

# INDICATORS OF SUCCESS



- RATE OF CRIMES SOLVED EXCEEDS NATIONAL AVERAGE
- EMPLOYEE RETENTION INCREASES
- RESIDENT & GUEST EXPERIENCE THROUGH COMMUNITY SATISFACTION SURVEYS REMAINS HIGH



- CRIME RATE
- ROAD INCIDENTS
- CASUALTIES

## OUR RESULTS

- SENSE OF BELONGING AMONG COMMUNITY MEMBERS
- COMMUNITY SENSE OF SAFETY
- MEANINGFUL POLICE/COMMUNITY INTERACTION
- POSITIVE & PRODUCTIVE WORK ENVIRONMENT

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# VISION

SERVING AND INSPIRING A SAFE AND ENGAGED COMMUNITY IN VAIL

# VALUES

INTEGRITY

EXCELLENCE

LEADERSHIP

COLLABORATION



# MISSION

TO DELIVER EXEMPLARY POLICING WITH RESPECT, PROFESSIONALISM, AND INTEGRITY

# B E N C H M A R K S

## COMMUNITY CONNECTION

A series of community outreach programs focusing on inviting our community to participate in organized Vail Police activities and educational programs such as the Citizen Academy and Open House Tours.

## POLICE & PUBLIC SHARING

Transparency, milestones and timely data sharing through our website and media presence.

## PERFORMANCE MEASUREMENTS

Key indicators of success and internal metrics for Vail Police to hold themselves to the highest standard possible, coupled with a balanced approach of education and enforcement strategies.

## RECRUITMENT & RETENTION

Continue to develop and seek out best practices, strategies and employee insight to enhance our recruitment success and to prolong employee retainment.

## ORGANIZATIONAL SUCCESSION

The organization will provide employee development for all staff to fulfill desired career pathways for the betterment of both the employee and the Police Department.

## THE BENCHMARK PROCESS

Working alongside The Civic Canopy, a community-based nonprofit, the VPD Leadership Team sought to create vision which:

- Enables staff to grow professionally.
- Shares an identity with Vail's many communities.

To achieve this, interviews were conducted with:

- Members of the VPD
- Members of the Community
- Members of Nonprofit Organizations

Results were consistent across the board, desiring increased connection and communication between the Police Department and the community.

This input was finalized into the Strategic Framework with an updated vision and mission along with values, results, and benchmark statements that are meant to serve as a guiding framework for the organization for years to come.