



# DODGE COUNTY SHERIFF'S OFFICE ANNUAL PERFORMANCE OBJECTIVES

Sheriff Dale J. Schmidt

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## Purpose

*It is the intention of the Dodge County Sheriff's Office to identify objectives to be completed during the 2016 calendar year. These objectives are developed to enhance public safety, the sheriff's office commitment to serving the community and finally to increase efficiency of sheriff's office operations. This document will serve as a tool to educate the public as to the direction of the sheriff's office in 2016. It will also serve as a guide to the employees of the sheriff's office as we strive to meet these goals.*

## Core Strategies

Below are strategies that the sheriff's office will focus on in 2016. Within those core strategies are Key Performance Objectives that will assist us in meeting our mission and vision of service to the community to create a safe and enjoyable place to live work and visit.

### Safe Communities

Creating a safer environment in our communities through community programs and by providing crime prevention resources to the community.

### Crime Reduction

Reducing the impact that crime has on the community through advances in technology, resources and implementing proactive crime solving and prevention techniques.

### Leadership Development

Fostering an environment which improves on the leadership abilities of current leaders and develops leaders for the future.

### Efficiency in Operations

Creating efficiency in operations through changes in technology, policies and organization of the sheriff's office.

### Mission Statement:

*The Dodge County Sheriff's Office will safeguard the lives, property and constitutional rights of our citizens through honest, ethical and professional service to the community.*

### Vision Statement:

*It is the vision of the Dodge County Sheriff's Office to partner with the community and develop proactive solutions toward making Dodge County a safe and enjoyable place to live, work and visit.*

# Safe Communities

## Rapid Responder

Rapid Responder is a program that is utilized by schools, businesses and other organizations for use in mass casualty events such as workplace or school shootings. It is a goal of the sheriff's office to investigate this program further and if feasible work toward implementation of the program within the county.

## Missing Person Search Plan

Currently there is no formal or informal plan to mobilize searchers if someone is called in as a missing person. Dodge County has numerous attractions that may lead to someone going missing including the Horicon Marsh National Wildlife Refuge. Time is of the essence when responding to a missing person and our goal for 2016 is to put a plan in place that identifies such issues as;

- ◆ Screening and badging volunteers
- ◆ Resources available for activation throughout Dodge County
- ◆ Pre-determined staging areas
- ◆ Formal and informal training and exercises

## Amish Ambassador

Working with the Amish community that has recently established residency in Dodge County to ensure safe operation of horse drawn vehicles with the motoring public while also addressing other concerns within the Amish community as it relates to law enforcement.

## Identifying Surveillance Cameras—Key Holder Form

Work with businesses and homeowners to develop a database of security cameras in Dodge County. The purpose of this program is to have an additional resource available to all Dodge County law enforcement agencies during nearly all types of investigations. The goal will be to increase the rate of crimes solved in Dodge County.

## Backup Satellite Dispatch Center

Working with Dodge County Emergency Management, Dodge County is in the process of creating backups to Dodge County operations in case of natural or man-made disaster. The Dodge County Sheriff's Office is establishing a back up dispatch center at the Beaver Dam Fire Department for the purpose of continuing seamless operations should a problem force our communications officers from their normal work environment. This is a capability that most communications centers have and was an unintended consequence of previous countywide dispatch consolidation.

## Social Media Development

At the beginning of 2015 the sheriff's office had about 1500 followers on social media. In one year we have increased to over 5600. Social media development for 2016 will include the addition of other resources other than Facebook to continue keeping the public informed on public safety issues and on operations of the sheriff's office.

# Crime Reduction

## Automated License Plate Reader

The sheriff's office is exploring its options of adding one or more Automated License Plate Readers to Dodge County squad cars. The goal will be to help identify stolen vehicles, warrants, non-licensed drivers and other criminal suspects through a safe manner and by adding technology to accomplish tasks that would otherwise be impossible through human efforts.

## OWI Task Force

Utilize Wisconsin Department of Transportation grant funds by establishing a countywide OWI and aggressive driving task force including the sheriff's office and local police departments within Dodge County.

## Drone Program

Implementation of unmanned aircraft program which will assist in search and rescue, office safety, evidence gathering, tactical situations and other incidents where an aerial view is required. This will be done safely, quickly and with little cost.

# Leadership Development

## Leadership Development Team

The Dodge County Sheriff's Office Leadership Development Program will facilitate an environment of success for team members desiring to promote in their future. The team will be led by sergeants, corporals and employees identified as leaders within their discipline. Quarterly meetings will allow these team members the flexibility to discuss concerns and bring innovative ideas to the table across divisions to move the department as a whole in a positive, productive direction. The Dodge County Sheriff's Office seeks to empower these influential team members by developing visionary, goal-driven and action-oriented, future department command staff.

## Jail Policy Training

Each month 5 to 10 questions are sent out to staff relating to policy, procedure or a relevant topic in the jail setting. Officers have a month to complete the questions and send them back to the training officer. The goal is to keep staff engaged on the topics previously mentioned. This also counts as training time and since it is done on duty, there are not expenses associated with it.

## Ethical Climate Assessments

Used to bring awareness to supervisory staff on current ethical climate of the agency by making ethical expectations known and routinely discussed with those they supervise.

# Efficiency in Operations

## Equipment Replacement and Fleet Maintenance

- ◆ Create checklist for squad installations to streamline the process.
- ◆ Identify other retailers around the county to provide state tire rate and eliminate warehousing of tires by the department. Reduces amount of labor spent accounting for inventory.
- ◆ Add additional car to the school car fleet utilizing an older car that is retired from the squad fleet.

## Countywide K9 Training Program

Help develop training group to be managed by head K9 trainer. Consolidate resources between agencies and share/reduce cost of training and recertification.

## Security Electronics Implementation

Additional cameras will be added throughout the facility and a new recording system will be installed. Replacement and upgrades to monitors, door controllers and the intercoms will improve the quality, dependability and overall efficiency of these systems.

## Tablet and Video Visitation

Jail administration will begin to address the feasibility of the use of electronic tablets by inmates and/or the use of video visitation and a WIFI system to support it. Many of these systems are installed at no cost to the facility in return for new or extended contracts with the identified vendor. The goal is to keep the inmates engaged in activity that will reduce the overall stress of incarceration. Inmates who are less stressed are easier to manage and help to provide a safer environment in the jail setting.

## PREA Training

In May the facility will host a statewide Prison Rape Elimination Act, (PREA) Investigator Training event. Individuals investigating PREA events in a jail setting must have specific training in this area. The facility will begin to identify a source to conduct a PREA audit of the facility in 2017. Both of these events are a requirement by our federal contract partners and federal law.

## Lexipol

Through an extensive process the sheriff's office will enhance its policy manual with sound, defensible, up-to-date policies through a program called Lexipol. It will also offer daily training opportunities to keep employees current on policies and procedures of the agency.

## Spillman Implementation

The sheriff's office is in the process of implementing a team of employees that will partner with the Information Technology Department to begin the implementation of Spillman Records Management. The goal of this team will be to identify best practices for successful implementation for the sheriff's office and deployment to agencies countywide.