



Strategic Planning: SCSO's Road Map for the Future

STAFFORD COUNTY SHERIFF'S OFFICE STRATEGIC PLAN OVERVIEW

VISION

Dedicated, innovative people, working with the community, to serve and protect Stafford County while using the best tools available.

VALUES

Integrity, Compassion, Fairness, Professionalism

MISSION

We, the men and women of the Stafford County Sheriff's Office, in partnership with our community, are dedicated to enhancing the quality of life by maintaining order, protecting life and property, and reducing the fear of crime. We will ensure the peace and safety of all citizens by upholding the Constitution of the United States and the Commonwealth of Virginia. As leaders of the community, we will embrace our core beliefs: Integrity, Compassion, Fairness, and Professionalism.

Impact Areas and Benefits to the Community

Community Engagement

Strengthening partnerships will help ensure a safer community and preparation for future challenges.

Recruiting & Retention

A progressive recruitment and retention program will help ensure high quality law enforcement services.

Taking Care of People

Nurturing our employees will motivate them to higher performance, inspire loyalty, and help colleagues grow, resulting in a higher level of service delivery to the community.

Contemporary Policies

Using best practices and modern policies will help us become more efficient and effective.

Traffic Safety

A proactive traffic safety program will help drivers become more responsible drivers, ensure the safe and efficient flow of traffic, and help to reduce road-related incidents.

Training & Development

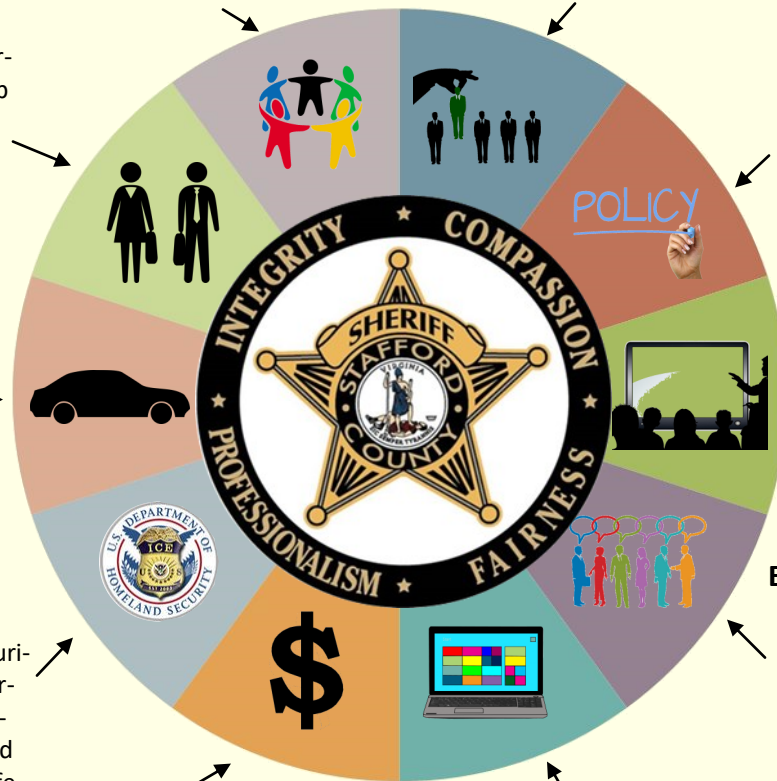
Creating high quality employees inspires them to higher performance and delivery of services to the community.

Homeland Security

A strong Homeland Security program will guide, organize and focus law enforcement resources and keep the community safe.

Employee Communications

Proactive and timely communication will keep employees informed and enable them to promote a consistent message to the community.



Filling Funding Gaps

Maintaining appropriate funding will help us deliver high quality services.

Use of Technologies

Adapting the latest technology could reduce costs, institute better practices and streamline processes.

Major Accomplishments

- Implemented new podcast and recorded several information videos
- Continued work on School Safety Task Force and conducted Active Shooter Training for school personnel
- Continued SCSO legacy programs such as Neighborhood Watch and DARE Increased pay for new deputies and implemented new public safety pay scale
- Obtained two new positions for recruiting
- Redefined interview process for job candidates as well as agility testing
- Completed first round of recruitment advertisements
- Completed Policy Review Plan and approved new Policy Manual Review Form
- Added Defensive Tactics training time and PIT for approx. 50% of patrol
- Established links on Intranet for training and General Assembly legislation
- Held first meeting of Employee Advisory Committee
- Drafting Information Technology acquisition policy
- Comprehensive funding requests are vetted through a documented transparent and cooperative budget strategy
- Upgraded one part-time position to full-time (Admin Associate in CID). Other positions (Field Operation Deputies, Grant Writer, IT Programmer/Analyst and Court Services Deputies) requested in the FY21 Budget).
- Organized and trained first Homeland Security Citizen Group (SHIELD)
- Rebooted Business Watch and Worship Watch programs