

Kent Police Department Community Project Action Plan

The Kent Police Department Community Project was our way of learning what the community wants and expects from their police department. This action plan will document how we will and are working towards accomplishing the main themes presented by the focus groups. This plan requires that we be dynamic and flexible as we learn from our community. Some of the themes have been combined since our action plan covers parts of each theme.

Community Outreach and Relationship Building/Community Programs

The Kent Police Department strives to connect with the community through our programs, outreach, and by building relationships.

- We have hired a consultant to help us redefine our values and develop a communication strategy and plan. Our goal is to look for ways to increase officer and community interaction. All staff will be trained on the communication strategy and how to more effectively interact with our community. (power of a smile, one on one communication, face to face contact)
- Periodic Coffee with the Chief at different times of the day and Community meetings allow us to interact with the public in a setting away from the police department.
- We will develop and implement a plan to better advertise the following programs and events already being done by the department. They include: Block Watch, National Night Out, Cornucopia Days, Safety presentations, Tip a Cop, Special Olympics Torch Run, GREAT (Gang Resistance Education and Training), Community Academy, Kent Drug Free Coalition, Game of Life, Kent Police Youth Board, Gift of Life, prescription drug take back days, COPS in elementary schools, Kent Meridian High School Police Science class and School Resource Officers.

Police Presence and Visibility/Public Safety Concerns/Community Safety/Criminal Justice Issues

Our job is to enforce the laws and to provide a safe city for our residents to live, work and play. We strive each and every day to assist those in need and aggressively enforce the laws against those who are committing crime.

- We have been working with City leadership to increase our staffing. We are working at building our commissioned officer strength to 160. We are currently authorized 150 officers and have been approved to hire 3 additional officers in 2017 and 4 additional officers in 2018.
- Our Special Operations Officers have taken a front seat in helping those with mental health issues and those who are homeless. We have set up partnerships with King County Mental Health. We continue to look for and create ways to effectively assist those in need.
- All of our sworn personnel are provided Crisis Intervention Training which teaches them how to communicate with the mentally ill and deescalate situations where people are in crisis.

- Graffiti at times has become a problem in our community. We have teamed up with our public works and parks departments to develop a comprehensive plan on how we will promptly get it removed. This includes developing a map that shows where the graffiti is occurring and responding back to the reporting party with our plan of action.

Communication and Connection/Change the Narrative

We are developing a plan to improve how we get the message out on the great work being done by our department. Better utilization of our involvement with social media is one strategy being deployed.

- We will be training our staff on how to use twitter. Our goal is to be able to provide real time information to the public on road closures or developing incidents.
- We will be developing a program to highlight our staff and have a topic of the month on Facebook.
- Our patrol and investigation divisions have made it a point over the last couple of months to notify victims of crimes the outcome of their cases. This has recently been identified as a performance measure and will be monitored quarterly for accountability.
- How to find us on social media.
 - Facebook - @kentpolicedepartment
 - Twitter - @kentpd
 - Website – www.kentwa.gov/police

Community Diversity/Kent Police Department Diversity

The City of Kent is a diverse and vibrant city. We will continue to increase the diversity of department employees to be more representative of the community.

- We have been working since 2011 to increase the diversity within the department. Our commissioned staff has gone from 12.8% diversity in 2011, to 14.6% in 2014 to 17.1% in 2016.
- We are making modifications to our hiring process that will allow us to more efficiently process applicants and increase the number that are considered for hiring. This will in turn increase the number of diverse candidates available to compete for positions.
- We will continue to reach out to stakeholders to get their ideas and learn best practices to attract diverse candidates.
- All of our Assistant Chiefs and Commanders work as a liaison to a specific cultural or ethnic groups within our city. They make at least quarterly contact with their group. We also attend many of the diversity events in Kent. For each event, we not only send a Command staff member but also a Sergeant and an Officer that are working that day if they are available.

The Kent Police Department appreciates all of the comments that we received from the focus groups. Our goal is to constantly improve our service and be transparent in how we conduct our business. We thank you for your assistance as we work toward our vision of being the most respected and effective police department in the region.