
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](#).