2017 DODGE COUNTY SHERIFF'S OFFICE ANNUAL PERFORMANCE OBJECTIVES

PURPOSE

It is the intention of the Dodge County Sheriff's Office to identify objectives to be completed during the 2017 calendar year. These objectives are developed to enhance public safety, the sheriff's office commitment to serving the community and 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 2017. 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 2017. 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.

SERVING THE PUBLIC WITH TECHNOLOGY

Creating a safer , more efficient work environment for sheriff's office employees while at the same time providing the necessary resources to effectively keep our community safe as we continue to work toward being a more proactive, rather than reactive, law enforcement agency.

SERVING THE PUBLIC THROUGH STAFF DEVELOPMENT

Service to the community begins with leadership and productive work by our office. It is imperative to have leaders in our organization that will not only support our goals but to have the necessary knowledge, skills and abilities to effect necessary change and motivation of our employees. Morale starts with its leaders and great leaders always strive to improve themselves.

SERVING THE PUBLIC THROUGH EFFICIENCY IN OPERATIONS

Efficiency is the key to success. Policies, procedures and operations must keep up with the changing law enforcement needs in our community. We must be able to adapt to those needs to maintain a safe place to live, work and visit.

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.

SERVING THE PUBLIC WITH TECHNOLOGY

SPILLMAN IMPLEMENTATION

This project is our primary goal as it is the most important component of the sheriff's office. Spillman will replace New World which has been problematic in every area of the office. Spillman is a computer software system in which all of our records are kept. It is the backbone of dispatch, patrol, criminal investigations, jail records, evidence, civil process and all other areas of the sheriff's office.

In 2016 the sheriff's office began its implementation planning. In 2017 it is the goal of the sheriff's office to move that plan forward into the build process before going live on December 11, 2017. It is a continued goal to bring all law enforcement agencies in Dodge County onto the system. At the end of 2016 we had 10 of 17 agencies committed with an additional four agencies still in negotiations.

Training of our build team is expected to start in March and the build will last until late June. From July until the beginning of October we plan to work on data conversion of our current records into a Spillman database for ease of search. From October trough early December our goal is to extensively train all agency employees on operations of Spillman before going live on December 11, 2017.

IMPLEMENTATION OF BODY CAMERAS AND REPLACE SQUAD CAMERAS

With an advancement in technology, we now have the opportunity to utilize body cameras in our daily operations. Currently the squad cameras deployed in our squad cars have aged to the point that it is becoming expensive and difficult to maintain. In 2017 it is our goal to replace the current in squad cameras with a new system. The new system will allow in squad cameras to be linked to body cameras in one system. This will allow for a user friendly system as we look to increase our ability to gather evidence. This additional evidence will allow the sheriff's office and prosecutors additional tools in obtaining proper convictions and limit the amount of testimony needed in court.

CONTINUED SOCIAL MEDIA DEVELOPMENT

At the beginning of 2015 the sheriff's office had about 1500 followers on social media. The sheriff's office at the end of 2016 had 9827 Followers. Although we have made significant improvements in that area, it is our goal for 2017 to increase the usage of Facebook even further to include requests for assistance from the public on cases that are pending at the sheriff's office.

AUTOMATED LICENSE PLATE READER (ALPR) IMPLEMENTATION

The sheriff's office has been exploring its options of adding one ALPR to a Dodge County squad car. The goal will be to 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. The ALPR system is growing throughout Wisconsin and our goal is to join other agencies already using the system to share their server rather than purchasing one of our own. By doing this we will be able to also share information with those other agencies in continued efforts toward solving crime throughout the state

SERVING THE PUBLIC WITH TECHNOLOGY (CONT.)

SECURE EVIDENCE SERVER

It is a goal of the sheriff's office to utilize server space already available to the sheriff's office. In 2017 our goal will be to deploy this technology and begin storing our evidentiary digital data on this server for easy access instead of copying data to DVDs/CDs and placing them in the evidence room. Once this technology is implemented the digital evidence can be examined by granting view only rights to stakeholders, allowing detectives the ability to easily see photographs that were taken by patrol officers. Prosecutors could access and inspect the digital evidence and record requests could be more easily disseminated. This server will also help to eliminate any possibility of lost data or corrupt data as it will all be stored and backed up in case of equipment failure.

TABLET AND VIDEO VISITATION

In 2016 it was our goal to assess the possibility of the use of tablets and video visitation in the jail. It is a goal to contract with a vendor in 2017 to install this equipment. These systems are installed at no cost to the facility by the vendors and a fee is charged to the inmates choosing to use them. 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.

SERVING THE PUBLIC THROUGH STAFF DEVELOPMENT

LEADERSHIP DEVELOPMENT TEAM

The Dodge County Sheriff's Office will continue its focus on leadership development. In 2016 a leadership development team was developed but in 2017 our goals will be to identify specific strategies for developing our staff. Some of those development strategies will include setting training requirements for all supervisors and reinforcing leadership principals throughout the organization. Our team's goals also includes identifying new ways that we can improve our staff with an ultimate goal of having a pool of qualified candidates ready to not only apply for future positions as they come open but to be ready to step into those roles with limited training needed. This is all part of succession planning in an organization.

DIVISIONAL STANDARDIZED PERFORMANCE OBJECTIVES

It will be the goal of the sheriff's office to standardize performance objectives for employees at all levels and in different classifications. By setting standards it makes it easy for employees to understand their goals and their expectations. This is helpful to all types of employees regardless if they are extrinsically or intrinsically motivated as everyone will have spelled out for them what is expected of them.

EFFICIENCY IN OPERATIONS

STAFFING LEVELS IN JAIL

The Dodge County Jail has had difficulties in filling vacant positions. With the removal of the civil service process and the county board increasing the wages of jail staff, it is projected that we will be able to have better success in hiring. It will be a goal of the office to bring the jail up to full staff as quickly as possible in 2017. It is projected that there will be six in training at the beginning of January. By bringing staffing levels up, it will greatly decrease the amount of overtime being spent and our correctional officers will have adequate time off to spend with family outside of work.

BEGIN AND COMPLETE SEWER VENT PIPE REPLACEMENT

In 2016 it was discovered that the sewer vent pipes would need to be replaced in the jail due to degradation of substandard pipes. With the Dodge County Jail being the source of a large amount of revenue from federal contracts, it is imperative that the sheriff's office maintain operations throughout the project with minimal disruption to daily operations and housing capabilities. It is our goal to work with the contractors, maintenance and other interested parties to work quickly and efficiently to minimize disruption.

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 sheriff's office.

EXPLORATION AND POTENTIAL IMPLEMENTATION OF A THIRD K9 UNIT

The K9 program has proven to be a successful tool for law enforcement in the detection of drug trafficking, tracking of lost or fleeing subjects and the protection of our law enforcement officers. Adding an additional K9 unit to the sheriff's office would enhance these abilities for our agency.

OTHER GOALS

- Addition of electronic medical records in the jail for improved medical services

- Replacement of metal detector with less expensive, more efficient equipment

- Updating of Records Retention Policy

- Add Administrative Support Staff Coordinator to supervise support staff and reduce the work load of higher level administrative staff