



Plano Police Department **Organizational Overview**

December 16, 2014

Gregory W. Rushin
Chief of Police



Our Mission



To provide outstanding Police Services, in partnership with the community, to maintain a safe environment that contributes to the quality of life.



Organizational Structure

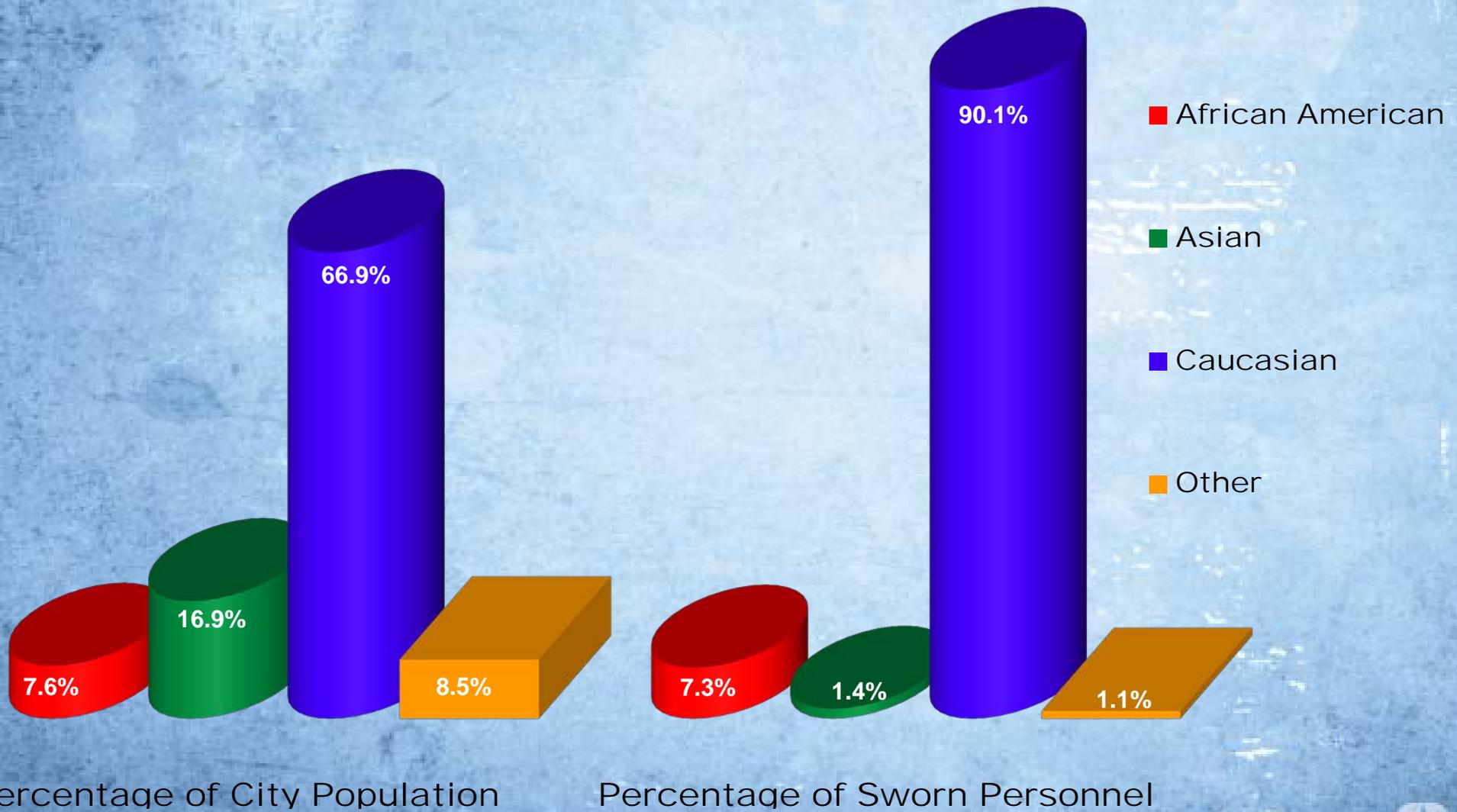


- 356 sworn officers
- 154 full and 87 part time civilian support staff (includes 76 Crossing Guards)
- 213 Plano Citizen's Police Academy Alumni Association volunteers (39 also participate in the CAPP program). Over 13,000 hours of service have already been provided by Police volunteers in 2014
- CALEA accredited agency since 1992
- Six re-accreditations, including the most recent in 2013, and exemplary agency for 2nd time (received "Accreditation with Excellence" & "Meritorious Service" Awards)



