



Salt River Pima-
Maricopa Indian
Community



SALT RIVER POLICE DEPARTMENT
**COMMUNITY
POLICING**
STRATEGIC PLAN





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CHIEF'S MESSAGE

With respect to the community and a clear vision for the future, I present to you the Salt River Police Department Community Policing Strategic Plan. This plan represents more than just a framework, it is a promise, a roadmap, and a reflection of our shared values and collective vision for a safer, more connected community.

This plan is guided by seven foundation principles:

- Engagement with the Community
- Transparency and Information Sharing
- Problem Solving and Community Partnerships
- Cultural Recognition
- Elder Engagement and Safety
- Youth Outreach and Support
- Continuous Improvement and Adaptation to Current Challenges

As we move forward with our Community Policing Strategic Plan, I want to take a moment to express my sincere gratitude.

To our community members, thank you. Your voices, insights, and ideas played a vital role in shaping this plan. Your willingness to share your perspectives reflects a deep commitment to making our community safer, stronger, and more united.

To the dedicated officers who patrol our streets each day, your service does not go unnoticed. Thank you for leading with honor, professionalism, and integrity. Your daily efforts build trust, ensure safety, and create meaningful connections with the people we serve.

Together, we are charting a path toward a future where everyone feels heard, protected, and proud to be part of this community. With continued partnership, transparency, and collaboration, we will uphold these guiding principles and build the kind of future we all envision one rooted in respect, accountability, and shared purpose.

Sincerely,

Walter Holloway

Chief of Police

Salt River Police Department

Introduction

The Salt River Police Department's Community Policing Plan reinforces our commitment to crime reduction and organizational transformation with strongly emphasizing the enhancement of community relations.

Developed from national best practices and enriched by feedback from both the community and our officers, this plan is dedicated to deeply embedding the principles of Community Policing within our department's culture and operations.

Through this approach, we aim to strengthen our bonds with the community, ensuring a collaborative and proactive partnership that enhances safety for all.



Mission

Our mission is to cultivate a safe and thriving environment for the Community where every individual feels protected and empowered. While respecting the culture of the Community, we strive for policing excellence through collaboration, innovation and continuous improvement. We are committed to preventing crime through proactive measures by building strong relationships based on trust and partnership. We aspire to exemplify integrity, accountability, and compassion.



Vision

The Salt River Police Department is committed to creating safety and trust within The Community by upholding the highest standards of excellence. Through our dedication to delivering quality service, we aim to create a secure environment for all. We will achieve this by employing advanced training, innovative technology and building relationships through Community Policing.





SRPD COMMUNITY POLICING PHILOSOPHY

At the Salt River Police Department, we firmly believe that effective law enforcement is a collaborative effort between our officers and the community we serve. Our community policing philosophy is rooted in building strong, lasting relationships based on trust, cooperation, and mutual respect.

7 GUIDING PRINCIPLES

1 Engagement

We are committed to proactive engagement with the Community to strengthen trust and communication. In partnership through Community gatherings, special events, and focused interactions, we create opportunities to receive concerns, ideas and feedback.

COMMUNITY POLICING 7 PRINCIPLES

CONTINUED



2 Transparency & Information Sharing

Transparency is key to building trust. We are dedicated to sharing relevant information with the Community regarding crime trends, safety tips, and police initiatives. This information will be disseminated through various channels such as social media, meetings, and newsletters, ensuring accessibility to all.

3 Problem Solving & Community Partnership

We recognize effective problem-solving requires collaboration between law enforcement and those we serve. We actively seek partnerships with Community Members, local organizations, and businesses to address issues such as crime prevention, neighborhood safety, and quality of life concerns. By working together, we will develop innovative solutions tailored to the needs of the Community and solve problems.

4 Cultural Recognition

Respecting the O'odham/Piipaash culture is vital. The Salt River Police Department is trained to enhance understanding of the culture allowing us to better appreciate and serve the Community.

5 Elder Engagement & Safety

The purpose of this principle is to honor, engage, and integrate the wisdom and experience of the Community elders into the fabric of public safety efforts. By valuing their knowledge, we aim to enhance decision-making, build intergenerational connections, and ensure that elders' needs and perspectives are respected and addressed in our policing strategies.

COMMUNITY POLICING 7 PRINCIPLES

CONTINUED



6 Youth Outreach and Support

SRPD will prioritize programs aimed at engaging local youth in positive ways. The department will collaborate with schools, youth groups, and other organizations to provide mentorship, educational opportunities, and leadership development programs that promote positive interactions with law enforcement.

7 Continuous Improvement & Adaptation to Current Challenges

We are committed to an ongoing evaluation of our service and efforts to ensure effectiveness and accountability. Supervisors and leaders will act on feedback to educate and implement initiatives, fostering a shared commitment to our principles.

