 70 corridor.
5. Establish a workgroup to create a new agency video for public outreach, marketing and agency tours.
6. Work to finalize the addition of the new police parking lot and sally port lane upgrades.
7. Enhance the officer of the month program with a new in-station display.
8. Work to address the agency's motorized fleet by finalizing the receipt of delivery of delayed vehicles from 2022 and 2023. Plan for the purchase of additional vehicles in 2024 and the expansion of the fleet to meet the growing agency needs.
9. Work with the Police Foundation to add police motorcycles to our fleet as a new resource for the agency deployments.
10. Explore a new fleet and key management system that is technology based and more efficient.
11. Inspect and repair all agency firearms to ensure operability.



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Goal #3: Enhance Training Function

Objectives:

1. Further incorporate FATS training into the daily function of this agency. This will include the Training Bureau conducting this training daily, with on-duty staff.
2. Establish a monthly training plan for the Training Bureau that will schedule on-going training for our staff members as part of their daily assignments. This will be broken down into one-hour training blocks for staff to rotate in and off of patrol.
3. Schedule an annual in-service training day for all agency staff, consisting of scenario based trainings.
4. Develop and provide training for our officers to enhance their DWI investigative skills.
5. Develop a system for organized rollcall trainings, that ensures all staff receives consistent training in small blocks.
6. Increase all aspects of our driver training, to include normal operation, as well as emergency and pursuit driving.
7. Plan for a hold a full-scale active shooter drill, as well as increase the active shooter response training agency wide.
8. Develop a review system to approve training vendors prior to members being scheduled for external trainings.
9. Ensure that agency meets all the 2024 requirements related to police licensing for existing members and new hires.

Goal #4: Enhance Agency's Community Outreach

Objectives:

1. Implement a Neighborhood Policing Program to strengthen the connection between our membership and the community we serve.
2. Create a new specialized agency position for a social media content manager. This will bifurcate the public information function from the social media function.
3. Explore the advancements of social media to determine how we can better leverage this technology to connect with our community and enhance our agency's marketing efforts.
4. Increase the community engagement function to expand beyond scheduled events, to include activities that integrate into the community daily, such as bike patrol and CEU roll by events.
5. Enhance the quarterly CEU planning meetings into a system that is more data driven and enhances our CEU output. Incorporate a greater cross section of staff into the CEU events.
6. Develop neighborhood based integration for CEU that will move scheduled events throughout the community. Bring CEU to where people live and gather. This will include regular movie nights, and similar such events.
7. Implement the Volunteers in Police Service Program into our CEU planning and services.
8. Work with community leaders to enhance our reach to identify community concerns for police deployments.



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Goal #5: Enhance Traffic Safety Function

Objectives:

1. Continue to build a strong component of traffic safety education throughout the traffic unit. To include social media messaging, including graphics and video that convey driver safety messages. Get the traffic unit members trained to teach community based defensive driving sessions, to reinforce safety messaging to our community.
2. Establish the motorcycle unit that provides the Traffic Unit an additional tool to further their enforcement and education mission.
3. Expand the deployments of the Traffic Unit into increased team deployment models that incorporates patrol.
4. Leverage safe-corridor funding to upgrade traffic signs boards, traffic counters and add defensive driver training.
5. Explore and implement a data driven approach to the deployment of resources for our traffic safety efforts.

Goal #6: Enhance and Build Upon Agency Culture

Objectives:

1. The agency has made major strides in enhancing the morale and culture within the agency. We have built the collective agency into a closer, connected team, joined by a close relationship with our service community. We are not near where we want to be, however we will move further along this path, as we continue to build a stronger work community and environment here in this great agency. We can only do this if we do it together.