



High Performing City

Police Department

What is High Performing City?



Councilmember Marriot brought this program to us about a year and a half ago and has been helping us try an implement some processes that will help us perform more efficient and effective all while reducing cost to the city.



We have meeting for about an hour every other week for training and updates as far as the things we have been able to take from this and apply.



Two main
areas of
focus for the
PD



5S



7 Types of
waste

5S



Sift-Clear Out



Simplify-Put in
Order



Sweep-Clean
and Check



Standardization



Self Discipline

5S IMPLEMENTED SO FAR

- Clean out old equipment and "junk" around the office
- Clean out truck and standardize where equipment is located inside so there is some uniformity to all vehicles. This helps when other Officers retrieve stuff from each other's vehicles.
- Ordered cages, rifle racks and etc.. To have all trucks equipped the same way.
- Task Sgt's with routine vehicles checks to check for cleanliness, servicing, tires, all equipment functioning.

7 Types of Waste

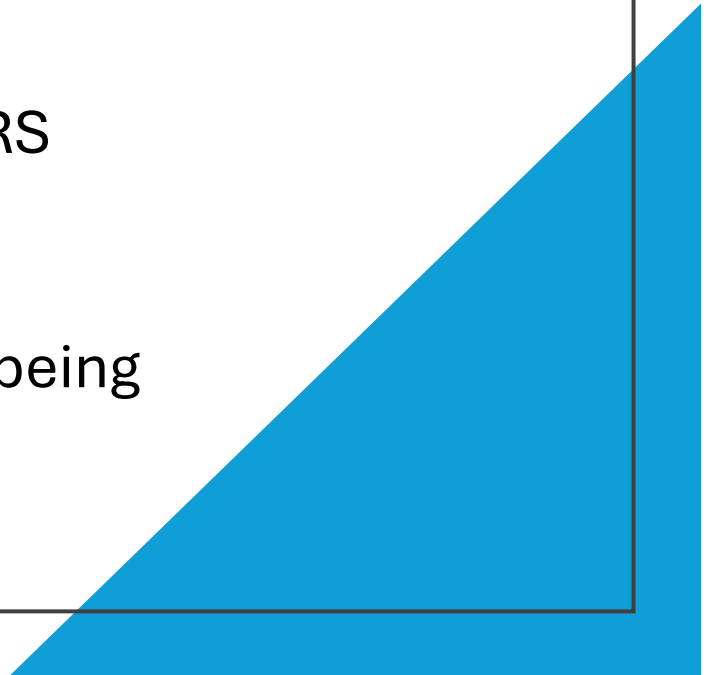


There are seven types of Waste:

1. Waiting
2. Over production
3. Rework
4. Motion (unnecessary)
5. Processing (over-processing)
6. Inventory
7. Conveyance

Waste Reduction Implemented so Far

- Prisoner Transport (back up Officer transports while handling Officer completes paper work online)
- DCFS Mandatory Reporting Cases (Patrol takes CANRS and does initial screening and contact verify all information then send to Detectives if needed.)
- Clarity in report standards and timeliness on reports being submitted.



PD Recruitment and Retention

- Implemented the lateral program (3 new lateral hires totaling 40 years of experience)
- Applicant Pro has been a great tool (2 new PT hires as a result)
- Increased focus on Master Officer Program (This requires them to become an instructor in a specialty)
- Budget and plan for pay raises and market analysis



PV City Police Goals 2025

- Improve Recruitment and Retention by 20% within our department
 - Identify and measure citizen satisfaction in 2025 and increase by 20% in 2026
 - Reduce 24/25 Budget by 5% and maintain for 25/26
 - Reduce Detective Backlog by 50%
 - Improve Officer valued time (Have less wasted time)
 - All employees identify and plan goals to reach goals (i.e. master officer, instructor, future career development)
- “In the absence of clearly defined goals we are strangely loyal to daily acts of trivia.”

