

Town of Pepperell
Goals and Objectives Form
March, 2010

Fiscal Year 2011 brings challenges and it continues to require the need to plan for effective services.

Please complete this form during the month of March, and review with your respective boards by April 15 to allow for publication prior to Annual Town Meeting, May 3, 2010.

Department: Police

One document for each set of Goals & Objectives

GOAL: (One sentence)

Provide quality protection and service to the town by returning to previous staffing and supervisory levels within the established budget restraints.

OBJECTIVE: (One to three sentences)

Return to staffing level equal to that of start of FY10, which includes 16 full-time sworn officers (including 5 supervisors and the Chief of Police) and 1 1/2 civilians. This allows for the return of 24-hour supervision and also re-establishes a clear second-in-command of the police department.

Tasks or Activities (List two-three pertinent projects, with time lines).

1. Hire and train new administrative assistant (July/August 2010)
2. Replace 16th slot left vacant by Chief Davis's retirement by hiring a patrol officer. (September/October 2010)
3. Reinstate lieutenant position (January 2011)
4. Retain fourth sergeant position. (April 2010)

OBJECTIVE: (One to three sentences)

Increase staffing level of "street-ready" reserve officers to supplement full-time staff.

Tasks or Activities (List two-three pertinent projects, with time lines).

1. Recruit and hire new reserve officers. (September/October 2010)
2. Train new officers to basic reserve level. (November/December 2010)
3. Have new officers complete field training program so that they are "street-ready". (January - June 2011)

GOAL: (One sentence)

Achieve Massachusetts Certification for the department.

OBJECTIVE: (One to three sentences)

Select new certification manager. (Someone other than the department head.)

Tasks or Activities (List two-three pertinent projects, with time lines).

1. Hold discussions/interviews with interested employees.
2. Select manager(s).
3. Send the new manager(s) to necessary training.

OBJECTIVE: (One to three sentences)

Gain acceptance of proposed new written directives manual.

Tasks or Activities (List two-three pertinent projects, with time lines).

1. Finish final edits of written directives
2. Review with police unions and board of selectmen.

OBJECTIVE: (One to three sentences)

Remedy building issues that may prevent us from attaining certification.

Tasks or Activities (List two-three pertinent projects, with time lines).

1. Revise evidence handling and storage facilities, including the purchase of new evidence locker(s).
2. Research use of private company for firearms storage so that all evidence may be stored in what is now the "gun room".
3. Obtain new secure storage containers for prisoner property.