



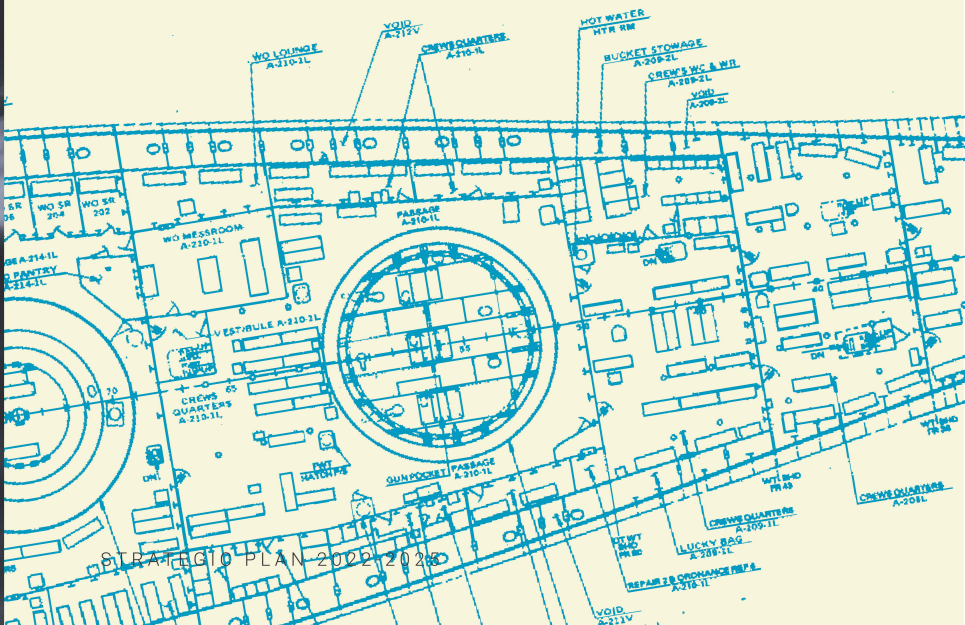
# NAVIGATIONAL GUIDE

**JOURNEY TOWARDS EXCELLENCE**  
STRATEGIC PLAN 2022-2025



*I'm not afraid of storms, for I'm learning how to sail my ship.*

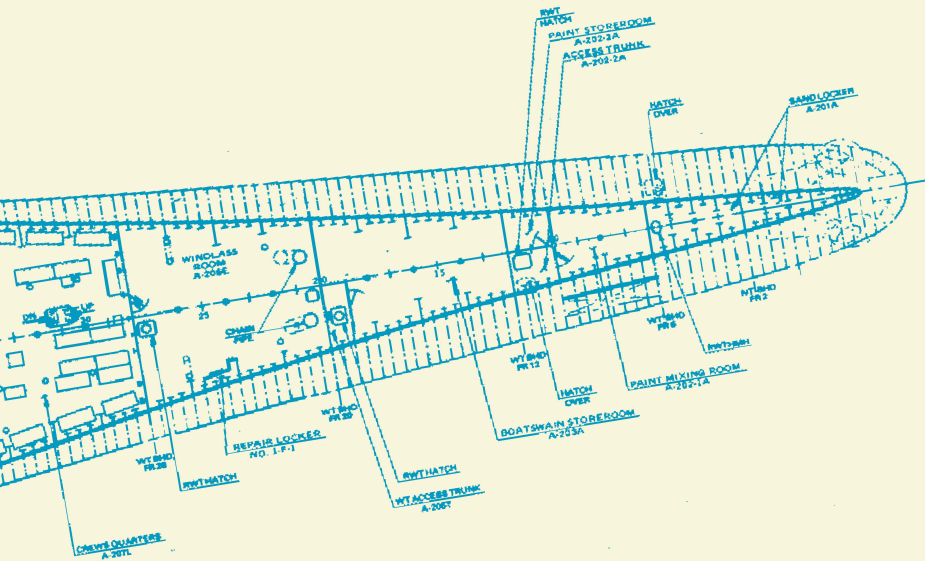
*-Louisa May Alcott*





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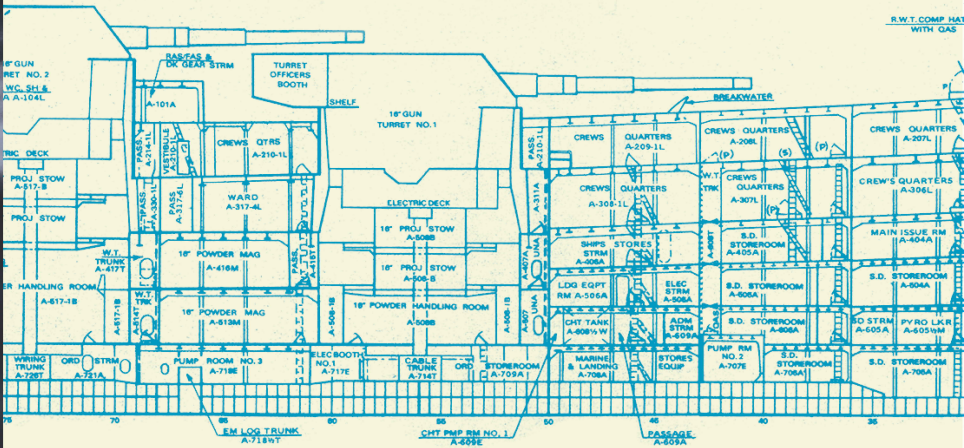
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# CHIEF'S OPENING MESSAGE

