



Salt River Pima-  
Maricopa Indian  
Community



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





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# CHIEF'S MESSAGE

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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

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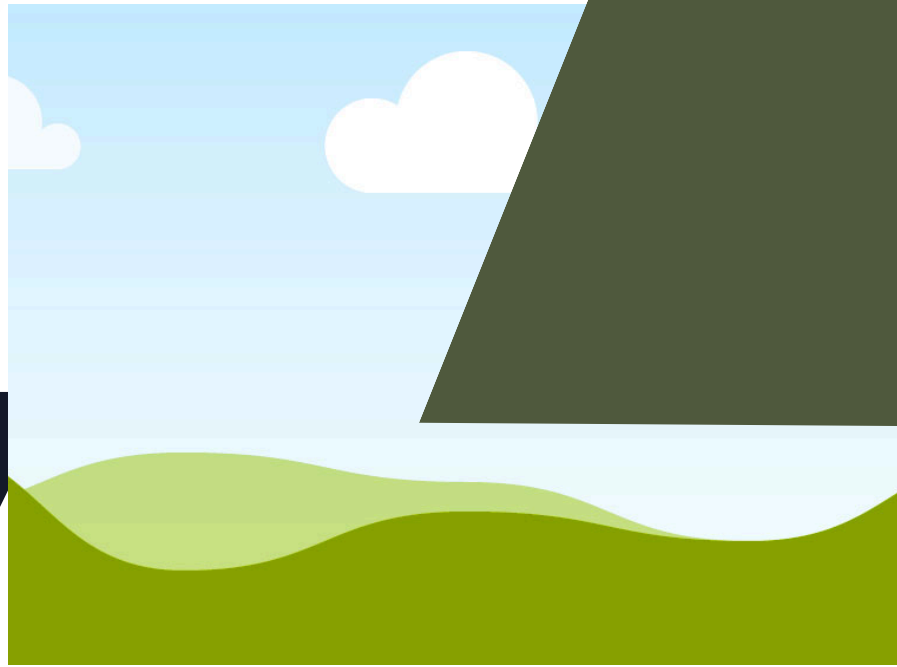
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# GOALS AND OBJECTIVES OF THE 7 GUIDING PRINCIPALS

- 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.



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.

# 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.

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.

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.



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.

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.

# 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.

# Community Policing Operational Components

## 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 FIRST, COMMUNITY FOCUSED



# COMMUNITY ENGAGEMENT TEAM

SALT RIVER  
POLICE  
DEPARTMENT

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# 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

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## 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.