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# Denver Police Department Strategic Plan 2023-2027

2.7.2024

# Highlighted Efforts

- Lowering our response time to calls for service through alternative first responder programs and advanced staffing models.
- Reorganizing citywide crime prevention and response teams.
- Collaborate with multi-disciplinary teams to implement evidence-based violence prevention and focused deterrence programs.
- Executing continuous improvement initiatives based on community feedback surveys.
- Regular reporting of key metrics and crime data to ensure we are transparent and accountable regarding our performance.

# 2023-2027 Strategic Plan

- Highlights the fundamental goals and objectives that align with the mission and vision of the department.
- Provides the foundation for organizational and operational decisions.
- Provides a detailed overview of each strategic goal, targeted outcomes, and key performance metrics.

# Indicators

1. Crime Rate
2. Community Perceptions
3. Healthy Organization
4. Diverse Organization

# Current Demographic Data

*Increased diversity among recruits, rank and management structure.*

# Previous Year Activity Data

*High level event, activity, and outcome data from year to year.*

# Goals & Objectives

1. Why it's important
2. Desired outcomes
3. Key performance measures

# Preventing Crime & Increasing Public Trust

## Objectives

- Evidence-based crime reduction
- Interagency information sharing and multi-disciplinary efforts
- Consistent, authentic engagement
- Access to data that is clear and understandable to a broad, public audience

## Outcomes

- Reduced gun violence
- Reduced property crimes
- Reduced sustained Internal Affairs complaints
- Increased accessibility and positive community interactions
- Increased satisfaction with patrol services and interactions
- Reduced response time to calls for service

## Measures

- Violent crime
- Property crime
- Complaints
- Use of force numbers
- Citywide community surveys
- Patrol response service surveys
- Response times
- Access to interpretation services



# Build Safe & Healthy Communities

## Objectives

- Solutions for specific issues in our communities
- Address issues related to unhoused, acute mental health, and substance misuse
- Reduce criminal events that impact community safety and quality of life
- Address crimes that impact community and safety

## Outcomes

- Reduced fear of crime
- Reduced crime across all Denver neighborhoods
- Reduced response times to resident calls for service

## Measures

- Violent crime
- Property crime
- Bias-motivated crime
- Traffic offenses
- Citywide community surveys
- Calls for service

# Focus on Precision Policing

## Objectives

- Evidence-based crime prevention strategies
- Use community feedback to develop micro-policing agendas for each neighborhood
- Long-term partnerships and policing strategies that target places with a historic concentration of violent crime

## Outcomes

- Consistent, evidence-based violence reduction efforts implemented in each police district

## Measures

- Violent crime
- Property crime
- Clearance rates
- Citywide community surveys
- Gun violence

# Develop & Sustain Innovative Training

## Objectives

- Growth from the academy through retirement
- Education and training opportunities that incorporate the well-being of personnel and their families
- Partnerships with external academic practitioners
- Community feedback

## Outcomes

- Reduced complaints and discipline cases
- Increased utilization of educational opportunities
- Increased perception of police professionalism
- Equitable training opportunities for all staff

## Measures

- Complaints
- Participation in advanced learning
- Retention, recruitment
- Citywide community surveys

# Build a More Efficient & Resilient Organization

## Objectives

- Workload-based staffing models
- Resources for department personnel and their families
- Innovative approaches to improving work/life balance.

## Outcomes

- Reduced sick leave and workers comp claims
- Reduced complaints and discipline cases
- Diversity represented at all ranks and classifications  
Increased recruitment and retention
- Improved morale
- Zero officer suicides

## Measures

- Complaints
- Utilization of resources
- Sick leave, injuries, claims
- Wellness risk scores
- Retention, recruitment
- Demographic data
- Internal satisfaction surveys

# Reporting

*Outcomes will be reported through an annual accountability report made available on the Denver Police Department [Performance and Transparency webpage](#).*