Welcome to the 2022 thru 2025 planning document for the Moore Police Department. This document serves as a navigational guide in our journey towards excellence. It provides a compelling “scoreboard” for our progress into the future. We understand that the plans and objectives outlined in this document can only be achieved with positive teamwork from quality people.

I am humbled and honored to work with the talented staff of the Moore Police Department daily. I understand that our greatest asset to the community is the people behind the service. We have worked hard setting the highest of standards for ourselves and our community.



# EXECUTIVE STAFF



Chief Todd Gibson



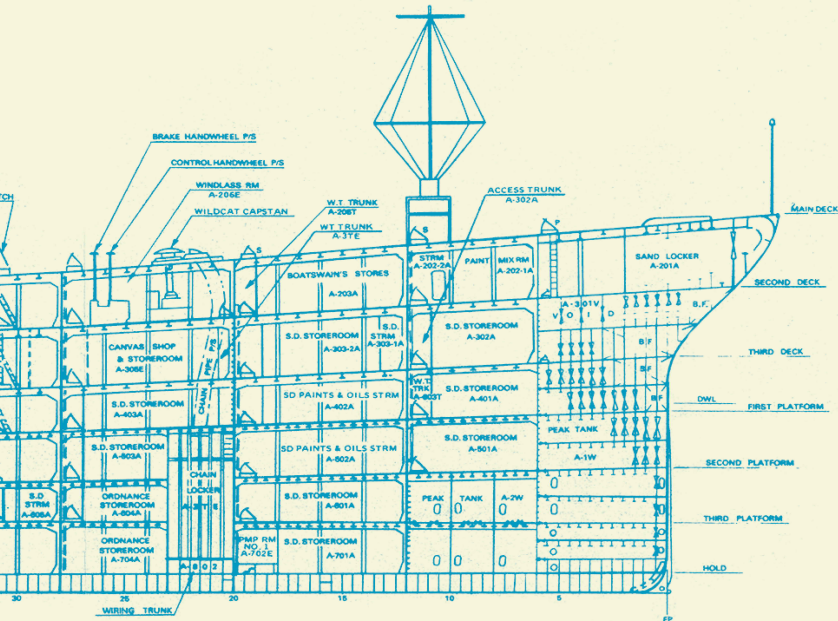
Deputy Chief Blake Green



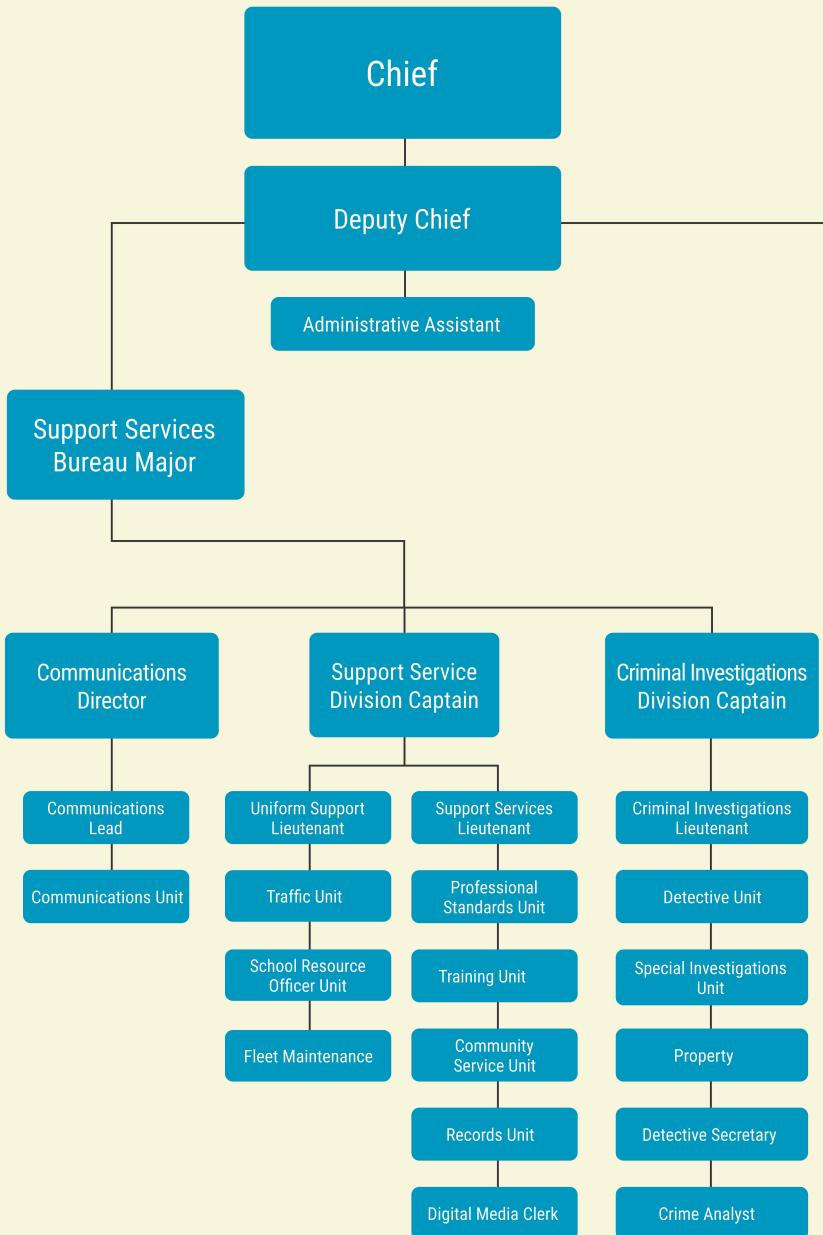
Major Ted Belling

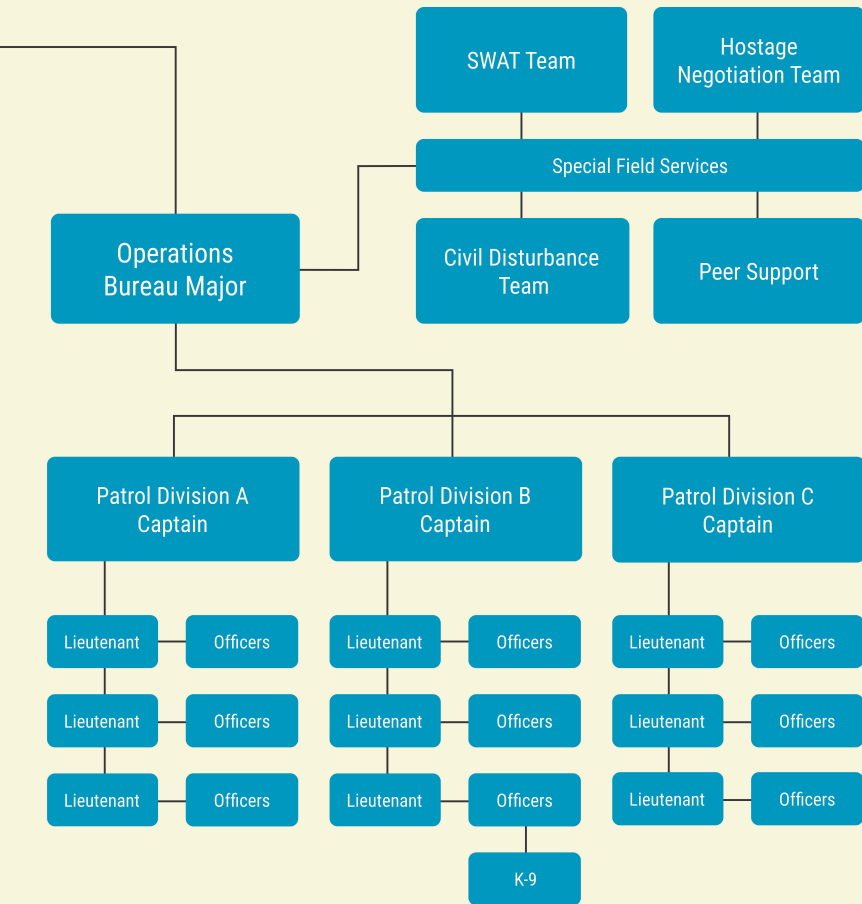


Major Kyle Dudley



# ORG CHART







# SIDE BY SIDE POLICING

*From port to starboard and stern to keel,*

We strive to enhance our community by making a positive impact on individuals. By walking along Side by Side with people we can create safe and secure environments where people can grow and thrive. Side By Side Policing is Moore Police Department's strategy for promoting a positive police and community environment. It is the process by which we carry out our Mission, Vision and Values every day to accomplish department and community objectives. Side by Side Policing indicates an equal partnership

with the community, where the police are the community, and the community is the police. This humanizes both the police and all members of community which allows us to see each other as humans instead of objects.

Side by Side Policing starts within our organization. We focus on strong leadership and leadership development. Quality leadership is key to creating a positive culture inside the police department. A positive healthy culture inside the police department builds better people to go out and serve. Good



people make good police officers. The healthier we are internally, the better we're able to provide the best service to our community.