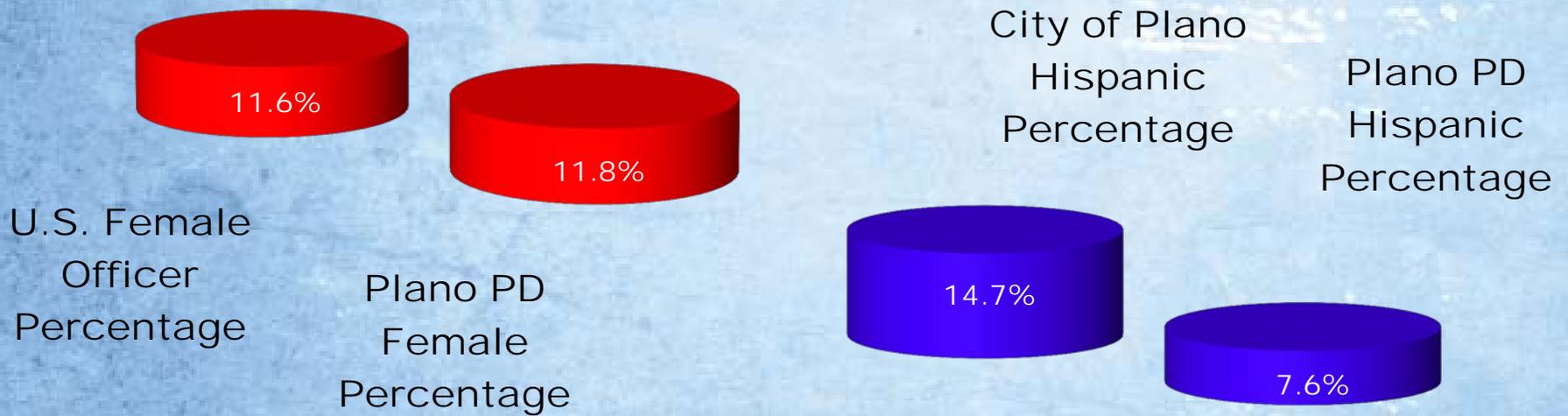
Organizational Structure

Sworn Officer Demographics (Race)



Organizational Structure

Sworn Officer Demographics (Gender and Ethnicity)



Organizational Structure

Sworn Officer Demographics (Recruitment Efforts)

The Police Department continues to actively recruit minority and female Officers to further enhance our organizational diversity. On-going efforts include:

- Participation by Officers at job fairs hosted by minority colleges and universities.
- Attendance at minority-sponsored events.
- Visits to regional military installations.
- Collaboration with minority organizations.
- Advertisement of openings in minority publications.



Organizational Structure

Sworn Officer Demographics (Recruitment Efforts)

The Department hosts an annual “Women in Law Enforcement” recruiting event at the training academy. This event provides opportunities for women around the region to:

- Meet female Officers from the Plano Police Department.
- Listen to them speak about career paths and opportunities for females in law enforcement.
- Participate in some interactive and hands on demonstrations.

In addition, the Police Department recently developed a training program to specifically help prepare female candidates for the challenges of the fitness test.



Organizational Performance Measures

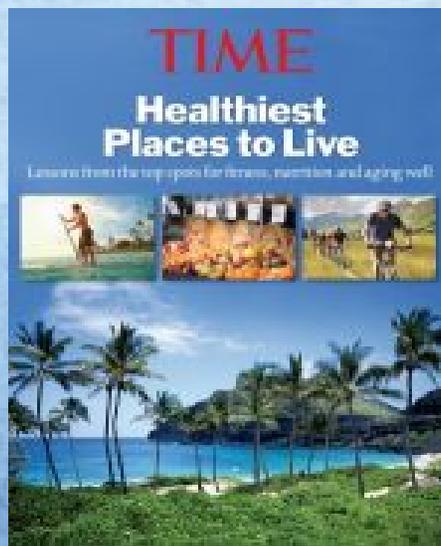
- **Crime Rate**
- **Traffic Safety**
- **Timely Service**
- **Quality of Service**



