



DEL REY OAKS POLICE DEPARTMENT



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August 1, 2020

To the citizens and stakeholders of the City of Del Rey Oaks,

I am happy to present to you the Del Rey Oaks Police Department's current Strategic Plan. While the cover of this plan states that it is a "three-year" plan, keep in mind this is an estimated timeline. The consolidation of the Del Rey Oaks Police Department and the Monterey Airport Police Department in late 2018, as well as the COVID 19 pandemic that started in early 2020, affected the construction and implementation of this plan. This plan was conceptualized in early 2019 as a guide to attaining our Department's vision of being "a model small town police department." *This plan is being released approximately mid-way through its lifespan because it took time to carefully construct. This plan is, and will continue to be, a work in progress.* The main goal of this plan is to meet all eleven of the plan's strategic objectives by the end of 2021. We will do this through the careful implementation of as many of the Strategic Planning Action Items listed in the back of this document, in a way that best supports our stated mission, vision, and values.

You will notice the Strategic Planning Action Items List at the end of the document. It contains over 280 tasks taken from President Obama's Presidential Task Force on 21st Century Policing, the BEMA organizational review conducted by interim Chief Steve Belcher, and an internal organizational review conducted by the Department's current leadership team. The list is color coded. Green highlighting means that task (or another similar one that addresses that topic) has been implemented or completed. Yellow means that the item is in progress. Red indicates that the task will not be implemented or that it does not apply to our agency. Blue items are the responsibility of another jurisdiction or entity and they are not the responsibility of the Del Rey Oaks Police Department. This list was updated just before publishing of this document in August of 2020.

We welcome any feedback and input regarding this plan, as it truly is a living document. Please do not hesitate to contact me or any of our Department's members if you have questions or comments.

Your Chief,

Jeffrey J. Hoyne

Del Rey Oaks Police Department
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Serving the City of Del Rey Oaks and the Monterey Regional Airport
Jeffrey J. Hoyne – Chief of Police