



**Grover Beach Police Department**  
**Strategic Plan**  
**2023-2026**

Goals	Strategies	Action Plans	Metrics
<b>Dynamic Health and Wellness Program</b>	<ul style="list-style-type: none"> <li>• Expand recruitment effectiveness</li> <li>• Increase options for employee retention</li> <li>• Create physical and mental health support opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Establish recruitment team</li> <li>• Update Master Training Plan</li> <li>• Create employee career pathways</li> <li>• Create opportunities to improve employee wellness</li> </ul>	<ul style="list-style-type: none"> <li>• Team and needs list by 09/23</li> <li>• Updated Training Plan by 12/23</li> <li>• Career pathways by 07/24</li> <li>• Comprehensive wellness program by 12/24</li> </ul>
<b>Expanded Community Engagement</b>	<ul style="list-style-type: none"> <li>• Increase youth outreach</li> <li>• Expand community partnerships</li> <li>• Improve 1 to 1 communications between community and officers</li> </ul>	<ul style="list-style-type: none"> <li>• Re-establish volunteer program</li> <li>• Revitalize District Officer program</li> <li>• Leverage UAS “drone” program for youth outreach</li> </ul>	<ul style="list-style-type: none"> <li>• New youth UAS programming by 01/24</li> <li>• Volunteer program by 01/25</li> <li>• District Officer program by 07/25</li> </ul>
<b>Respond to Community Concerns</b>	<ul style="list-style-type: none"> <li>• Expand traffic safety services</li> <li>• Prepare for future crime trends</li> <li>• Increase department expertise through up-to-date training</li> </ul>	<ul style="list-style-type: none"> <li>• Re-establish motorcycle officer program.</li> <li>• Expand investigations capability</li> <li>• Reduce the overall crime rate</li> <li>• Expand outreach and support for community mental health needs</li> </ul>	<ul style="list-style-type: none"> <li>• Update crime analysis methods by 01/24</li> <li>• Pro-active investigations by 03/24</li> <li>• Motor Officer program by 06/24</li> <li>• Partnership for in-field mental health support by 05/25</li> </ul>
<b>Develop a Police Department Facility Master Plan</b>	<ul style="list-style-type: none"> <li>• Work with city leadership to identify current and future police facility needs</li> <li>• Identify a planned facility location</li> <li>• Identify a funding program</li> </ul>	<ul style="list-style-type: none"> <li>• Developing modern police facility priorities</li> <li>• Identify future police department location</li> <li>• Identify funding opportunities</li> <li>• Architectural planning</li> </ul>	<ul style="list-style-type: none"> <li>• Facility needs and master plan by 12/23</li> <li>• List of future locations by 07/24</li> <li>• Identify potential funding opportunities by 01/25</li> <li>• Architectural needs by 12/25</li> </ul>

**Our Mission:** We serve to contribute to a wholesome community environment in which individuals may work, play, prosper, raise families, and otherwise pursue their legitimate goals without fear of criminal or civil disorder.