Performance Measure #1 Crime Rate

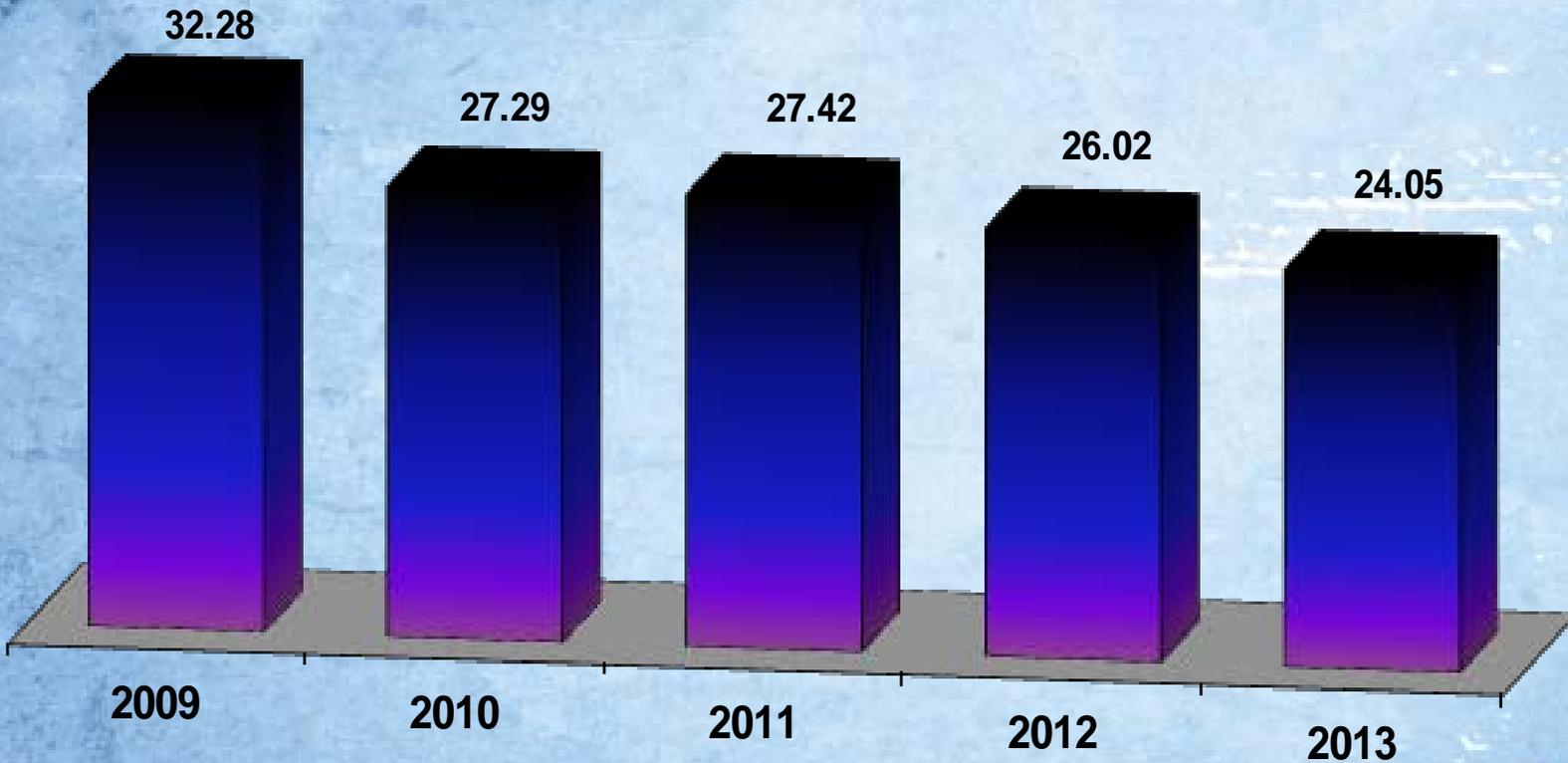
National Recognition as a Safe Large City

The City of Plano has, for many years, been recognized as one of America's safest cities and among the best places to live. In fact, for both 2010 and 2011, *Forbe's Magazine* specifically named Plano the safest city in the United States with a population over 250,000. In 2012, *Business Insider* magazine identified our City as the third safest in America. In July 2014, *Time Magazine* named Plano as one of the ten healthiest cities and the "best place for staying safe" in the U.S.



