RIVERSIDE POLICE DEPARTMENT

STRATEGIC PLAN 2025-2027

WE LEAD | WE EVOLVE | WE PROTECT

MESSAGE FROM **THE POLICE CHIEF**

Every member of the Riverside Police Department contributes to the strength, integrity, and effectiveness of our organization. Our shared commitment to upholding justice, serving with compassion, and protecting life is the foundation upon which our success and the trust of our community firmly rest.

The badge and patch we wear represent more than authority. They symbolize a solemn promise to serve with fairness, dignity, and respect. Our community looks to us not only as law enforcers, but as leaders, mentors, and symbolic of what is right. We are called to make split-second decisions, we show empathy in moments of despair, and we remain unwavering in the face of challenge.

Our 130-year history was built on honor, resilience, and tradition. We've faced adversity and have been tested to our core, and from those moments, we've emerged stronger. The bricks once thrown at us have become the very foundation of our growth, our progress, and our unity. We are more than an agency, we are Riverside.

As we move forward, we will continue to uphold the law with integrity, treat every individual with dignity, and never lose sight of the great responsibility and privilege it is to serve the City of Riverside.

We Lead. We Evolve. We Protect.

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GOAL 1
COMMUNITY SAFETY AND ENGAGEMENT

CRIME REDUCTION

- Use calls for service data to determine resource allocation and enforcement efforts.
- Enhance the community traffic education program.
- Increase Traffic Bureau personnel.
- Use traffic collision data to identify patterns, problem locations, city liability, and strategies to mitigate traffic accidents.

SOCIAL MEDIA

- Continue recruiting employees through social media platforms.
- Conduct community surveys to better understand the community's needs.
- Enhance community relations through "behind the scenes stories" of the everyday work our officers do to represent, protect and support our community.
- Disseminate public safety bulletins regarding wanted individuals, traffic conditions and enforcement programs.

REDUCING HOMELESSNESS

- Continue the City's multi-disciplinary approach to reduce homelessness.
  - Expand homeless outreach teams and resources.
  - Regularly evaluate the effectiveness of programs offered to homeless.
- Focus on regional partnerships to address homelessness in a coordinated fashion.

GOAL 2
EMPLOYEE WELLNESS AND DEVELOPMENT

PERSONAL

- Enhance Employee Orientation.
- Promote a healthy diet.
- Identify strategies for maximizing sleep/rest.
- Encourage physical fitness.
- Provide information for successfully managing personal finances.
- Provide self-care strategies to create emotionally resilient personnel.

PROFESSIONAL

- Provide strategies for better Work/Life Balance.
- Facilitate training for front-line supervisors on employee wellness programs and education.
- Create internal and external wellness partnerships.
- Establish dedicated office hours for Peer Support/ Chaplains/ Counseling Team.
- Educate employees on career pitfalls and resources available to help.
- Create Wellness Liaisons.

TRAINING

- Seek out training regarding modern policing strategies, philosophies, and methods for dealing with crime.
  - Create a training group to research and provide input on the latest criminal trends and methodologies.
- Promote ethical behavior through continued training.
  - Work with the City Attorney's Office to develop training that promotes professional conduct and decision-making.

GOAL 3
ORGANIZATIONAL EFFICIENCY

TECHNOLOGY

- Acquire software and equipment to improve officers' efficiency by expediting processes for writing citations and reports.
- Develop and integrate a Real Time Crime Center.
- Obtain technology to allow for more efficient collection and storage of evidence.

REORGANIZATION

- Evaluate the current allocation of resources within each Division for the most efficient delivery of services.
- Facilitate training in collaboration with the fire department, sheriff's department, and other stakeholders for emergency management preparedness.

FACILITIES

- Upgrade current facilities to accommodate future growth in personnel.

OUR VISION

We will engage our community through exemplary service and unequaled professionalism, while employing a work force that reflects the diversity of our city. We will commit to implementing the latest technology available and best practices to meet the demands of 21st Century modern policing. We will invest in the success of our employees of the Riverside Police Department by providing excellent training opportunities, advancement, and personal growth.

OUR MISSION

The Riverside Police Department is dedicated to improving the quality of life by creating a safe environment in partnership with the people we serve. We act with humility and grit to reduce fear and crime, while treating all with respect, compassion, and fairness.

CORE VALUES

HUMILITY

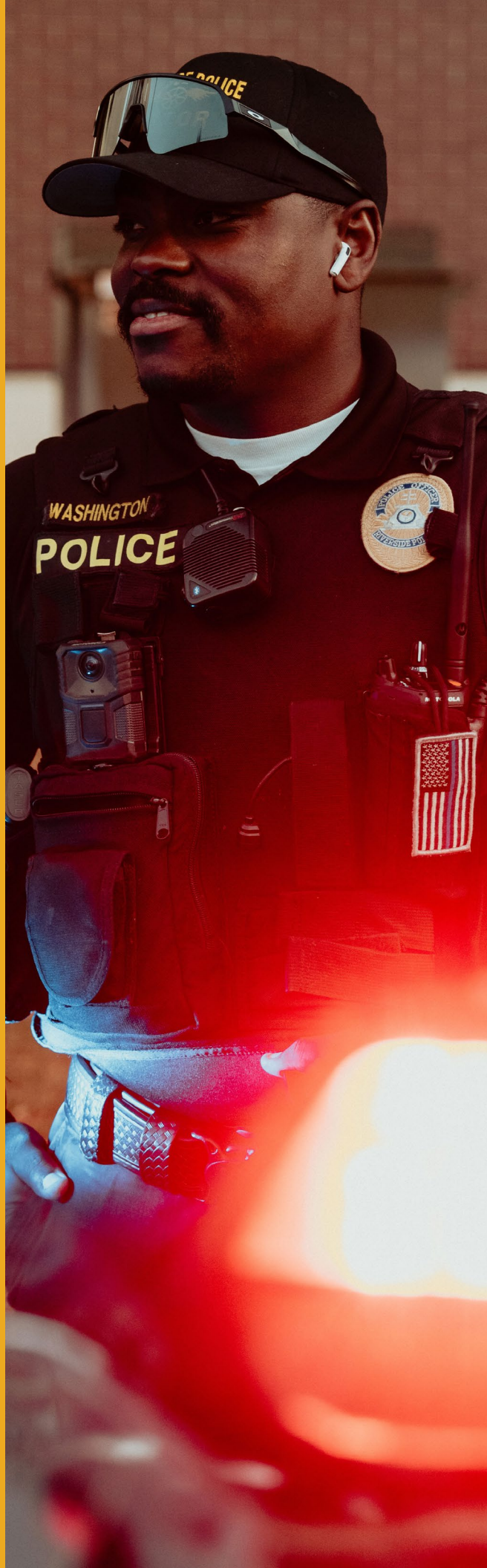
> Humility is the quality of having strength without arrogance. Humble leaders understand the need for others to succeed, and are constantly looking for ways to develop and expand the leadership opportunities of those that work for them. They promote based on skill, talent, hard work, and performance. One with humility is never afraid to admit they can learn from others.

GRIT

> Grit is courage, resolve, and strength of character. One with grit is an indomitable and irrepressible spirit that doesn't back down in the face of failure or obstacles. Grit acts like a driving force for someone to never give up or quit. True leaders have grit, and find a way to navigate the roadblocks, or run through them, to move closer to their vision and goal.

CHIEF RIVERSIDE POLICE

POLICE RIVERSIDE

Humility & Grit

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