



MINNESOTA STATE PATROL

STRATEGIC PLAN 2016 – 2019 OVERARCHING GOALS AND STRATEGIES



MISSION STATEMENT

The mission of the Minnesota State Patrol is to: protect and serve all people in the state through assistance, education, and enforcement; provide support to allied agencies; and provide for the safe, efficient movement of traffic on Minnesota's roadways.

VISION STATEMENT

The Minnesota State Patrol is a progressive law enforcement agency providing superior service to Minnesota's residents, visitors, and allied agencies. We strive for excellence in all that we do through the development of forward thinking leadership, technology, innovation, and a quality workforce.

CORE VALUES

Respect • Integrity • Courage • Honor • Excellence

GOAL	STRATEGIES	MEASURES
Reduce the deaths, injuries, property damage, and life-changing events on Minnesota's roadways.	<ul style="list-style-type: none"> • Focus enforcement efforts on positively changing unsafe behaviors that contribute to fatal and injury crashes. • Use high visibility patrols and collaboration with allied agencies for maximum impact to traffic safety. • Support data-driven decisions surrounding our work. • Embrace open road practices to maintain traffic flow and reduce all crashes. • Educate the public on the benefits of traffic safety as well as the negative impacts associated with traffic related incidents. 	<ul style="list-style-type: none"> • Traffic stops • Distracted driving, impaired driving, speed, seat belt enforcement activity (citations, warnings) • Fatal crashes, injury crashes, total crashes • Number of traffic safety presentations
Maximize service to the public and provide assistance to our allied agencies.	<ul style="list-style-type: none"> • Proactively seek solutions to radio interoperability issues and communication barriers with allied agencies through our presence on the Statewide Emergency Communications Board. • Continue to provide assistance and training to allied agencies in our areas of expertise as an agency. • Foster relationships at all organizational levels with allied agencies by increasing our participation, communication and collaboration. 	<ul style="list-style-type: none"> • Number of fatal file investigations > 60 days
Effectively acquire and strategically deploy resources while enhancing organizational efficiency.	<ul style="list-style-type: none"> • Ensure the stability, recurrence, and appropriateness of current and future funding sources. • Strategically deploy and schedule personnel to provide maximum public safety benefits. • Increase use of technology to reduce duplication of effort and paper handling. • Incorporate data-driven and GIS practices into agency decision making. • Continuously evaluate and optimize organizational structures and systems to increase efficiency, consistency, and accountability of our practices. 	<ul style="list-style-type: none"> • Suspense file totals • Number of late field purchase orders • Overdue critical unit maintenance items (oil change, transmission service, fuel filter) • Average cost per mile for vehicles in district • Upgrade CAD to current standards • Make forward progress toward implementation of an RMS
Recruit, develop, and retain a quality, diverse workforce.	<ul style="list-style-type: none"> • Develop a culture of concern and awareness for the physical and mental health of our employees. • Develop a new formal and comprehensive plan for recruiting to include special emphasis on diversity. • Increase awareness of the LETO program as a means to recruit. • Promote life-long learning by encouraging employees to attend relevant training and advancing their educational degrees. • Research ways to make some positions in the agency (4600, 4700) as entry points into the agency for prospective troopers. • Focus training, policies, and procedures on employee safety. 	<ul style="list-style-type: none"> • Number of preventable crashes • Unread PowerDMS documents • Overall percentage of diverse employees • Number of supervisors who have not attended Supervisory Development Core. • Number of supervisors who have not attended Leadership in Police Organizations.