

Strategic Plan 2030

Chief Mike McTaggart



Purpose

The Des Moines Police Department stands as a model of professionalism, community partnership, and operational excellence—an agency others strive to emulate. Yet as the landscape of public safety evolves, DMPD is committed to strengthening its foundation through focused priorities and a unified culture. This five-year strategic plan draws upon best practices from the 21st Century Policing Task Force, CP21, and Public Works reports, and reflects the voices of officers, civilian staff, community members, and City leadership alike.

DMPD Strategic Planning Project

- Project Launch: May 2025
- Onsite Visit: May 17–22
- DMPD Strategic Plan 2030: October 2025
- Align internal objectives with city & community values
- Enhance performance, accountability, and legitimacy
- Grounded in leadership engagement, all team voices are heard, and community and cultural inclusion
- Be celebrated as a success

Methodology

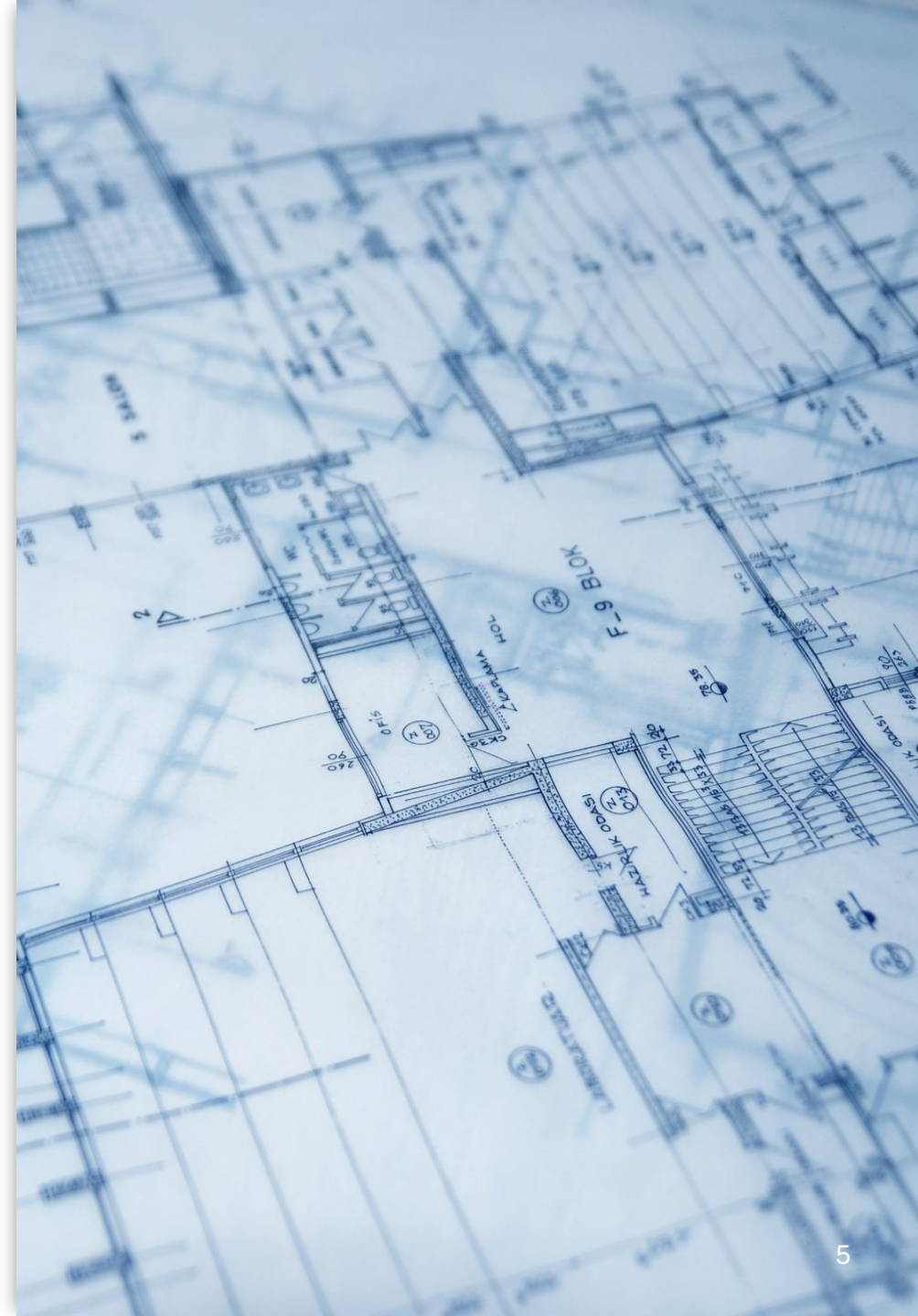
- Bring national law enforcement strategic best practices
- Interviewed 68 DMPD, city leaders and community members
 - 4 Questions: what's going well – not well – see more of – less of?
 - Qualitative analysis, trends, significant outliers
- Incorporated: 21st Century Policing; CP21 & Publics Works Reports
- Analysis & development by leadership team
 - Reaffirm: DMPD 2030 Vision, Mission & Values
 - Establish 6 strategic goals
 - Goal team meetings – cross section of the department, all divisions
 - Strategic plan tracking – Strategy Assistant
- Strategic Council – goal champions & cross section of team members