Flexibility and innovation are crucial in addressing emerging issues. By staying responsive and being proactive, we continuously evolve our strategies, leveraging technology, and fostering strong partnerships to ensure the safety and well-being of all.

Our philosophy embodies a commitment to building strong, trusting relationships with The Community, promoting transparency and collaboration, and continuously improving to better serve the needs of SRPMIC.

COMMUNITY POLICING 7 PRINCIPLES

CONTINUED



6 Youth Outreach and Support

SRPD will prioritize programs aimed at engaging local youth in positive ways. The department will collaborate with schools, youth groups, and other organizations to provide mentorship, educational opportunities, and leadership development programs that promote positive interactions with law enforcement.

7 Continuous Improvement & Adaptation to Current Challenges

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Our philosophy embodies a commitment to building strong, trusting relationships with The Community, promoting transparency and collaboration, and continuously improving to better serve the needs of SRPMIC.



GOALS AND OBJECTIVES OF THE 7 GUIDING PRINCIPALS

- 1 Engagement
- 2 Transparency & Information Sharing
- 3 Problem Solving & Community Partnerships
- 4 Cultural Recognition
- 5 Elder Engagement and Safety
- 6 Youth Outreach and Support
- 7 Continuous Improvement & Adaptation to Current Challenges

We are committed to proactive engagement with the Community to strengthen trust and communication. In partnership through Community gatherings, special events, and focused interactions, we create opportunities to receive concerns, ideas and feedback.

Objectives

- Build open, transparent communication between the department and community members
- Encourage active community participation in safety and trust-building initiatives

Goals (G)

G1	Research, develop and implement a Community Engagement Team (CET)
G2	Host at least four special events annually that promote interaction between officers and community members.
G3	Implement a feedback system to gather community input on policing practices and services.
G4	Organize monthly community meetings to discuss local concerns and feedback.

ENGAGEMENT

continued

G1	Research, develop and implement a Community Engagement Team (CET); (See CET section)
Roles	<ul style="list-style-type: none">• Professional Services Division (PSD) Lieutenant
Training Needs	<ul style="list-style-type: none">• Community Policing Conference• Digital Media Marketing & Communication• Communication Skills• Public Meeting Mediation• Other Agency Team Shadowing
Cost	<ul style="list-style-type: none">• Various Recording Equipment• Vehicles• Giveaways• Training• Travel• Office Space
How	<ul style="list-style-type: none">• Various research methods• Conversations, networking, Interviews & Agency visits• Selection of Sergeant to assist with development• Unit Mission & Vision, Manual and policy• Selection process and selection of personnel pending staffing and organizational structure• Introduction of team and function to PD and Community
Key Performance Indicators	<ul style="list-style-type: none">• Facilitate and satisfy the Community Policing Philosophy and its guiding principles• Maintain and build positive relationships with the Community and Public• Liaisons for department personnel to provide opportunities for engagement with the public• Increase in media presence through the addition of a Community Relations Specialist



ENGAGEMENT

continued

G2	Host at least four special events annually that promote interaction between officers and the public.
Roles	<ul style="list-style-type: none">• Community Engagement Team• Sworn Personnel• Support staff
Training Needs	<ul style="list-style-type: none">• Media• Small Group Facilitation• Communication Tactics• Community Engagement Training
Cost	<ul style="list-style-type: none">• Refreshments• Associated Training Needs
How	<ul style="list-style-type: none">• Identify topics or audiences based upon research and survey results, crime trends.• Define location based upon need or topics• Define meeting objectives• Define Meeting format - Public forum? Educational? Feedback? Informational?• Follow an agenda or timeline translate feedback into after meeting actions delegate Follow-up
Key Performance Indicators	<ul style="list-style-type: none">• Persons contacted• Subjects addressed• Relationships built• Follow up actionable items• Measurable success via reduction in crime or increase in calls for service or improvement in quality of what is reported• Feedback from class or meeting opportunity to receive feedback

ENGAGEMENT

continued

G3	Implement a feedback system to gather community input on policing practices and services.
Roles	<ul style="list-style-type: none">• Spidr Tech Software (Proposal through IT)• Program approval, installation, launch, and education
Training Needs	<ul style="list-style-type: none">• Program use and workflow
Cost	<ul style="list-style-type: none">• No cost; free through grant funding by SpidrTech
How	<ul style="list-style-type: none">• Automated system integrated with our RMS
Key Performance Indicators	<ul style="list-style-type: none">• Participation and feedback received, analyzed and disseminated.• Public knowing they have opportunities to provide feedback

