

Asheville Police Department

Strategic Operating Plan

Posted 10/03/13

Last Revised 06/02/15

What's happening now?

During the plan development phase committees of APD staff were established. These six teams, one for each planning area, have been meeting on a quarterly basis since July of 2014. Planning teams continue to meet and are currently working on the development of their first annual report, which will be presented to APD Command Staff in August of 2015. This annual report will provide updates on each of the focus areas and indicate progress made on action items.

Examples of these activities are:

- Quality of Life:
 - Increase partnerships with Youth
 - Officers are actively recruiting middle school youth to participate in the APD Explorer Unit and the "In Real Life" program
 - Define and increase scope of Crime Prevention Program
 - Created guide on APD and community resources for public
 - Increased information on crime prevention available on city website
- Outreach and Communication:
 - Develop APD Public Information Office (PIO) Team
 - In April 2015, APD hired Christina Hallingse to serve as a full-time Public Information Officer for the department.

Timeline

2015

Planning teams continue to meet on a quarterly basis. Teams are slated to present their first annual report in August of 2015.

2014

Final plan presented to City Council and adopted. Planning area committees (comprised of APD staff members) reviewed plan and established priorities. Strategies for implementation identified and put into action.

2013

Consultants met with APD staff and community members to hear feedback about what the department is doing well and areas for future growth and development. Six focus areas were identified.

Background

The Asheville Police Department began a strategic operations planning process in September 2013 with an executive command staff retreat where emphasis was placed on developing an operational road map for the APD over the next three years. The next step was to gather direct input from the APD's greatest assets, the men and women of the department and the community at large.

Based on the feedback from APD employees, the community, other city staff and partner agencies, six planning areas were identified:

1. Recruitment & Retention
2. Leadership
3. Organizational Structure
4. Equipment & Technology
5. Agency Outreach & Communication
6. Community Quality of Life

Supporting documents

[Presentation to Citizens/Police Advisory Committee 6/12/14](#)

[Community Input](#)

[APD Strategic Operating Plan](#)

[Strategic Operating Plan Update – 6/1/15](#)

For more information about the APD's strategic operations plan, contact Christina Hallingse at challingse@ashevillenc.gov.