Performance Measure #1 Crime Rate

Plano Major Crime Rate (per 1,000)



5-Year Comparison



Performance Measure #2 Traffic Safety

Aggressive Traffic Safety Initiatives

The Plano Police Department recognizes traffic safety as an absolute imperative and has many programs in place to ensure motorists are kept as safe as possible on our roadways. Although total crashes are up slightly in 2014 as compared to the previous year; through a multi-faceted approach that combines aggressive enforcement strategies with statistical data analysis and on-going citizen education efforts, we have been able, despite steadily increasing traffic volumes, to keep them near decade lows.



Performance Measure #2

Traffic Safety

Total Crashes (per 1,000)



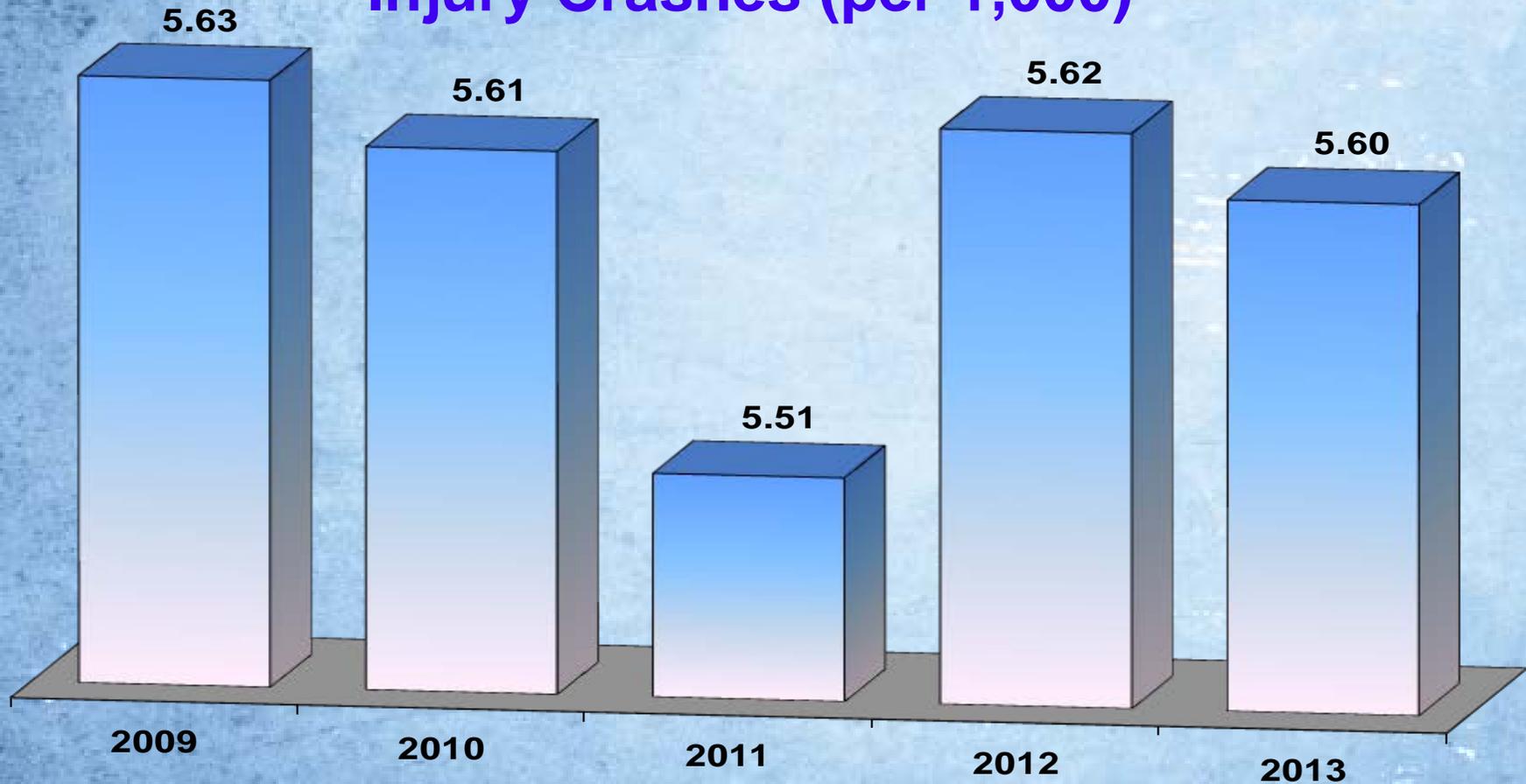
5-Year Comparison



Performance Measure #2

Traffic Safety

Injury Crashes (per 1,000)