ENGAGEMENT

continued

G4	Organize monthly community meetings to discuss local concerns, provide education & awareness, receive feedback and establish positive relationships.
Roles	<ul style="list-style-type: none">• Community Engagement Team• Sworn Personnel• Support staff
Training Needs	<ul style="list-style-type: none">• Media• Small Group Facilitation• Communication Tactics
Cost	<ul style="list-style-type: none">• Refreshments• Associated Training Needs
How	<ul style="list-style-type: none">• Identify topics or audiences based upon research and survey results, crime trends• Define location based upon need or topics• Define meeting objectives• Define Meeting format - Public forum? Educational? Feedback? Informational?• Follow an Agenda or timeline• Translate feedback into actionable items• Delegate• Follow-up
Key Performance Indicators	<ul style="list-style-type: none">• Persons contacted• Subjects addressed• Relationships built• Follow up actionable items• Measurable success via reduction in crime or increase in calls for service and/or improvement in quality of what is reported• Feedback from class or meeting; opportunity to receive feedback

TRANSPARENCY & INFORMATION SHARING

Transparency is key to building trust. We are dedicated to sharing relevant information with the Community regarding crime trends, safety tips, and police initiatives. This information will be disseminated through various channels such as social media, meetings, and newsletters, ensuring accessibility to all.

Objectives

- Enhance community trust through consistent and transparent communication
- Ensure the community is well-informed about safety, crime trends, and departmental initiatives

Goals (G)

G1	Publish monthly newsletters and utilize social media to provide real-time updates and feedback opportunities.
G2	Leverage different platforms to share police activity, statistics and information.
G3	Provide a Department annual overview of operations, logistics and statistics.
G4	Communication systems in place where the parties involved receive information on police actions taken on an incident before police leave the scene.
G5	Communication systems in place where the victim and/or parties involved receive information on cases being investigated by detectives to include disposition of a case.

TRANSPARENCY & INFORMATION SHARING

continued

G1	Publish monthly newsletters and utilize social media to provide real-time updates and feedback opportunities.
Roles	<p>Project Role</p> <ul style="list-style-type: none">• Community Engagement Team – Public Relations Officer/Public Information Officer/Social Media Specialist• Crime analyst• Intelligence for statistics <p>Resource Role</p> <ul style="list-style-type: none">• Dispatch• Records• Administrative Staff
Training Needs	<ul style="list-style-type: none">• Media• Journalism• Social Media Platforms
Cost	<ul style="list-style-type: none">• Software Subscriptions
How	<ul style="list-style-type: none">• Identify topics or audiences based upon research and survey results, crime trends, etc...• Gather feedback from general public and department of what they want to see in the newsletters
Key Performance Indicators	<ul style="list-style-type: none">• Gather content• Build newsletter template with relatable topics for public dissemination• Review content implemented• Send through chain of command for approval and revisions• Distribute to public and leave open for feedback• Gather feedback and accommodate to public wants/needs

TRANSPARENCY & INFORMATION SHARING

continued

G2	Leverage technology to share police activity data in near-real-time and provide transparency.
Roles	<ul style="list-style-type: none">• Public Relations Officer/Public Information Officer/Social Media Specialist
Training Needs	<ul style="list-style-type: none">• Government Social Media Conference• Public Information Officer/Community Engagement Training; social media trends
Cost	<ul style="list-style-type: none">• Post boosting for certain websites
How	<ul style="list-style-type: none">• Identify topics or audiences based upon research and survey results, crime trends
Key Performance Indicators	<ul style="list-style-type: none">• Gather content• Build newsletter template with relatable topics for public dissemination• Review content implemented• Send through chain of command for approval and revisions• Distribute to public and leave open for feed back• Gather feedback and accommodate to public wants/needs

TRANSPARENCY & INFORMATION SHARING

continued

G3	Provide a Department annual overview of operations, logistics and statistics.
Roles	<ul style="list-style-type: none">• Support Services Division Staff
Training Needs	<ul style="list-style-type: none">• None
Cost	<ul style="list-style-type: none">• Printed Materials
How	<ul style="list-style-type: none">• Compile information from each division from key components• Filter, organize and combine material into an annual report with graphics• Market and distribute report
Key Performance Indicators	<ul style="list-style-type: none">• Appealing product for the public and department• A clear overview of SRPD operations, logistics, stats, personnel• Positive feedback received

TRANSPARENCY & INFORMATION SHARING

continued

G4	Communication systems in place where the parties involved receive information on police actions taken on an incident before police leave the scene.
Roles	<ul style="list-style-type: none">• Field Operations Division• General Investigations Bureau
Training Needs	<ul style="list-style-type: none">• As applicable
Cost	<ul style="list-style-type: none">• None
How	<ul style="list-style-type: none">• Create and implement a communication system for officers on scene to follow• Officers and Detectives execute plan
Key Performance Indicators	<ul style="list-style-type: none">• Persons contacted• Positive feedback

