

2024

2026

BUENA PARK  
**POLICE DEPARTMENT**

# Strategic Plan



# OUR MISSION

TO DISRUPT CRIME, MAINTAIN ORDER,  
SERVE THE PUBLIC TRUST  
THROUGH PROFESSIONALISM,  
ACCOUNTABILITY AND COURAGE

# OUR VISION

PREPARING FOR THE FUTURE, WHILE PRESERVING  
A TRADITION OF EXEMPLARY SERVICE,  
INNOVATION AND LEADERSHIP

# OUR VALUES

## SERVICE

SELFLESS SERVICE TO OUR COMMUNITY AND ONE ANOTHER,  
ENHANCING THE COMMON GOOD OF ALL WE PROTECT

## TEAMWORK

WORKING TOGETHER TO SUPPORT AND HELP  
ONE ANOTHER ACHIEVE COMMUNITY SAFETY

## OWNERSHIP

STAYING COMMITTED TO OUR OATH AND TAKING  
RESPONSIBILITY FOR EVERYTHING IN OUR CARE

## INTEGRITY

ACT WITH MORAL COURAGE AND UPHOLD THE HIGHEST VALUES  
AND PRINCIPLES OF THE PROFESSION

## COMPASSION

SEEKING THE WELL-BEING OF OTHERS IN THE  
PERFORMANCE OF OUR DUTIES

# A MESSAGE FROM CHIEF NUNES

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I am excited to share the Buena Park Police Department 2024-2026 Strategic Plan, a blueprint that reflects our commitment to collaborative, community-centric policing. In aligning with the principles of the six pillars of 21<sup>st</sup> Century Policing, we are dedicated to fostering trust, transparency, and a safer future for us all.

**Pillar 1: Building Trust and Legitimacy**

**Pillar 2: Policy and Oversight**

**Pillar 3: Technology and Social Media**

**Pillar 4: Community Policing and Crime Reduction**

**Pillar 5: Training and Education**

**Pillar 6: Officer/Employee Safety and Wellness**



This strategic plan is built upon best practices, community surveys and employee workshops seeking input. As we move forward, continued input is crucial to the success of our initiatives. We look forward to building a safer, more resilient community together.

Thank you for your trust and partnership. We are committed to serving you through professionalism, accountability and courage.

A handwritten signature in blue ink that reads "Frank E. Nunes". The signature is stylized and cursive.

**Frank E. Nunes, Police Chief**



# TRUST AND LEGITIMACY

*In our commitment to openness, we pledge to:*

- *Strengthen our community partnerships through dialogue and collaboration.*
- *Actively engage with residents to better understand their concerns and expectations.*
- *Foster an environment where transparency and accountability are paramount.*

## OBJECTIVES & STRATEGIES

### SHORT-TERM

- Mentoring, coaching and peer counseling metric integrated in performance evaluations
- Procedural justice training for organization
- Establish community liaison representatives based on community demographics
- Increase frequency of community meetings
- Recruit & hire employees that align with community demographics
  - Expand cadet/explorer program
  - Focus on hiring from community



### MID-TERM

- Establish new community and teen academies
  - Teen outreach program
- Conduct Community surveys
- Create new full-time marketing & information specialist
  - Replace media relations unit with marketing team reporting directly to full-time marketing & information specialist



### LONG-TERM

- Revitalize mentorship/leadership development program
- Achieve and maintain staffing levels within 5% of budgeted staffing levels



# POLICY & OVERSIGHT

*To ensure fairness and accountability, we will:*

- Regularly review and update policies to reflect evolving community and employee needs.
- Maintain rigorous oversight mechanisms to address and rectify any deviations from our standards.
- Seek community input in the development and evaluation of our policies.

## OBJECTIVES & STRATEGIES

### SHORT-TERM

- Refine performance evaluations to meet organizational values
- Refine statistical patrol reports to reflect organizational mission, vision and values
- Community education initiatives through social media
  - Department general orders & procedures
  - Critical incident/relevant incident videos
  - Community engagement efforts
- Update general orders related to protests & critical incident response
- Update automated license plate reader (ALPR) & community video camera general orders

### MID-TERM

- Integrate Lexipol policy into existing CALEA general orders and standard operating procedures (SOP)
- Update payroll system & expand payroll audits/accountability
- Expand CALEA accreditation to communications center

### LONG-TERM

- Create professional staff manager position to oversee communications center, records bureau and PSO program
- Create analyst position for grant and contract writing/management
- Create oversight committee comprised of managers, supervisors, attorneys, subject matter experts and community members



# TECHNOLOGY & SOCIAL MEDIA

*Embracing technological advancements, we aim to:*

- *Implement cutting-edge tools to enhance our crime prevention and response capabilities.*
- *Utilize social media platforms to share information, promote awareness, and engage with the community.*
- *Safeguard privacy rights while leveraging technology for the greater good.*

## OBJECTIVES & STRATEGIES

### SHORT-TERM

#### Technology

##### *Internal*

- Turn all patrol vehicles into “mobile offices”
- Inventory all software & hardware and remove redundancies
- Review current systems & either expand or remove services, including artificial intelligence
  - Revamp department’s technology committee
- Create disaster recovery plan