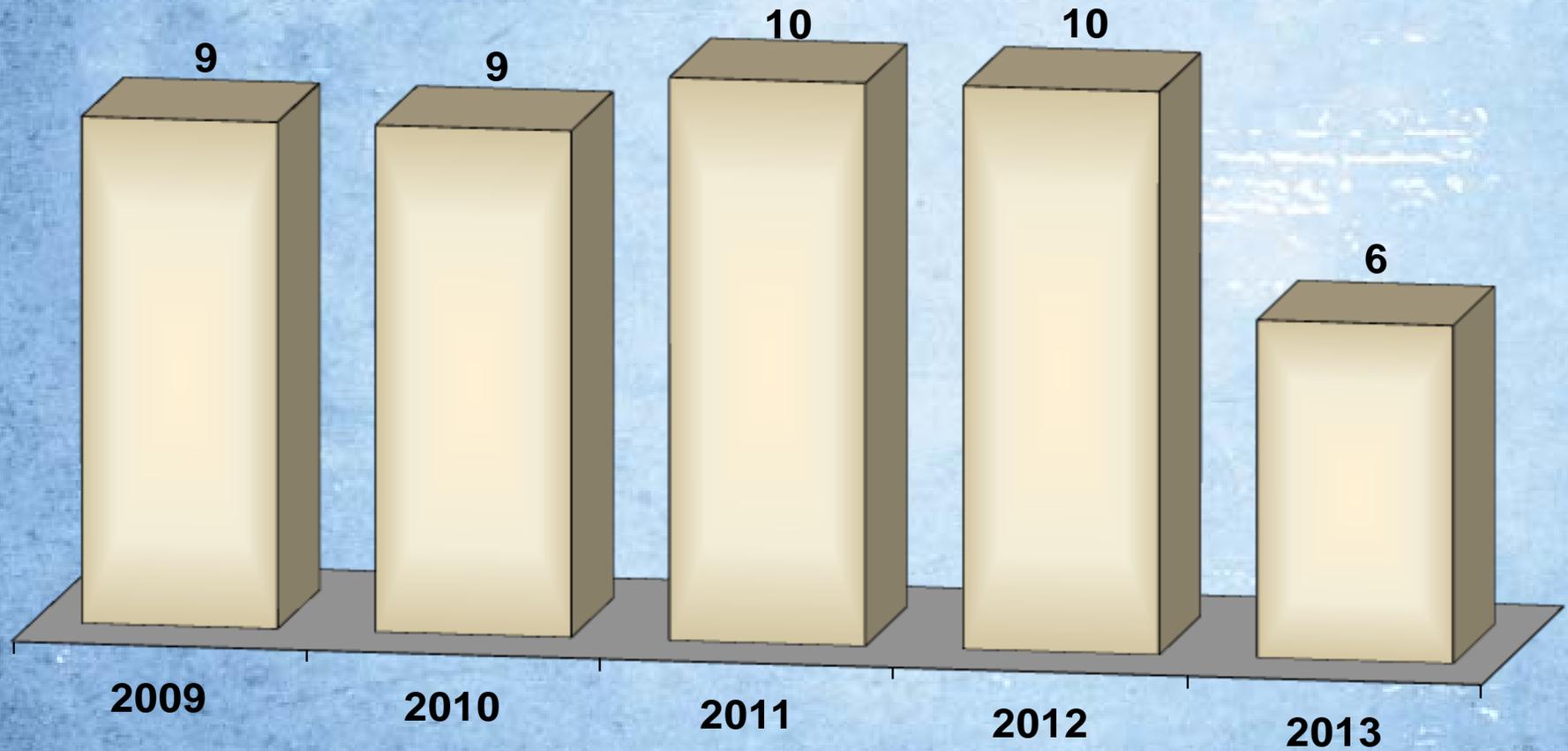
5-Year Comparison



Performance Measure #2

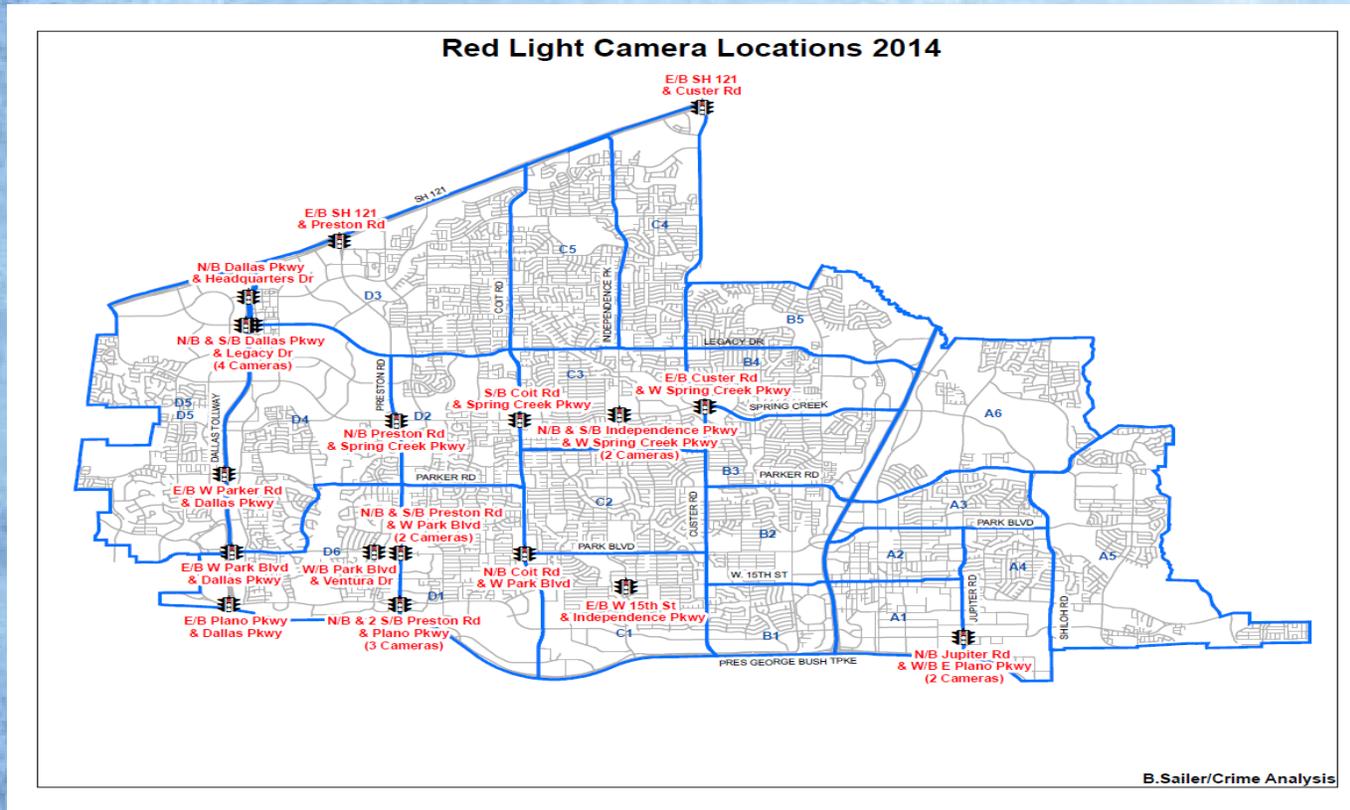
Traffic Safety

Fatality Crashes



5-Year Comparison

Automated Red Light Camera Enforcement Program



As an integral component of both our enforcement and education strategies; there are currently 25 red light camera systems in operation at 17 intersections throughout the city, and they have clearly had a positive impact on traffic safety. In fact, an 18-month before and after study revealed a 41.2% decrease in total intersection crashes at the first 13 monitored intersections.