TRANSPARENCY & INFORMATION SHARING

continued

G5	Communication systems in place where the victim and/or parties involved receive information on cases being investigated by detectives to include disposition of a case.
Roles	<ul style="list-style-type: none">• General Investigations Bureau
Training Needs	<ul style="list-style-type: none">• As applicable
Cost	<ul style="list-style-type: none">• None
How	<ul style="list-style-type: none">• Create and implement a communication system for detectives to follow with their assigned cases• Detectives execute plan
Key Performance Indicators	<ul style="list-style-type: none">• Persons contacted• Cases dispositioned• Positive feedback

PROBLEM SOLVING & COMMUNITY PARTNERSHIPS

We recognize effective problem-solving requires collaboration between law enforcement and those we serve. We actively seek partnerships with Community Members, local organizations, and businesses to address issues such as crime prevention, neighborhood safety, and quality of life concerns. By working together, we will develop innovative solutions tailored to the needs of the Community and solve problems.

Objectives

- Build strong partnerships with local organizations, businesses, and community members.
- Develop collaborative strategies that address community safety, crime prevention, and quality of life.
- Increase community member involvement in public safety initiatives.
- Build and retain a sense of shared responsibility for neighborhood well-being.

Goals (G)

G1	Create focus group opportunities for community members to contribute to department planning and decision making processes.
G2	Launch joint initiatives with local businesses and residents to promote crime prevention and neighborhood safety.
G3	Develop a volunteer program to support departmental activities and community events.
G4	Develop & Implement a proactive problem solving program for sworn.
G5	Implement programs and tasks that concentrate on the Community's primary concerns: violent crimes, drugs, gangs, and traffic.

PROBLEM SOLVING COMMUNITY & PARTNERSHIPS

continued

<p>G1</p>	<p>Create focus group opportunities for community members to contribute to department planning and decision making processes.</p>
<p>Roles</p>	<ul style="list-style-type: none"> • Community Engagement Team • Community Liaisons • Specific staff as deemed necessary
<p>Training Needs</p>	<ul style="list-style-type: none"> • Media • Small Group Facilitation • Communication Strategy • Program specific
<p>Cost</p>	<ul style="list-style-type: none"> • Refreshments
<p>How</p>	<ul style="list-style-type: none"> • Define meeting objectives • Define Meeting format - Public forum? Educational? Feedback? Informational? • Identify community members who are willing to participate. Express the purpose and goal. • Follow an Agenda or timeline • Translate feedback into actionable items
<p>Key Performance Indicators</p>	<ul style="list-style-type: none"> • Contacts made • Subjects addressed • Relationships built • Follow up actionable items • Measurable success via reduction in crime or increase in calls for service or improvement in quality of what is reported • Feedback from class or meeting • Opportunity to receive feedback

PROBLEM SOLVING & COMMUNITY PARTNERSHIPS

continued

G2	Launch joint initiatives with local businesses and residents to promote crime prevention and neighborhood safety.
Roles	<ul style="list-style-type: none">• Sworn Personnel• Community Engagement Team• Staff as determined
Training Needs	<ul style="list-style-type: none">• Statistics / Analytics• Educational Materials• PowerPoint• Informational classes based on specific topics
Cost	<ul style="list-style-type: none">• Refreshments• Printed Materials• Marketing
How	<ul style="list-style-type: none">• Identify crime prevention techniques based upon research and crime trends• Identify partners• Define plan of action based upon training and research
Key Performance Indicators	<ul style="list-style-type: none">• Feedback• Analytics• Referrals

PROBLEM SOLVING COMMUNITY & PARTNERSHIPS

continued

G3	Launch a community partnership program to involve residents in safety initiatives, including workshops, safety fairs, and beautification programs.
Roles	<ul style="list-style-type: none">• Community Engagement Team• Support staff
Training Needs	<ul style="list-style-type: none">• As needed
Cost	<ul style="list-style-type: none">• Printed materials• Marketing• Equipment
How	<ul style="list-style-type: none">• Establish purpose, objectives and goals• Identify participants• Establish parameters, roles and responsibilities• Identify concerns and brainstorm solutions• Execute action plans for each area• Evaluate
Key Performance Indicators	<ul style="list-style-type: none">• Monitor progress of action plans• Participation• Measurable success via reduction in crime or increase in Calls for Service or improvement in quality of what is reported• Feedback

PROBLEM SOLVING COMMUNITY & PARTNERSHIPS

continued

G4	Develop a volunteer program to support departmental activities and community events.
Roles	<ul style="list-style-type: none">• Field Operations Division Lieutenant
Training Needs	<ul style="list-style-type: none">• Operating a Law Enforcement volunteer program
Cost	<ul style="list-style-type: none">• Uniforms• Equipment• Vehicles
How	<ul style="list-style-type: none">• Research, develop and implement program<ul style="list-style-type: none">◦ Policy and Standard Operating Procedure Manual• Identify participants and leadership structure
Key Performance Indicators	<ul style="list-style-type: none">• Participation<ul style="list-style-type: none">◦ Volunteer hours• Success stories• Positive feedback