Just as we must view community members as individuals, leaders must serve police members individually. Creating a culture where employees feel safe and empowered. A liberating culture that provides high support and high challenge to everyone. When leadership does this, trust grows. When trust grows the organization and the community thrive.

Moore Police Officers recognize that individuals make up the community. Furthermore, that individuals have different desires, expectations, and dreams. We work Side by Side with individual community members to be the best they can be. Side by Side we forge strong partnerships. Side by Side we will find answers and apply solutions to problems, seeking the best outcomes with the community.

*Together we are **MOORE STRONG.***



## OUR MISSION

The Moore Police Department is here to walk alongside residents to create a city desirable to live in. Forging strong partnerships, we will find answers and apply solutions to problems. Compassionately serving and seeking the best outcomes with the community. Fighting crime, Passionately Protecting the community, and humbly putting Service Before Self.

*Together we are **MOORE STRONG**.*

## OUR VISION

We aspire to enhance the community by positively impacting the lives of individuals.

## OUR VALUES

### **Integrity**

Our character in action; honest, trustworthy, and incorruptible.

### **Accountability**

Openly operating to the expectations of the community. Own our actions.

### **Humility**

We are not better than our residents, service before self.

### **Professionalism**

Treating everyone with dignity and respect. Service with Pride and Honor.

### **Empowerment**

Leading to increase partnerships and effectiveness, seeking excellence.



*Organizational Objectives were developed to keep a clear path forward. Strategic Vision is set around these four areas*

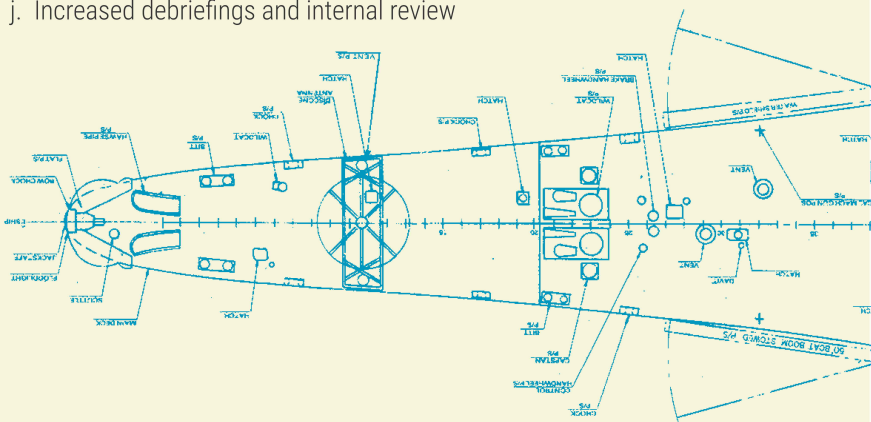
*of the police department. We have set a foundation towards Excellence prior to addressing the Organizational Objectives. There are some foundational components that Moore Police Culture is based on. These foundational components establish a strong and consistent culture for the organization. They also aid in completing the Strategic Objectives. Working together with a strong Culture, strong foundation, and strong Strategic Objectives help us provide the highest quality service to the people we serve.*

# STRATEGIC OBJECTIVES

## 1. OFFICER SAFETY

*We will consistently employ and improve our techniques while valuing the sanctity of life.*

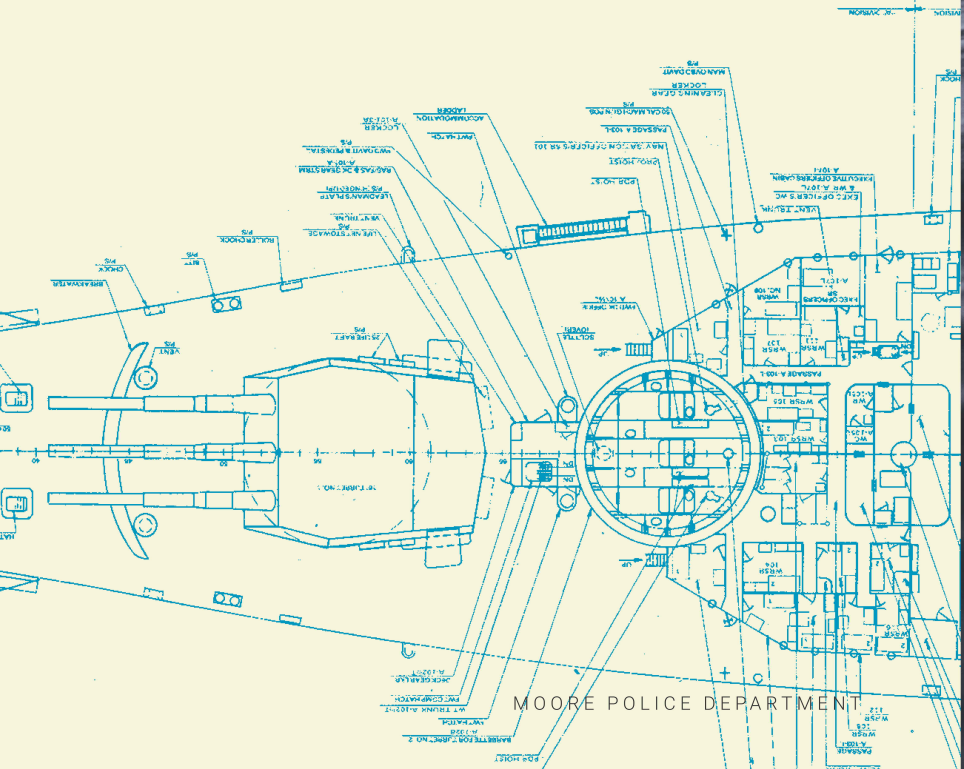
- a. Officer Safety Classes
- b. Standardization of High Risk Traffic Stops
- c. Standardization of Contact Cover
- d. Standardization of Pat Down Search
- e. Standardization of Perimeter Set Up
- f. Brazilian Jui Jitsu emphasis on Defensive Tactics
- g. Increase Firearm standard and training
- h. Improved weapons platforms
- i. Increase in Less Lethal Technology and options available
- j. Increased debriefings and internal review