##### *External*

- Expand city operated video camera system
- Gain support for ordinance to require ALPR/video camera requirement for new communities and large commercial projects
- Strategize with Orange County Sheriff’s Department to add personnel to the regional real-time crime center

#### Social Media

- Consistent, relevant updates of social media content
  - Improve response times for posting information
- In-house video production & content
  - Create new recruitment video highlighting service & human centric service associated with our department
- Expand use of different social media platforms to engage different communities, such as Tik Tok

### MID-TERM

#### Technology

##### *Internal*

- Form a working group to research potential change in CAD/RMS system
- Maintain and upgrade existing technology to maintain technological relevance

##### *External*

- Community focus groups on video and intelligence gathering sharing technology to measure support
- Discuss with city staff & council to initiate city sponsored video and intelligence gathering system for the community
- Create full-time crime analyst assistant position to join OCSD real-time crime center

#### Social Media

- Use emerging technologies, such as Geofencing advertising, to increase recruitment reach, advertise and market the department

### LONG-TERM

#### Technology

##### *Internal*

- Expand IT Unit by hiring additional IT Specialist to meet growing citywide technology demands
- based on mid-term objective of CAD/RMS research, replace existing CAD/RMS system with more secure and capable version

##### *External*

- Expand ALPR footprint both public and privately
- Creation of a security camera registry for community

#### Social Media

- Be a model for creative content for the Southern California region

# COMMUNITY POLICING & CRIME REDUCTION

Our focus on community policing involves:

- Developing tailored strategies to address specific crime challenges in collaboration with community members.
- Prioritizing proactive, community-based initiatives to disrupt crime and enhance public safety.
- Ensuring that our efforts align with the unique needs of each neighborhood within our community.

## OBJECTIVES & STRATEGIES

### SHORT-TERM

- Educating the community
  - Electronic signboard messaging campaigns
  - Senior center training
  - Revitalize neighborhood watch program
  - Focused social media campaigns
- Area commanders work with field and support personnel to direct patrol resources to hot spots



### MID-TERM

- Strengthen Area Commander Program
  - Address issues through quarterly meetings with retail, travel and community groups
  - Work with crime analyst to identify trends
- Re-establish hotel/motel group to work with Community Impact Team
- Create reorganization committee to focus department on community and crime trends

### LONG-TERM

- Review education strategies and make necessary changes
  - Use crime analysis to update the type and method of current crime trends
- Review the frequency of community meetings and adjust based on need
- Strengthen relationships with community stakeholders
  - Maintain consistent messaging
  - Increase community knowledge and reduce non-police calls coming to the department
  - Update resource information
- Implement reorganization committee recommendations



# TRAINING & EDUCATION

To empower our employees and community members alike, we commit to:

- Providing ongoing training that emphasizes de-escalation, cultural competence, and community engagement.
- Collaborating with educational institutions and community organizations to promote understanding and unity.
- Nurturing a learning culture within our department that values continuous improvement.

## OBJECTIVES & STRATEGIES

### SHORT-TERM

- Comprehensive assessment of department's training programs
- Identify gaps in knowledge and skills based on the evolving demands of law enforcement
- Initiate community partnerships for input on training programs and align with community expectations
- Update existing training materials to include contemporary topics such as de-escalation, crisis intervention and community engagement
- Utilize POST Learning Portal for self-paced training for employee independent study

### MID-TERM

- Develop an all-inclusive approach that combines technical, tactical and ethical training
- Incorporate mental health and emotional intelligence training for employees
- Incorporate technology-driven training tools to improve decision-making skills and crisis management
- Implement leadership training programs for officers and employees aspiring to leadership roles, focused on ethical leadership and team management
- Host more training courses at BPPD to gain free or reduced tuition and more seats at local training opportunities

### LONG-TERM

- Foster partnerships with academic institutions to research best practices in 21<sup>st</sup> Century Policing
- Embed community-oriented training modules into curriculum to foster trust and collaboration with community
- Establish a leadership succession program that identifies and develops potential leaders for higher roles
- Continuously assess the effectiveness of training programs through feedback, data analysis and outcomes measurement
- Ongoing ethics training and discussions into all levels of law enforcement, emphasizing the importance of a strong moral compass



# OFFICER/EMPLOYEE SAFETY & WELLNESS

*The well-being of our employees is of utmost importance, and we will:*

- *Prioritize programs that support the physical and mental health of our personnel.*
- *Establish resources and support networks to address the unique challenges our employees may face.*
- *Promote a healthy work-life balance to ensure our officers are well-equipped to serve our community.*



## OBJECTIVES & STRATEGIES

### SHORT-TERM

- Create a wellness orientation for new employees
  - Introduction to peer support, chaplains, EAP, wellness coordinator
- Require all new officers to attend Ground Tactics Arrest Control (GTAC) training before completing field training program
- Reinforce the wearing of seatbelts at all times

### MID-TERM

- Provide mental health and suicide prevention to all employees
- Offer First Aid and CPR training to all employees
- Implement safe driving program to educate all field employees

### LONG-TERM

- Explore work schedule options that promote work-life balance, reduce sleep deprivation, and improve morale.
- Install bullet resistant glass at the front counter of police department
- Provide refresher training on safe driving and emergency vehicle operations for all field personnel



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**BUENA PARK POLICE**  
*Professionalism, Accountability and Courage*