PROBLEM SOLVING COMMUNITY & PARTNERSHIPS

continued

G5	Implement programs and tasks that concentrate on the Community's primary concerns: violent crimes, drugs, gangs, and traffic.
Roles	<ul style="list-style-type: none">• Field Operations Division• Criminal Investigation Division
Training Needs	<ul style="list-style-type: none">• As needed
Cost	<ul style="list-style-type: none">• Potential Overtime
How	<ul style="list-style-type: none">• Analytics and Research<ul style="list-style-type: none">◦ Trends◦ Problem areas◦ Patterns• Taskforces• Focused enforcement• Assignments in each of these areas• Proactive awareness
Key Performance Indicators	<ul style="list-style-type: none">• Statistics• Convictions• Drugs seized• Educational and awareness events

Respecting the O'odham/Piipaash culture is vital. The Salt River Police Department is trained to enhance understanding of the culture allowing us to better appreciate and serve the Community.

Objectives

- Enhance officers' understanding and respect for the O'odham/Piipaash culture.
- Improve the department's ability to serve the diverse needs of the community.
- Representation of the Community's culture within the SRPD's image.

Goals (G)

G1	Conduct department wide cultural awareness education through department module.
G2	Incorporate cultural awareness education during Advanced Officer Training in collaboration with Cultural Resources.
G3	Incorporate more cultural aspects into our SRPD brand.
G4	Collaborate with Administration and Cultural Resources about a SRPMIC employee wide cultural awareness field exposure day.

CULTURAL RECOGNITION

continued

G1	Conduct department wide cultural awareness education through department module.
Roles	<ul style="list-style-type: none">• Training Team• Community Member SRPD Employees• Cultural Resource Division
Training Needs	<ul style="list-style-type: none">• Mastery Instructors• Handouts
Cost	<ul style="list-style-type: none">• Associated Training Needs
How	<ul style="list-style-type: none">• Training Schedule and PowerDMS• Classroom• Community Relations Office presentation• Repository Tour
Key Performance Indicators	<ul style="list-style-type: none">• Feedback from SRPD Employees• Feedback from Community Members

CULTURAL RECOGNITION

continued

G2	Incorporate cultural awareness education during Advanced Officer Training in collaboration with Cultural Resources.
Roles	<ul style="list-style-type: none">• Training Team• Community Member SRPD Employees• Cultural Resource Division
Training Needs	<ul style="list-style-type: none">• Master Instructors• Handouts
Cost	<ul style="list-style-type: none">• Associated Training Needs
How	<ul style="list-style-type: none">• Training Schedule and PowerDMS• Classroom• Cultural Resources Department presentation• Repository Tour
Key Performance Indicators	<ul style="list-style-type: none">• Feedback from SRPD Employees• Feedback from Community Members

CULTURAL RECOGNITION

continued

G3	Incorporate more cultural aspects into our SRPD brand.
Roles	<ul style="list-style-type: none">• Office of the Chief
Training Needs	<ul style="list-style-type: none">• None
Cost	<ul style="list-style-type: none">• Re-branding: Vehicles, Badges, Patches, Signage
How	<ul style="list-style-type: none">• Collaborate & brainstorm with SRPMIC Community Relations Office on rebranding package
Key Performance Indicators	<ul style="list-style-type: none">• Physical changes to our branding• Feedback from SRPD Employees• Feedback from Community Members

CULTURAL RECOGNITION

continued

G4	Collaborate with Administration and Cultural Resources about a biannual SRPMIC employee wide cultural awareness field exposure day.
Roles	<ul style="list-style-type: none">• Professional Standards Division Commander• SRPMIC Administration• Human Resources• Cultural Resources
Training Needs	<ul style="list-style-type: none">• None
Cost	<ul style="list-style-type: none">• Food & refreshments• Logistics for event
How	<ul style="list-style-type: none">• Collaboration with applicable department entities• Planning and logistics• Scheduling & Staffing• Operation of event
Key Performance Indicators	<ul style="list-style-type: none">• Feedback from SRPD Employees• Feedback from Community Members

The purpose of this principle is to honor, engage, and integrate the wisdom and experience of the Community elders into the fabric of public safety efforts. By valuing their knowledge, we aim to enhance decision-making, build intergenerational connections, and ensure that elders' needs and perspectives are respected and addressed in our policing strategies.

Objectives

- Leverage the knowledge and experience of elders to maintain cultural heritage in policing practices and community interactions.
- Ensure that elders' safety, health, and specific concerns are a top priority in community safety initiatives.

Goals (G)

G1	As part of the focus groups, conduct an elder specific group.
G2	Intentional engagement with elders through various events.
G3	Partner with elders to champion crime and safety concerns/topics to the Community.

