3-YEAR
Strategic
PLAN

PREPARED BY
CHIEF OF POLICE
Michael P. Kochis

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Our Why
Community Partners In Safety

Our Mission
In partnership with the community, we strive to improve the quality of life of those who live, work, and visit our city. We will do this by creating a safe and secure environment through professional, empathetic, relational, and accountable policing practices. With community policing as our foundation, we strive to maintain trust and legitimacy through respectful, transparent, and impartial public safety practices.

Our Values
- Leadership
- Integrity
- Justice
- Empathy
- Commitment
GOAL 1

To reduce gun violence through increased community partnerships within the city of Charlottesville.

OBJECTIVES

1. CREATE A SAFER COMMUNITY
   Leverage state and federal partnerships such as Safe Streets and Project Safe Neighborhoods to create a safer community and to leverage resources

2. DEVELOP CRISIS STRATEGIES
   Develop and implement strategies to assist in responding and helping those experiencing crisis

3. ENGAGE YOUTH
   Look at creating more formal and informal opportunities to engage with our community youth

4. INCREASE AWARENESS
   Technology-driven approach to enhance transparency within the community to increase public safety and awareness

5. ADOPT A SERVICE-DRIVEN APPROACH
   Maximize training efforts to create a more well-rounded and service-driven police department

6. STRENGTHEN RELATIONSHIPS
   Continue to strengthen our relationships and trust through partnerships and community initiatives
GOAL 2

To improve the recruitment and retention of highly qualified police officers and professional staff members for the Charlottesville Police Department.

OBJECTIVES

1. PROMOTE CAREER GROWTH
   Create more training and development opportunities to promote career growth

2. FOSTER DIVERSITY
   Promote and advertise a diverse and well-rounded department that encompasses the mission, vision, and values of the Charlottesville Police Department

3. REBRAND
   Rebranding of the Charlottesville Police Department to reflect the innovative future of the department

4. RECRUIT
   Recruit in a procedural, just way that is fair, impartial, and reflective of our community

5. STRENGTHEN CULTURE
   Strengthen the culture that focuses on making our department a more equitable and fair environment
GOAL 3

To better the treatment, safety, and well-being of all those who work within the Charlottesville Police Department.

OBJECTIVES

1. BUILDING INTERNAL TRUST
   CPD will focus on building and maintaining trust within the department

2. MORALE-BOOSTING PROGRAMS
   CPD will promote opportunities and programs that support departmental wellness & safety

3. INCREASE EFFICIENCY
   CPD will increase the efficiency of processes and tasks to reduce work-related stressors