



Culver City Police Department Strategic Plan

PLAN DATES

January 1, 2025 – December 31, 2027

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Culver City PD is committed to investing into our community by promoting open communication developing mutual trust. This partnership enhances the experience of all our residents and community members.

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Through proper stewarding of the Culver City PD resources, it ensures the department has what it needs, when it needs it, to provide the best service to our residents and community members.

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Culver City PD seeks to bring as many voices as possible to the table in order to provide the safest community to its residents and community members. By coming together, we can ensure the city of Culver City remains a destination for people to live and visit for years to come.

Objective 4.1: Assess and Integrate Innovative Crime Mitigation Technologies

Objective 4.2: Prevent Crime Through Public Partnerships

Mission

The Culver City Police Department is committed to enhancing our community's quality of life through progressive policing, timely response, and public partnerships.



Organizational Values

Professionalism

The men and women of our organization maintain a level of professionalism worthy of the trust bestowed upon us and strive to serve as the model in the law enforcement profession through accountability, transparency, and best practices.

Progressive Policing

Whether it be investigative techniques, technology, policy, or programs we strive to be at the forefront of law enforcement as a profession.



Partnerships

Public partnerships and building trust with our community is at the foundation of everything we do and we strive each day to foster and preserve the trust and relationship between our Department and the community we serve.



Strategic Priority 1

Enhancing Our Community Alliances

Objective 1.1

Continue to Prioritize Transparency, Equitable Policing, and Accountability Measures

- 1.1.1 Crime Analyst to continue publishing quarterly and annual reports.
- 1.1.2 Crime Analyst to continue to present RIPA data on quarterly and annual reports.
- 1.1.3 Professional Standards Unit (PSU) to continue to conduct consistent RIPA data audits.
- 1.1.4 Command Staff to continue presenting RIPA data in an annual community meeting.
- 1.1.5 Command Staff to continue ongoing work to implement and embrace the principles of Procedural Justice department wide.
- 1.1.6 Command Staff to continue the study and understanding of RIPA data to identify strategies to ensure equitable policing practices. Provide data-driven insights to implement equitable strategies.
- 1.1.7 Community Engagement and Public Information Manager to continue posting department events and noteworthy incidents using media platforms.
- 1.1.8 Partnership in Policing (PIP) Team to begin hosting consistent community roundtable meetings by December 31, 2025.
- 1.1.9 Command Staff to form a committee to explore and implement crime mapping/data dashboard by June 6, 2026.
- 1.1.10 Information Technology (IT) Department to assess the feasibility of an online portal for real-time booking and arrest logs, including booking charges and sentencing, by June 6, 2026.



Objective 1.2

Set the Industry Standards

- 1.2.1 Bureau Commanders to conduct a comprehensive review of police operations and update any policies as needed by January 1, 2026.
- 1.2.2 Patrol Bureau to implement formal quarterly uniform, weapons, and vehicle inspections by June 1, 2026.
- 1.2.3 Professional Standards Unit (PSU) to perform an audit of the department's equipment by December 31, 2026.
- 1.2.4 Command Staff to implement a formal training team by having them complete Peace Officer Standard Training (POST) instructor training by June 30, 2027.
- 1.2.5 Information Technology (IT) Department to form a committee to perform an audit of the department's software by December 31, 2027.

Objective 1.3

Maximize Positive Public Interactions

- 1.3.1 Watch Commanders to continue reporting party contacts procedure.
- 1.3.2 Community Engagement and Public Information Manager to create a community event calendar for 2025 by June 30, 2025.
- 1.3.3 Community Engagement and Public Information Manager and Partnerships in Policing Team to implement a Crime Prevention Through Environmental Design (CPTED) program by June 30, 2025.
- 1.3.4 Community Engagement and Public Information Manager to create a community event calendar for 2026 by October 31, 2025.
- 1.3.5 Traffic Section and Community Engagement and Public Information Manager to create a plan to enhance Office of Traffic Safety community education programs by December 31, 2025.
- 1.3.6 Community Engagement and Public Information Manager to create a community event calendar for 2027 by October 31, 2026.
- 1.3.7 Command Staff to explore a service feedback process to gauge our level of customer service by December 31, 2026.

Strategic Priority 2

Advancing Our CCPD Team

Objective 2.1

Succession Planning and Professional Development

- 2.1.1 Command Staff to encourage professional development training (DLI, SLI, CLI, FBI NA, Command College, ELI) for staff by January 1, 2026.
- 2.1.2 Personnel and Training to continue to administer the Department's Training Development Plan and provide status updates to each employee and supervisor by October 31, 2025.
- 2.1.3 Command Staff to select subject matter experts who will be responsible for training new and existing department members by October 31, 2025.
- 2.1.4 Command Staff to review the feasibility of extending the time of specialized assignments by October 31, 2025.
- 2.1.5 Command Staff to create a promotion road map, including upcoming promotion opportunities for 2026 by October 31, 2025.
- 2.1.6 Command Staff to develop and implement a mentorship program by September 30, 2026.
- 2.1.7 Command Staff to create a promotion road map, including upcoming promotion opportunities for 2026 by December 31, 2025.
- 2.1.8 Command Staff to create a promotion road map, including upcoming promotion opportunities for 2027 by December 31, 2026.



