The Wichita Police Department (WPD) is committed to continually develop and improve its strategic plan in the areas of technology, policing, training, and internal culture change. These changes keep the WPD’s organizational focus to align with and respond to the community’s needs and expectations.

The WPD is the largest law enforcement agency in the state of Kansas and strives to improve community relations, trust, and legitimacy. The WPD’s core mission is to protect life and property while preserving peace.

The WPD requires all employees to practice the community policing philosophy, to ensure the organization can quickly adjust to crime trends and address community needs. The WPD also strives to build strong relationships with the community and other partners to develop comprehensive crime-solving approaches that address quality of life issues.
September 1, 2021

I am pleased to present an updated 2021 Wichita Police Department Strategic Plan. This plan reflects the input of engaged residents, partners, stakeholders, and departmental employees.

The Wichita Police Department began a strategic planning process in 2017 through the engagement of The Wichita State University’s Public Policy and Management Center. As a result of the collaboration, the WPD published a Strategic Plan in the spring of 2018. In 2021, WPD began a review and update to the Strategic Plan due to the rapidly changing conditions.

The Wichita Police Department’s mission provides the foundation for the plan’s continued four strategic goals:

- relationship building;
- infrastructure;
- community safety; and
- staffing.

The strategic objectives for each goal were developed through analysis of citizen needs, desires, local and additional trends, and information provided by departmental research. Our strong commitment to providing excellent public safety services through a focus on these strategic goals will guide the work in department service areas for the next three to five years.
A strategic plan articulates department priorities for the community and will inform the development of the upcoming City of Wichita Police Budget. The strategic plan provides focus and accountability to address community needs and promote a prosperous future for the City.

I appreciate the residents and departmental employees who provided their time and input to the process.

Respectfully,

Gordon Ramsay
Chief of Police

Mission Statement

Working in partnership with our community to deliver exceptional police services with professionalism and fairness.
Strategic Plan

Goal 1

Relationship Building
Build honest and open internal and external relationships through open communication, inclusion and trust.

Strategies:
1.1 Create a strategic communication plan to convey the mission, vision, and direction of WPD Executive Staff regarding employees, supervision/leadership, elected officials, the community, the media, and diversity and inclusion.
1.2 Initiate a WPD Cadet program.
1.3 Establish a Youth Athletic Program utilizing a Justice Assistance Grant.
1.4 Public Information Unit highlight employees weekly.
1.5 Continue to engage the community through IMPACT meetings after shootings or other violent crimes.

Goal 2

Infrastructure
(Technology/Equipment/Facilities)
Implement industry standards to obtain and maintain infrastructure addressing rapidly changing needs.

Strategies:
2.1 Bring off-duty employment practices up to best practices.
2.2 Continue to enhance and include technology in crime reduction strategies.
2.3 Continue the development of the Integrated Community Services Unit, allowing WPD to work with community partners to respond to calls where commissioned officers are not needed.
2.4 Continue to review reimaging policing and how it affects the police department.
2.5 Continue the process of building a new station for Patrol East and look to the future regarding the replacement of other aging stations.
**Goal 3**

**Community Safety**
Develop innovative approaches to prevent and reduce crime.

**Strategies:**

3.1 Agency-wide methodology, strategic deployment of resources, and involvement of federal agencies to reduce crime with an emphasis on violent crime.

3.2 Continue to build on problem location/abatement efforts through monitoring and accountability.

3.3 Ensure distribution of intelligence information to reduce crime.

3.4 Formalize an auto theft plan to ensure all cases are investigated thoroughly.

3.5 Each bureau to identify the top five offenders quarterly.

3.6 The launch of focused deterrence in 2021.

3.7 Identify violent crime locations and establish plans to address crime in those areas.

3.8 Improve and/or establish cooperative relationships with outside law enforcement agencies and other community support services.

**Goal 4**

**Staffing**
Create a flexible workforce that addresses community needs and enhances employee morale through training and health and wellness programming.

**Strategies:**

4.1 Review processes in promotions, transfers, and training acquisition to ensure transparency and implement improvements.

4.2 Provide transparent and consistent coordination of training expectations of all staff, and implementation of community policing initiatives and techniques.

4.3 Review the field training process to ensure consistency across all patrol bureaus.

4.4 Develop a strategic approach to evaluate employee performances.

4.5 Develop a strategic direction for staffing allocation.

4.6 Reorganize bureaus and specialty units to maximize effectiveness while utilizing existing resources.

4.7 Identify and implement community performance measures for community policing and ensure techniques are maximizing effectiveness.

4.8 Implement a formal supervisor training program.

4.9 Continue to build on the current wellness program.

4.10 Continue community policing training for patrol and community policing personnel.

4.11 Develop career tracks for patrol personnel.

4.12 Develop, improve, and standardize inter-departmental workflows to expedite paperwork.

4.13 Continue to add staffing as dictated by data.