## 2. CUSTOMER SERVICE

*We will seek ways to add value to external and internal customers while reducing the extraction of value in those relationships.*

- a. OACP Agency Accreditation
- b. CALEA Accreditation
- c. Increase in Leadership development training
- d. IA Pro and Blue Team
- e. Community Safety Officers
- f. VIPS Volunteer program
- g. Officer Wellness program
- h. Emphasis on physical fitness
- i. Internal and External Customer focus
- j. Increased departmental training program
  - i. Two Training Officers
  - ii. Increased training tempo
  - iii. Increase in training budget



### 3. GEOGRAPHIC POLICING

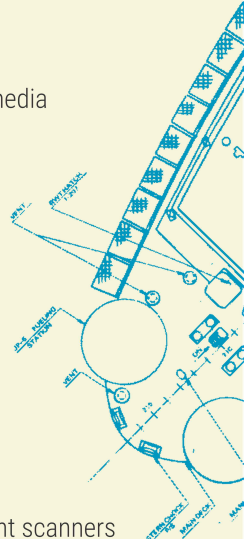
*We will utilize this model to personalize and humanize our police service.*

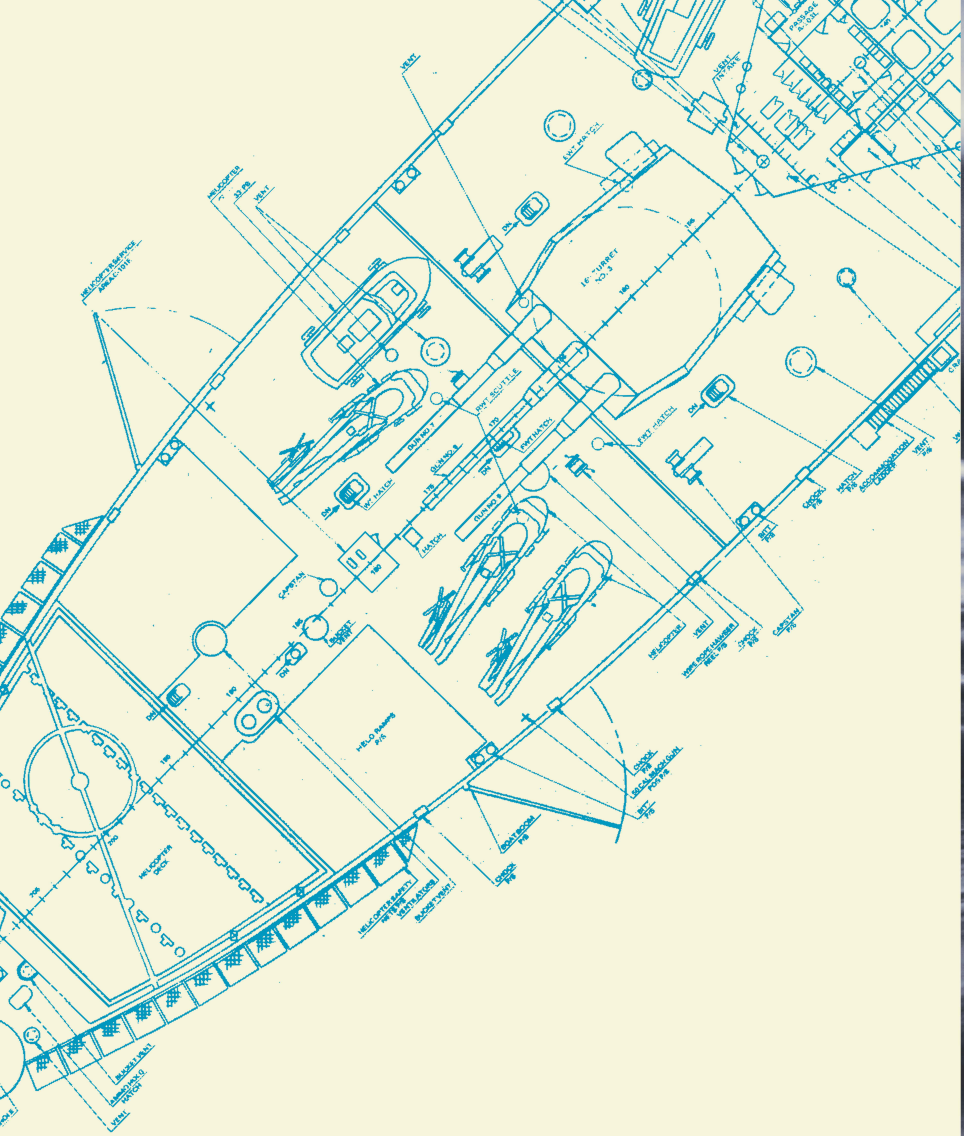
- a. Call Sign Designation by District
- b. Geographic Officer assignments
- c. One Year rotation
- d. Pillar #1 of 21st Century Policing
- e. Assign Secondary District Officers based on days off
- f. Assign Geographic Supervisory responsibilities
- g. Focal Leader/Focal Group (Squad Structure)
- h. Spokane Model for 10.5 hour shifts in Patrol
- i. CID Detective Assignment to Geographical Districts
- j. CID Assigned specific to violent crimes
- k. Social Media outreach and connection
  - i. Communicate directly with the community via social media
  - ii. Take opportunities to humanize the badge and build community relationship
  - iii. Identify problems and leverage partnerships to apply solutions

