



Pinal County Sheriff's Office Strategic Plan 2013-2018

The Pinal County Sheriff's Office exists to serve the public with Integrity, Fairness, and Professionalism that combines compassion and courtesy and thereby instill public trust in PCSO.

PCSO is dedicated to:

Community policing

Protecting life and property

Maintaining the Peace

Enforcement of local, state, and federal laws and safeguarding the Constitutional rights of all people.

We will do this through our core values of:

Integrity-The ability to distinguish between right and wrong and the courage of conviction to always choose what is right in the face of adversity.

Fairness-Treating all people with equality and unbiased service with open-minded and courteous devotion.

Professionalism-The incorporation of integrity, fairness, knowledge, and ability to guide our conduct, to perform our job functions as a team in the highest standards, and promote a positive image of the Pinal County Sheriff's Office.

Assumptions

Assumption #1

Population and calls for service will continue to increase

Year	Population	Calls for service
2010	375,770	78391
2011	382,000	96502
2012	387,020	98439
2013	389,350	106542
2014	403,526	124,550 <i>projection/current data</i>
2015*	414,999	?
2016*	428,922	?
2017*	444,678	?
2018*	460,919	?

*projection AZstats.gov

Assumption #2

The County will continue to grow in population and change. The land area in square miles is 5,365.61 with 78% urban and 22% rural in population (25,583 institutionalized) The change in population from 179,727 in 2000 to 375,770 in 2010 equates to a 109.08% increase in 10 years. There are 188,770 residents located in incorporated municipalities and 186,417 residents located in the un-incorporated county. The largest population center in the county is +90,000 residents located in un-incorporated San Valley. (US Census Data 2010)

PCSO Strategic Plan

Goal 1: *Build and strengthen internal and external relationships.*

The Pinal County Sheriff's Office recognizes the importance of positive, professional, and enduring relationships. Strong relationships create an atmosphere of mutual trust, respect and cooperation. In order to fulfill its mission the Pinal County Sheriff's Office must have the ability to work in partnership with all stakeholders.

1.1 Foster community partnerships and relationships

- 1.1.A Increase face to face community interaction
- 1.1.B Enhance the use of social media and the PCSO website
- 1.1.C Evaluate existing service delivery methods and explore alternatives
- 1.1.D Maximize existing tools to disseminate information
- 1.1.E Expand volunteer programs and services

1.2 Actively participate in local, state, and federal policing partnerships in order to enhance effective delivery of public safety services.

- 1.2A Continue to explore opportunities to expand regional services, resources, and assets

1.3 Continue to promote positive internal relationships, accountability, and open communications.

- 1.3.A Explore and implement additional methods that enhances internal communications
- 1.3.B Increase daily interactions between Command staff, Criminal Investigations, Patrol, and Detention Bureaus through programs, forums, and briefings.

Goal 2: Develop Internal Infrastructure.

In order to support the ongoing needs of the Sheriff's Office and the community, focus will be given to evolving staffing, technology, and physical infrastructure needs.

- 2.1 Identify and address personnel allocation needs, individual development and training needs.**
 - 2.1.A Examine future needs for support, enforcement, and detention staffing based on crime data, trend data, and special enforcement.
 - 2.1.B Explore new staffing analysis models as needed
 - 2.1.C Continue to develop and provide leadership training, mentoring, and skill specific training in order to meet future organizational needs and challenges
 - 2.1.D Assist employees in identifying career goals and associated training and Education

- 2.2 Identify and invest in necessary technologies in order to reach public safety goals and mission**
 - 2.2.A Continue to actively seek and utilize technology for improved employee efficiency, effectiveness, and interoperability.
 - 2.2.B Continue to enhance technology partnerships with other law enforcement agencies and other stakeholders
 - 2.2.C Direct the future development of crime and intelligence analysis towards timely and accessible information

- 2.3 Develop a capital improvement program for existing and future needs**
 - 2.3.A Develop a master plan for replacement of Dispatch Communications equipment and the video-surveillance system in the Detention Facility as both are past end of life status and pose significant public and personnel safety risks.
 - 2.3.B Identify and rectify other technology-gap related items with priorities related to life safety, efficiencies, and economy.
 - 2.3.C Maintain awareness of future community infrastructure projects such as mass transit, commercial and residential construction, industry and develop plans for the impact on police services.
 - 2.3.D Develop a master plan for construction and/or re-tasking county facilities to meet future needs of the public safety mission

Goal 3: Enhance crime prevention/suppression and improved community safety through proactive problem solving strategies.

In order to address crime and public safety, the Pinal County Sheriff's Office knows that all members of the Office must work not only with one another, but with members of the community as well in order to have a positive impact. The Pinal County Sheriff's Office is committed to improving the quality of life for the people of Pinal County through continued professional policing.

3.1 Engage and educate Deputies and citizens in emergency preparedness and community safety strategies

- 3.1.A Enhance training programs to educate Deputies in pre-emptive programs addressing terrorism, community awareness and response to large scale events
- 3.1.B Enhance public education in community safety strategies
- 3.1.C Develop and educate Deputies in sustainable policing strategies as the county moves from a transitional to a pro-growth community environment

3.2 Employ proactive strategies that detect, prevent and reduce crime with a focus on intelligence based crime trending models and development of directed enforcement

- 3.2.A Create fluid and agile response tactics in response to actual crime patterns as revealed by data analysis and criminal intelligence methodologies
- 3.2.B Continue to develop and deploy intelligence led policing strategies

3.3 Employ proactive strategies to prevent and address criminal activities at all levels in the County

- 3.3.A Provide notifications, informational presentations to identified community Members and groups being targeted by criminal elements
- 3.3.B Continue the development and enhancement of the Repeat Offender Program with a focus on targeted enforcement
- 3.3.C Engage in selective enforcement using Zero Tolerance and saturation patrols for identified problems and areas as identified by intelligence indicators
- 3.3.D Develop strategies and programs to cooperatively work with businesses, social service agencies, non-governmental organizations, and residents