



A NEW BEGINNING

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VISION STATEMENT



The community and HPD
working together
to make our island safe.



MISSION STATEMENT

- ▶ Serving and Protecting with Aloha

VALUES

- ▶ Leadership
- ▶ Integrity
- ▶ Excellence
- ▶ Accountability
- ▶ Teamwork



PRIORITIES

- ▶ 1. Prevent and solve crime
- ▶ 2. Recruit and retain quality employees
- ▶ 3. Improve organizational efficiency
- ▶ 4. Advance the use of technology
- ▶ 5. Improve training
- ▶ 6. Restore and maintain trust between the community and HPD

▶ PREVENT & SOLVE CRIME

- ▶ Cybercrime, increase capacity of computer forensic unit
- ▶ Domestic violence investigation
- ▶ Elder abuse/fraud investigation
- ▶ Reorganization of investigative units
- ▶ Review patrol staffing, strategies
- ▶ Coordinated interagency response to homeless

▶ RECRUIT & RETAIN QUALITY EMPLOYEES


- ▶ No change to shift schedules
- ▶ Review Standards of Conduct
- ▶ Expedite hiring process
- ▶ Evaluate disqualification criteria
- ▶ Make filling the 200 uniformed vacancies a priority
 - ▶ Create new positions after existing vacancies filled
 - ▶ Request new positions already in budget
- ▶ Review promotion process for all ranks
- ▶ Expand Explorers program as part of recruiting effort

▶ IMPROVE ORGANIZATIONAL EFFICIENCY

- ▶ Review ROPA and termination criteria
- ▶ Reorganize community and youth services
- ▶ Increase online reporting, use of call center
 - ▶ Create reporting area for the public at Alapai
- ▶ Continue work on reducing response times
- ▶ Expedite PSO investigations
- ▶ Evaluate CRS

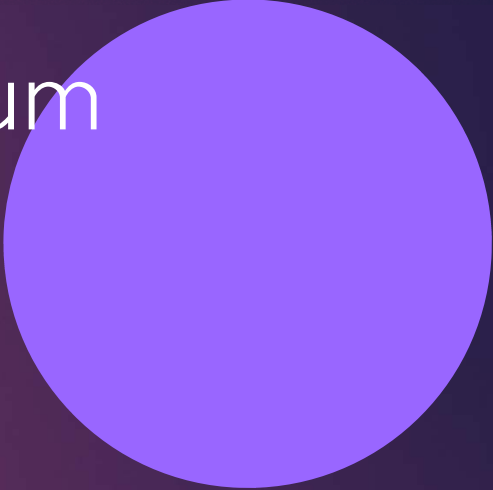


▶ ADVANCE USE OF TECHNOLOGY

- ▶ Body-worn cameras
 - ▶ Dashboard cameras
 - ▶ Virtual reality training
 - ▶ Open source intelligence
 - ▶ Unmanned aerial vehicles (drones)
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▶ IMPROVE TRAINING

- ▶ Audit recruit and ART curriculum
 - ▶ Increase online training
 - ▶ Ethics and integrity training
 - ▶ Guardian mentality
 - ▶ Leading by example
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▶ RESTORE COMMUNITY TRUST

- ▶ Emphasis on transparency, accountability
 - ▶ Patrol districts develop community-specific priorities
 - ▶ Officers are the face of HPD
 - ▶ Department spokespersons
 - ▶ Maintain community outreach, partnerships
 - ▶ Coffee With A Cop
 - ▶ Town hall meetings
 - ▶ CPA, BPA, YCPA
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