Objective 2.2

Recruit and Retain a Diverse Workforce

- 2.2.1 Command Staff and Human Resources to research an employee referral incentive by June 1, 2026.
- 2.2.2 Command Staff to explore the need for more specialized assignment options by December 31, 2025.
- 2.2.3 Recruitment Team to actively provide opportunities for the Community Engagement and Public Information Manager to feature department culture on social media platforms by January 1, 2026.
- 2.2.4 Community Engagement and Public Information Manager to highlight the success of police competitions and participation in the events by January 1, 2026.
- 2.2.5 Recruitment team to continue to actively find new ways to recruit and mentor potential new employees by December 31, 2026.

Objective 2.3

Preserve and Strengthen Team Dynamics

- 2.3.1 Employee Association Groups to encourage department members to participate in police department-sponsored events by June 1, 2026.
- 2.3.2 Command Staff to continue to explore, implement, and focus on wellness options for all department members by June 1, 2026.
- 2.3.3 Command Staff explore the feasibility of a software that would assist with managing overtime and special events by June 1, 2026.



Strategic Priority 3

Optimizing Our Resources

Objective 3.1

Utilize Technology to Maximize Department Efficiency and Effectiveness

- 3.1.1 Command Staff to explore the feasibility of acquiring and implementing traffic safety technology that may have a positive impact on traffic safety by December 31, 2027.
- 3.1.2 Information Technology (IT) Department and Technical Support Sergeant to design a new training program for body-worn camera management by June 30, 2026.
- 3.1.3 Information Technology (IT) Department and Technical Support Sergeant work alongside the vendor to install necessary body-worn camera hardware and software by December 31, 2025.
- 3.1.4 Command Staff will create a new Real Time Crime Center Committee to research options by December 31, 2026.
- 3.1.5 The Real Time Crime Center Committee will explore grant funding, vendors, and outside agencies to propose Real Time Crime Center options by December 31, 2026.
- 3.1.6 Command Staff will present the Real Time Crime Center to include a Drone as a First Responder Program and FUSUS Public Safety Camera Program to the City Council for approval/funding by December 31, 2027.

Objective 3.2

Create and Implement a Comprehensive Asset Management Program

- 3.2.1 Command Staff will create an Asset Management Program (AMP) Committee that will conduct an inventory assessment by June 30, 2026.
- 3.2.2 Asset Management Program (AMP) Committee will identify and develop a comprehensive replacement program with funding options to be presented to Command Staff for review by June 1, 2026.
- 3.2.3 Command Staff will present Asset Management Program (AMP) Committee pricing and options to City Council for approval/funding by March 30, 2027.
- 3.2.4 Asset Management Program (AMP) Committee will implement a new software for Asset Management tracking by December 31, 2027.

Strategic Priority 4

Reducing Crime Through Collaborative Policing

Objective 4.1

Assess and Integrate Innovative Crime Mitigation Technologies

- 4.1.1 Patrol Captain and Executive Officer to implement STAR CHASE pursuit technology by July 31, 2025.
- 4.1.2 Detective Lieutenant, IT Manager, and Crime Analyst, and to explore and assess crime predictive analytics by December 31, 2025.
- 4.1.3 Crime Analyst, IT Manager, and Community Engagement and Public Information Manager to explore, identify, and implement crime mapping and information by December 31, 2027.

Objective 4.2

Prevent Crime Through Public Partnerships

- 4.2.1 Command Staff to explore the feasibility of a police sub-station to reduce crime and increase visibility by December 31, 2025.
- 4.2.2 Community Engagement and Public Information Manager to create, formalize, and strengthen the neighborhood partnership program by December 31, 2025.
- 4.2.3 Community Engagement and Public Information Manager and Partnerships in Policing Team to provide block captain liaison training by December 31, 2026.
- 4.2.4 Community Engagement and Public Information Manager to create and implement a business safety alliance by December 31, 2025.
- 4.2.5 Department Subject Matter Experts and Community Engagement and Public Information Manager to create ongoing public safety workshops and seminars by December 31, 2026.
- 4.2.6 Traffic Sergeant to expand and implement traffic safety educational outreach along with enforcement efforts by October 31, 2025.
- 4.2.7 Traffic Sergeant to continue analysis of traffic collision data and increase focused efforts in higher-risk areas to reduce primary collision factor violations, with the goal of reducing traffic collisions by October 31, 2025.



Acknowledgements

City of Culver City Community

City of Culver City Mayor and City Council

City of Culver City City Manager's Office

Culver City Police Department Chief's Advisory Panel

Culver City Police Department Executive Team

Culver City Police Department Administration Bureau

Culver City Police Department Patrol Bureau

Culver City Police Department Special Operations Bureau





This strategic plan was developed with
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