

1. Ensure Effective, Efficient, and Timely Police Response

Action Steps:

Continue using data-driven call prioritization system to regularly review call logs and officer dispatch data to identify bottlenecks.

Consider shift scheduling options to optimize officer allocation based on peak call times.

Hire or utilize current staff as a civilian ordinance officer within the Building Inspection Department to handle non-criminal ordinance enforcement (e.g., property maintenance, code compliance).

Work with other departments regularly (City of Deadwood, Lawrence County, Highway Patrol, Resource Officers) to establish programs including but not limited to officer sharing programs, reserve programs, open communication.

Pursue grants and other funding sources to help reduce the cost of operations with Commission approval.

Expected Outcomes:

*Sworn officers focus on high-priority calls, improving overall response times.

*Ordinance-related issues are resolved more efficiently, reducing workload on patrol officers.

*Increased operational clarity and role specialization contribute to officer job satisfaction and retention.

*Improved coordination between departments reduces workload and job fatigue.

*Enhanced community trust through timely handling of both criminal and ordinance concerns.

2. Foster Open Communication Between Officers and the Community

Action Steps:

Identify and/or adopt multiple annual community events (e.g., local festivals, charity runs) where the PD will be a visible sponsor, supporter and participant.

Encourage officers to engage in community activities in uniform while promoting the PD.

Develop a formal communication plan (newsletters, social posts, community forums, State of the City Address).

Review, promote and update feedback channels so community members can voice concerns and suggestions.

Expected Outcomes:

*Community perceives the PD as approachable and transparent.

*Improved communication leads to proactive problem-solving.

*Increased positive exposure for the PD.

*Strengthened relationships between officers and residents.

*Greater sense of shared purpose and pride within the department.

3. Enhance Recruitment & Retention Policies

Action Steps:

Broaden the residency requirement to 16-mile radius from Lead City Hall and 90 days relocation period or negotiated as needed.

Allow 40 hours of vacation time accrual and usage on day 1 to support work-life balance and retention.

Comprehensive review of patrol officer ad. (PoliceOne)

Expected Outcomes:

- *Increased applicant interest and reduced hiring barriers.
- *Improved officer satisfaction and retention through early access to benefits.
- *Broaden the candidate pool and improve recruitment flexibility.

4. Utilize retention committee to conduct Community PD Satisfaction Survey within the next 6 months

Expected Outcomes:

- *Gain a clear understanding of community perceptions.
- *Ensures decisions related to staffing, where to focus time and budgeting reflect the community's real needs and expectations.
- *Conducting and publicly sharing survey results signals that the department values accountability, strengthening community trust and demonstrating a commitment to improvement.
- *Shows residents that their voices matter, encouraging more feedback and participation in future community-police efforts.
- *Establish a baseline so the department can measure improvements over time and evaluate the impact of new initiatives.

Other Concerns:

- *Convene a citizen oversight committee
- *Use of technology (GPS tracking of officers)
- *Merit raises, step raises
- *Continued education training in relevant field with an emphasis on accredited community policing training with 12 months of hire to include existing officers.