G1	As part of the focus groups, conduct an elder specific group.
Roles	<ul style="list-style-type: none"> • Community Engagement Team • Community Elders • Specific staff as deemed necessary
Training Needs	<ul style="list-style-type: none"> • Media • Small Group Facilitation • Communication Tactics • Program specific
Cost	<ul style="list-style-type: none"> • Refreshments
How	<ul style="list-style-type: none"> • Define meeting objectives • Define Meeting format - Public forum? Educational? Feedback? Informational? • Identify community members elders who are willing to participate. Express the purpose and goal. • Follow an Agenda or timeline • Translate feedback into actionable recommendations
Key Performance Indicators	<ul style="list-style-type: none"> • Contacts made • Topics addressed • Relationships built • Follow up actionable items • Measurable success via reduction in crime or increase in CFS or improvement in quality of what is reported • Feedback from class or meeting • Opportunity to receive feedback

G2	Intentional engagement with elders through various events.
Roles	<ul style="list-style-type: none"> • Sworn Personnel • Community Engagement Team • Specific staff as deemed necessary
Training Needs	<ul style="list-style-type: none"> • None
Cost	<ul style="list-style-type: none"> • As needed
How	<ul style="list-style-type: none"> • Collaborate & Partner with Senior Services to participate in various planned events • Present and Interact with the elders
Key Performance Indicators	<ul style="list-style-type: none"> • Contacts made • Topics addressed • Relationships built • Follow up actionable items • Measurable success via reduction in crime or increase in CFS or improvement in quality of what is reported • Feedback • Opportunity to receive feedback

G3	Partner with elders to champion crime and safety concerns/topics to the Community.
Roles	<ul style="list-style-type: none"> • Sworn Personnel • Community Engagement Team • Specific staff as deemed necessary
Training Needs	<ul style="list-style-type: none"> • None
Cost	<ul style="list-style-type: none"> • Marketing items
How	<ul style="list-style-type: none"> • Collaborate & Partner with elders to speak on the concerning topics within the Community to identify root cause problems, bring awareness, and promote solutions • In person presentations • Through digital media • Marketing documents
Key Performance Indicators	<ul style="list-style-type: none"> • Topics addressed • Number of events • Marketing materials used • Number of Social media posts done • People contacted • Community actions taken

6

YOUTH OUTREACH & SUPPORT

SRPD will prioritize programs aimed at engaging local youth in positive ways. The department will collaborate with schools, youth groups, and other organizations to provide mentorship, educational opportunities, and leadership development programs that promote positive interactions with law enforcement.

Objectives

- Build positive interactions between law enforcement and local youth through mentorship and educational initiatives.
- Strengthen partnerships with schools and youth organizations to develop leadership and life skills among young community members.
- Encourage youth involvement in public safety initiatives and community-building activities.

Goals (G)

G1	Establish a Cadet program.
G2	Organize quarterly educational workshops focused on leadership, decision-making, and understanding law enforcement roles.
G3	Host at least two community events per year that bring together officers and youth for positive interaction.

YOUTH OUTREACH & SUPPORT

continued

G1	Establish a Cadet program.
Special Considerations	<ul style="list-style-type: none">• <i>Photographs of events need to take into consideration that youth's faces and identities may need to be concealed for social media. Seek permission with signed forms from participants if all photos will be used</i>
Roles	<ul style="list-style-type: none">• Community Engagement Team• Sworn• Appropriate staff as determined
Training Needs	<ul style="list-style-type: none">• Facilitating a cadet program
Cost	<ul style="list-style-type: none">• Equipment• Uniforms• Facilities• Special Events• Travel
How	<ul style="list-style-type: none">• Research, develop and implement a cadet program.• Selection of leads.• Create a cadet program manual.• Market and recruit.• Coordinate schedule and agendas
Key Performance Indicators	<ul style="list-style-type: none">• Number of active mentors and mentees participating in the program.• Frequency of sessions.• Growth of team.• Successful participation and graduation of cadets.• Positive feedback.

YOUTH OUTREACH & SUPPORT

continued

G2	Organize biannual educational workshops focused on leadership, decision-making, and understanding law enforcement roles.
Special Considerations	<ul style="list-style-type: none">• <i>Photographs of events need to take into consideration that youth's faces and identities may need to be concealed for social media. Seek permission with signed forms from participants if all photos will be used</i>
Roles	<ul style="list-style-type: none">• Community Engagement Team• Sworn• Staff as determined by event
Training Needs	<ul style="list-style-type: none">• Youth development
Cost	<ul style="list-style-type: none">• Supplies and equipment
How	<ul style="list-style-type: none">• Work with school administrators and community leaders to create a curriculum tailored to youth, incorporating leadership and decision-making exercises. Use scenarios and role-playing activities to demonstrate the responsibilities of law enforcement and how youth can engage positively.• Invite local youth leaders, community members, and officers to co-lead workshops, encouraging interaction and collaboration.
Key Performance Indicators	<ul style="list-style-type: none">• Number of workshops held annually and total youth attendance.• Participant feedback on workshops, including their understanding of leadership, decision-making, and law enforcement roles.• Percentage of youth who report an increased trust in law enforcement following workshop participation.