### 4. INNOVATION

*We will continuously seek to improve our systems and technology.*

- |                                     |   |
|-------------------------------------|---|
| a. Upgraded Handgun Technology      | d. Handheld Fingerprint scanners              |
| b. Upgrade Rifle Technology         | e. New CAD/RMS System                         |
| c. Increased Less Lethal Technology | f. Crime Analyst Position                     |
| i. Taser 7                          | g. Digital Media & Public Information officer |
| ii. BOLO Wraps                      | h. Wellness & Mental Health Liaison           |
| iii. Pepper ball Guns               | i. Enhanced Drone Program                     |
| iv. RIPP Restraints                 |   |
| v. Bean Bag Shotgun Upgrades        |   |





These four Strategic Objectives are used as guidance in our current journey towards Excellence. The major components of where we are going should fall into one of these four categories. The implementation of these strategic objectives is what we will gauge our success on. We seek to achieve 80 percent implementation of these objectives between 2022 and 2025.

# OUR LIGHTHOUSES

*As lighthouses protect ships from danger so these foundational concepts protect and help us define who we are.*

## **Mission, Vision and Values**

- Who we are and what we do every day

## **Liberator Culture**

- High Support High Challenge
- Fostering a Positive Culture of Empowerment and Growth

## **Remarkable (Ross & Salyers)**

- Maximizing results through VALUE CREATION

## **100X Leader (Kubicek & Cockram)**

- Sherpa Leadership
- Leading others along the journey

## **XCORE**

- Know Yourself to Lead Yourself so you can Lead others
- Common Leadership language and tools

## **5 Voices Assessment**

- Understanding what it is like to be on the other side of me
- What is needed to effectively communicate with others



## 4DX

- Learning to execute on ideas and initiatives
- Keeping track and on task

## AGAPE LOVE

- Having a genuine respect and sacrificial attitude for each other
- Grace
- Fighting for each other's HIGHEST Good

## 9 Principles of Officer Safety

- Committed to be safe and healthy in all parts of the organization
- Focus on healthy MIND/BODY/SPIRIT

## FBI LEEDA

- SLI
- CLI
- ELI

## GiANT Worldwide®

## Six Pillars of 21st Century Policing

- Building Trust and Legitimacy
- Policy and Oversight
- Technology and Social Media
- Community Policing and Crime Reduction
- Training and Education
- Officer Safety and Wellness



These are the foundational concepts that create the basis from which we move forward as an organization into the future. They serve as a lighthouse to guide us through the storms we will face. Strong and lasting initiatives have a solid foundation from which to build. The above listed concepts can be added to over the years, however they are the key minimum concepts that we will employ at the Moore Police Department moving into the future.

# 9 PRINCIPLES OF OFFICER SAFETY

## **Principle #1-MANEUVER:**

Keep the threat in front of you!

## **Principle #2-SECURITY:**

Make the area safe before conducting business.  
Safety First, business second (general rule).