Performance Measure #3

Timely Service

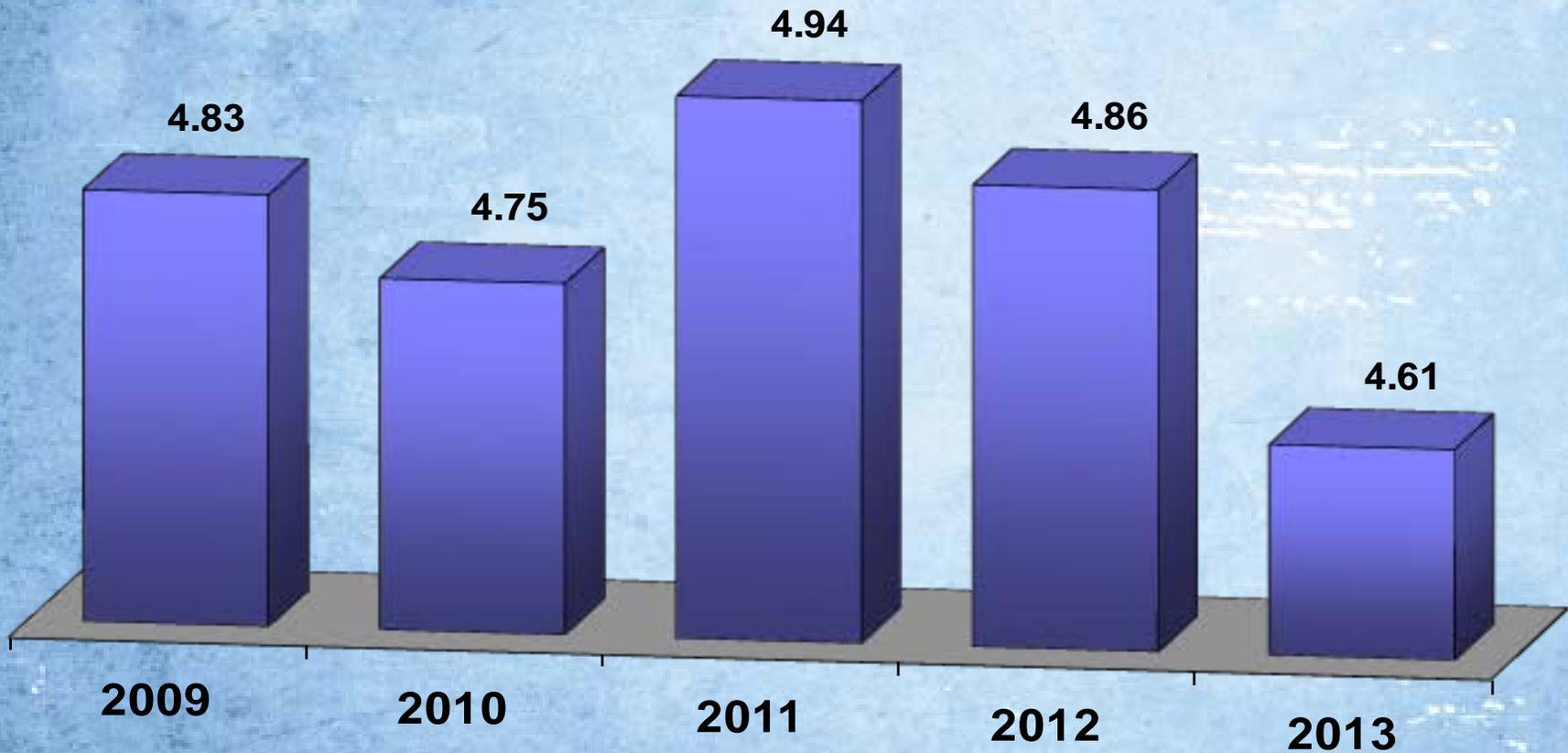
Call Response Times

A number of steps have been taken to ensure a timely response to all citizen requests for service, especially those that involve an emergency. These include:

- 12-hour shifts for Patrol
- Automated Vehicle Location (AVL)
- Differential call response options:
 - PSO
 - Telephone
 - Citizen Online Reporting