YOUTH OUTREACH & SUPPORT

continued

G3	Host at least two community events per year that bring together officers and youth for positive interaction.
Special Considerations	<ul style="list-style-type: none">• <i>Photographs of events need to take into consideration that youth's faces and identities may need to be concealed for social media. Seek permission with signed forms from participants if all photos will be used</i>
Roles	<ul style="list-style-type: none">• Community Engagement Team• Sworn• Support staff• Master instructors
Training Needs	<ul style="list-style-type: none">• None
Cost	<ul style="list-style-type: none">• Supplies and equipment
How	<ul style="list-style-type: none">• Partner with recreation center and school to organize sports tournaments, safety fairs, or other events that promote positive engagement. Incorporate educational elements into these events, such as workshops on personal safety, first aid, or anti-bullying, while keeping the atmosphere fun and interactive.• Ensure officers are actively involved in the events, participating in activities alongside youth to build relationships.
Key Performance Indicators	<ul style="list-style-type: none">• Number of youth and officers participating in annual events.• Community feedback on the events, focusing on youth perspectives and their comfort level engaging with law enforcement.• Positive change in relationships between youth and officers, measured through post-event surveys and anecdotal reports.

We are committed to evaluating our efforts regularly and making improvements based on community feedback. We understand that flexibility and innovation are crucial in addressing emerging issues effectively. By staying responsive and proactive, we continuously evolve our strategies, leverage technology, and build strong partnerships to ensure the safety and well-being of all. Adapting to current challenges and evolving community needs ensures that our strategies remain effective and relevant

Objectives

- Regularly assess the effectiveness of community policing efforts.
- Implement feedback-driven improvements to enhance service quality.
- Adapt to emerging challenges and new safety concerns in the community.

Goals (G)

G1	Develop a quarterly evaluation process to review community policing strategies and outcomes.
G2	Establish a feedback mechanism for community members to provide input on department performance and concerns.
G3	Create an internal committee to drive continuous improvement based on evaluation results and community input.
G4	Conduct annual strategy reviews to ensure adaptability and innovation in addressing current community needs.

CONTINUOUS IMPROVEMENT & ADAPTATION TO CURRENT CHALLENGES

continued

<p>G1</p>	<p>Develop a quarterly evaluation process to review community policing strategies and outcomes.</p>
<p>Roles</p>	<ul style="list-style-type: none"> • Field Operations Division Lieutenants
<p>Training Needs</p>	<ul style="list-style-type: none"> • As needed
<p>Cost</p>	<ul style="list-style-type: none"> • None
<p>How</p>	<ul style="list-style-type: none"> • Put the quarterly performance review meeting in the calendar well in advance and have a touchpoint a few weeks before the meeting. • Share thoughts and an agenda ahead of time. • Include other team members feedback in the process • Provide specific and constructive feedback • Follow an Agenda or timeline • Delegate and assign next steps to ensure follow-through (actionable items)
<p>Key Performance Indicators</p>	<ul style="list-style-type: none"> • Feedback from block watch meetings • Subjects addressed • Relationships built • Follow up actionable items • Measurable success via reduction in crime or increase in CFS or improvement in quality of what is reported • Feedback from class or meeting • Opportunity to receive feedback

CONTINUOUS IMPROVEMENT & ADAPTATION TO CURRENT CHALLENGES

continued

G2	Establish a feedback mechanism for community members to provide input on department performance and concerns.
Special Considerations	<ul style="list-style-type: none"> • <i>See Engagement G3</i>



G3	Create an internal committee to drive continuous improvement based on evaluation results and community input.
Roles	<ul style="list-style-type: none"> • Field Operations Division Lieutenants • Multiple representatives from each division
Training Needs	<ul style="list-style-type: none"> • None at this time, however, it may change based on proposed solutions to problems as applicable.
Cost	<ul style="list-style-type: none"> • None at this time, however, it may change based on proposed solutions to problems as applicable.
How	<ul style="list-style-type: none"> • Quarterly administrative meetings with specific action items.
Key Performance Indicators	<ul style="list-style-type: none"> • Identification of problem or area of improvement • Action items with positive results (At least 2 per year) • Policy update recommendation (At least 1)

CONTINUOUS IMPROVEMENT & ADAPTATION TO CURRENT CHALLENGES

continued

G4	Conduct annual strategy reviews to ensure adaptability and innovation in addressing current community needs.
Roles	<ul style="list-style-type: none">• Office of the Chief
Training Needs	<ul style="list-style-type: none">• None
Cost	<ul style="list-style-type: none">• As needed
How	<ul style="list-style-type: none">• Review department systems, structure and operations• Analyze data, statistics & staffing• Analyze trends, equipment and technology• Review feedback• Meet and discuss topic with committee and personnel through divisions• Implement solutions
Key Performance Indicators	<ul style="list-style-type: none">• Positive updates and changes• Application of resources in areas of need• System updates• Technology updates, implementation and operation• Feedback received

EVENT CONSIDERATIONS

For events discussed in the previous goals and objectives, events will generally require many of the same needs with regards to venue, media, marketing, etc. The chart below should be utilized when planning events related to the subtopics below.