## **Principle #3-SIMPLICITY:**

One thing at a time.

## **Principle #4-DISTANCE:**

Closer is not always better!  
Distance equals Time.

## **Principle #5-OFFENSE:**

Use appropriate Force.  
SPIN THE WHEEL.

## **Principle #6-MASS:**

WAIT on back up if you can.  
Remember good guy to bad guy ratios on contacts.

## **Principle #7-BARRIERS:**

Barriers create distance and time.  
Provide a shooting platform.

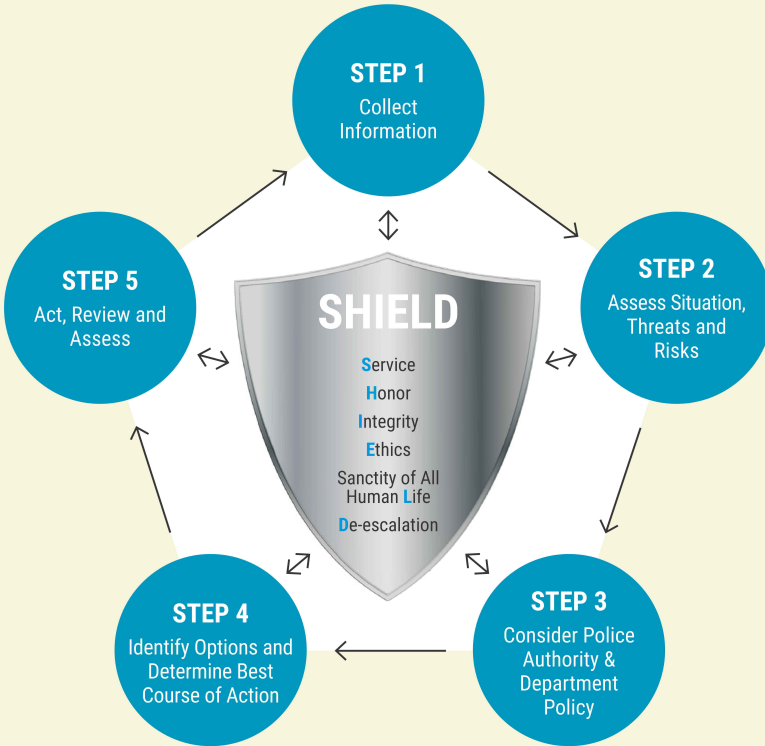
## **Principle #8-COVER:**

ALWAYS THINK COVER AND CONCEALMENT!

## **Principle #9-RETREAT:**

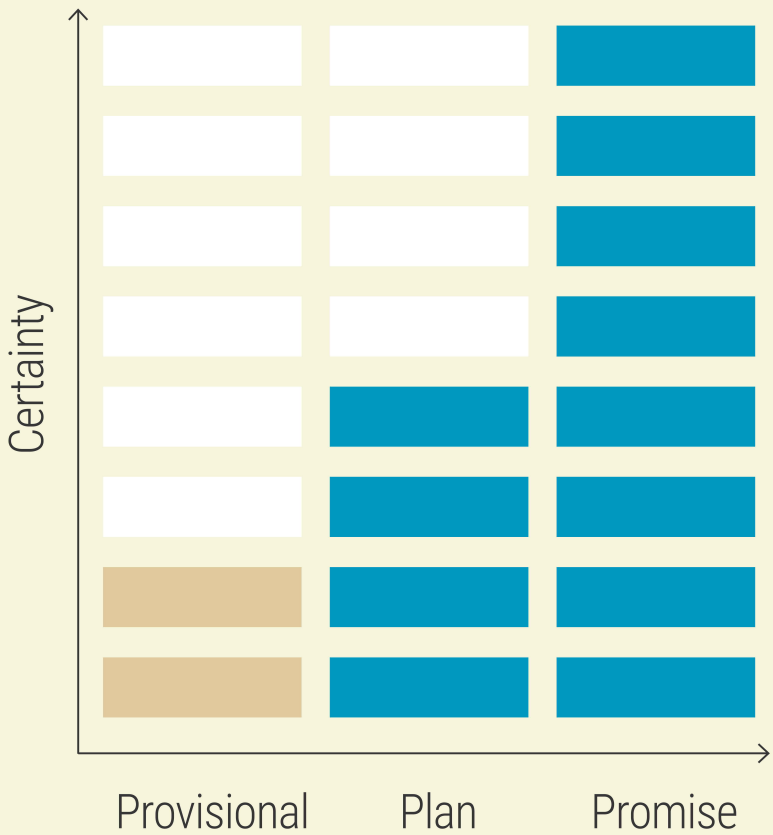
For every situation, think of your surroundings.