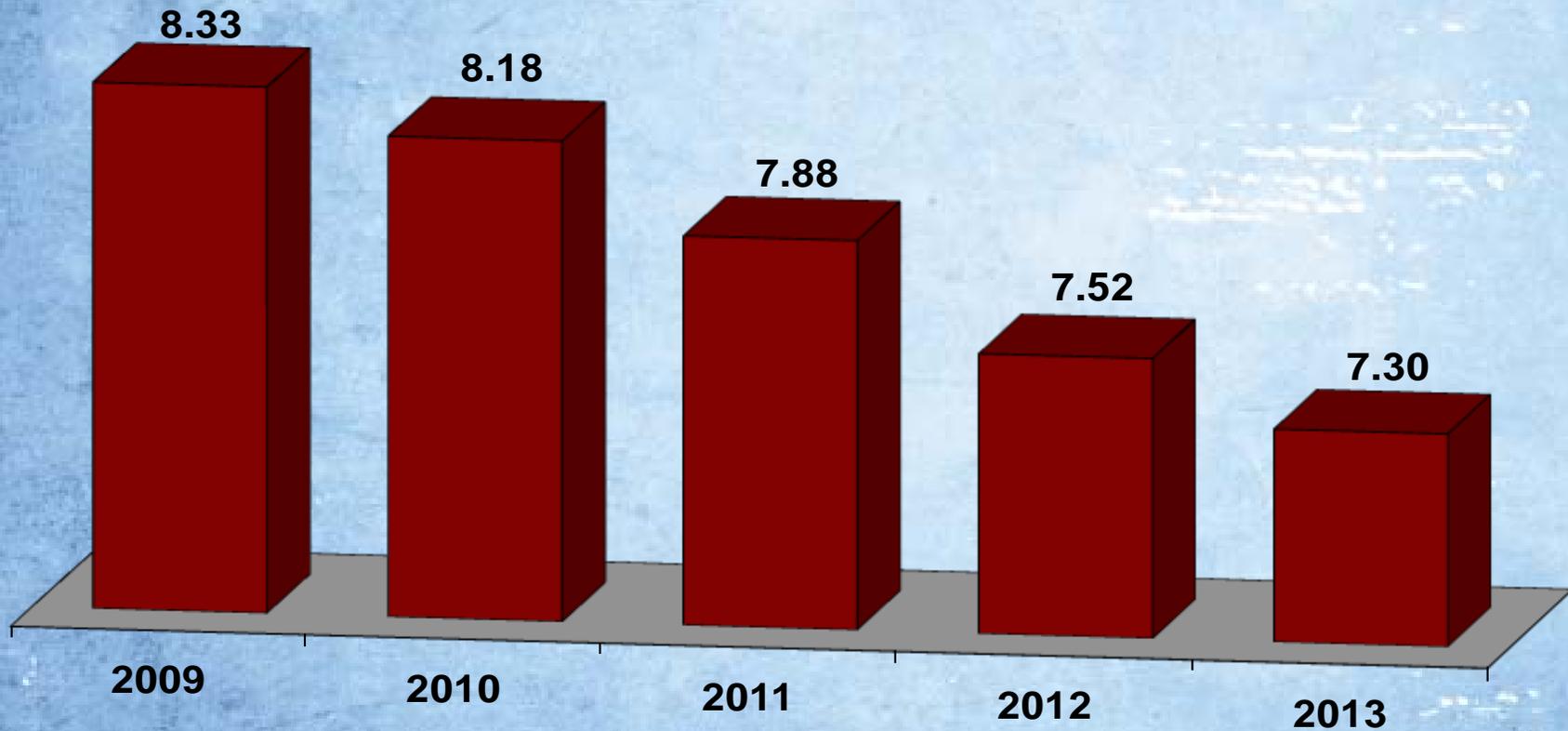
Average Response Times (Priority One)



5-Year Comparison (Minutes)



Average Response Times (All Priorities)



5-Year Comparison (Minutes)

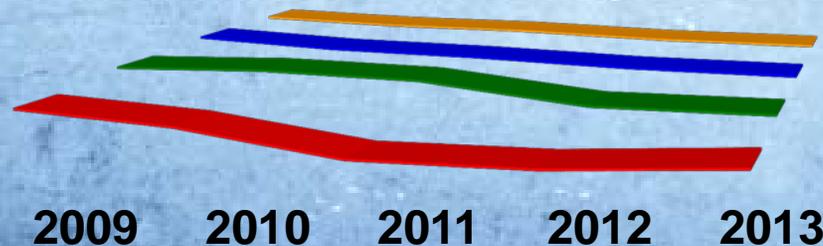


Performance Measure #4 Quality of Service

Consistently Positive Citizen Survey Results



5-Year Average



Major Projects

- **Property / Evidence Unit Expansion**
- **Westside Assembly Point Remodel (802)**
- **Firing Range Roof**
- **Facilities for Legacy and Downtown Officers**
- **4G/LTE and Routers for Patrol Vehicles**
- **Rugged Tablets for Patrol and Traffic Officers**



Future Challenges

- **Population Density (High Quality Services)**
- **Transportation Issues (Volume / Crashes)**
- **Hiring and Retention (Retirements)**
- **Effective use of Technology**
- **Homelessness**
- **Mental Health**
- **Community Partnerships**
- **Facilities and Equipment**



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