Facilities

PD Facilities

- Indian School
- Chaparral
- River People Health Center
- Lehi

Community Facilities

- Community Building
- ALA
- WOLF
- VA parks

Items to Bring

- Tables and chairs
- Educational and marketing materials
- Technology (laptop, projector, speakers, etc)
- Refreshments
- See event logistic form for more items commonly needed.

Marketing Internal + External

Internal

- Briefings
- Newsletter
- Email
- PowerDMS

External

- Social Media
- O'odham Action News
- Business and Community Member Contact Info Collected

Software

- PowerDMS
- Canva
- Shared calendar of events

Special Considerations

Photographs of events need to take into consideration that youth's faces and identities may need to be concealed for social media. Seek permission with signed forms from participants if all photos will be used

Social Media Platforms

- Facebook
- Instagram
- YouTube
- LinkedIn
- TikTok
- NextDoor

Community Policing Operational Components



Community Policing Operational Components

Officers

All officers are expected to actively engage in community policing efforts, problem solve, participate in community events, and build positive relationships with the public. Officers play a vital role in the success of community policing being primary liaisons between law enforcement and the public.

Supervisors

Supervisors must ensure officers are following community policing principles, providing guidance and feedback, in addition to addressing any challenges that arise in the implementation of this plan. Supervisors will encourage proactive engagement, and ensure policing efforts align with community needs.

As leaders, supervisors must lead by example embodying the community policing philosophy. Their leadership is essential in making policing a shared effort between the department and the community.

Office of the Chief

The Office of the Chief will implement strategies that enhance collaboration between SRPD and the Community. Policies will be set that emphasize transparency, trust-building, and proactive crime prevention. Office of the Chief encourage support outreach programs, encourage community involvement, and ensure officers view themselves as protectors.

Support Staff

Civilian staff play a crucial role in community policing by supporting law enforcement operations and enhancing community engagement. They will handle tasks with excellence providing great customer service. Support Staff's involvement strengthen police-community relationships and ensures we operate effectively.

Community

Community policing cannot be successful without the Community actively collaborating with law enforcement to enhance public safety and improve quality of life. Community members help by reporting concerns, participating in crime prevention programs, and working alongside officers to address local issues. Strong police-community relationships foster trust, encourage transparency, and lead to more effective problem-solving.



COMMUNITY ENGAGEMENT TEAM

SALT RIVER
POLICE
DEPARTMENT



COMMUNITY FIRST, COMMUNITY FOCUSED



Community FIRST

About Us.

The Salt River Police Department (SRPD) has established the Community Engagement Team (CET) with a clear purpose:

The SRPD Community Engagement Team will focus on building positive relationships with the Salt River Pima-Maricopa Indian Community (SRPMIC).

The primary goal of the Community Engagement Team is to create a relationship between the Salt River Police Department and the Community. We will improve communication by providing an inclusive platform for all voices to be heard, serve as a link for Community Members, connect resources, implement problem solving strategies, and improve overall community well-being through proactive engagement and collaboration.

COMMUNITY ENGAGEMENT TEAM

CONTINUED



Roles & Responsibilities

The Community Engagement Team strengthens police-community relationships through outreach, dialogue, and collaboration. They plan and execute events to promote positive interactions, manage communication channels like social media and newsletters, and serve as liaisons between law enforcement and local organizations. The team organizes meetings, facilitates community service projects, and responds proactively to critical to Community concerns to provide resources. They coordinate with Field Operations, participate in block watch meetings and community events, and ensure public feedback is heard. Their approach emphasizes transparency, professionalism, and active listening, with structured training programs for both civilian staff and sworn personnel. By prioritizing engagement, networking, and strategic communication, they create lasting partnerships that enhance public safety and community trust.

Community Engagement Sergeant

Oversees the daily operations, coordinates with departmental leadership, and ensures that community policing strategies are aligned with SRPD goals and meeting Community needs.

Community Engagement Team

Comprised of 5 officers and a civilian Community Relations Specialist. They perform daily duties embodying community policing philosophy, executing the department's mission & vision. The team is a liaison between the Community and Department understanding success in this plan requires both entities involvement.