# CRITICAL DECISION MAKING

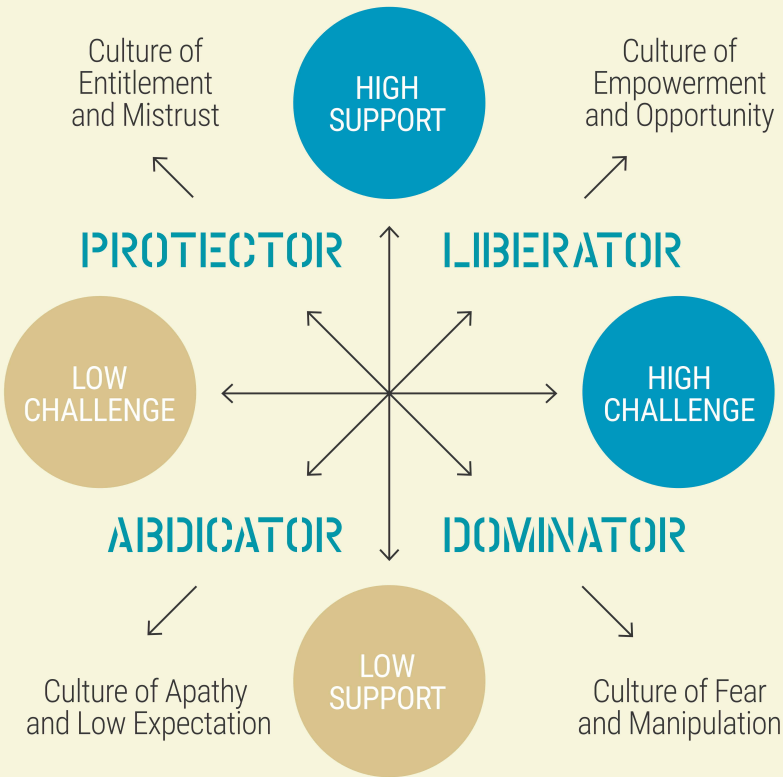


“Spin the Wheel”

# PROVISIONAL, PLAN, PROMISE

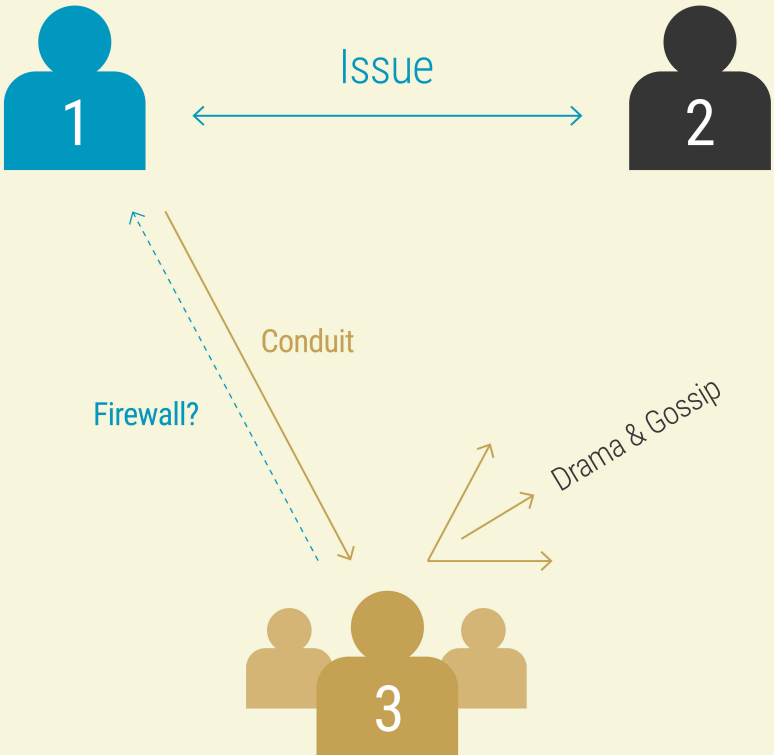


# SUPPORT/CHALLENGE MATRIX



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# GO TO THE SOURCE



Be the **firewall** not the **conduit**!

## ***Not unlike the law of the high seas,***

*We are committed to maintaining high ethical standards by conducting ourselves with Integrity, Accountability, Humility, Professionalism and Empowerment.*

*We, both as individuals and as an organization, strive to be leaders in our profession and in the community we serve. Effective Leadership will model the way, enable others to act, and inspire a shared vision.*

*We endorse the principles embodied in our constitution. We respect and protect the rights of all persons, and we endeavor to ensure the safety, security and protection of life and property.*

*We are accountable to each other and to the community we serve. We expect ethical, legal and moral behavior in all aspects of our lives. We will walk Side By Side with our community to enhance our community through positively impacting individuals.*

*We strive to maintain the highest quality of life for all that reside within and visit our community. Our Values guide our work and decisions, help us contribute to the quality of life and promote a positive work experience. We are humbly dedicated to preserving the Mission, Vision and Values that make us all Moore Strong.*

## **JOURNEY TOWARDS EXCELLENCE**