21st Century Policing Framework

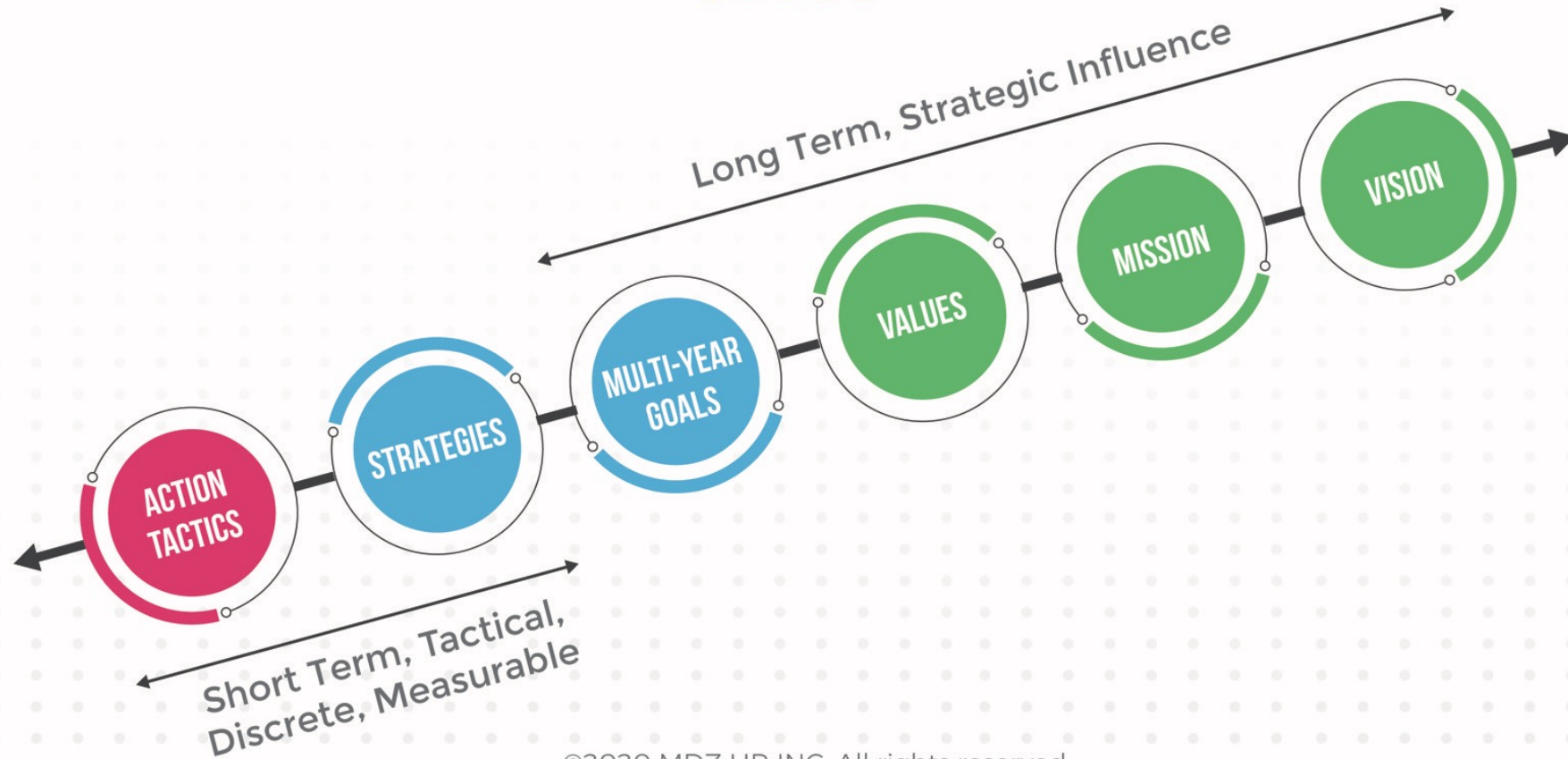
This plan aligns with all six pillars:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Wellness and Safety

These six pillars serve as the blueprint for modern policing, balancing public safety, accountability and community trust.



STRATEGY MODEL



Developing DMPD Strategic Plan

Vision: ***Service through Integrity,
Commitment and Community***

Mission: ***Deliver outstanding service while
operating in a safe, welcoming
community where people can live, work
& visit with confidence***

Values:

- TRUST	- COMMUNITY
- WISDOM	- COURAGE
- SERVICE	- PRIDE



DMPD Six Specific Goal Teams Goals and Goal Champions

Build Community Partnerships & Trust	Captain Joe Leo
Exceptional Patrol & Emergency Response	Major Ryan Doty
High Performance & Healthy Culture	Captain Kirk Bagby
Prevent Crime, Reduce Victimization	Captain Mark Wessels
Strengthen Investigations & Resolution	Major Dave Ness
Technology, Data Systems & Accountability	Scott Rupp

Build Community Partnerships & Trust

- Build department trust and team cohesion by alignment through transparency and dialog
- Crime-free multi-housing seminars
- Enhance community engagement, events, seminars, safe-city statistics
- Host monthly community safety forums in each neighborhood
- Launch on-line dashboard with crime, data, strategic initiatives and department performance



A female police officer in a dark uniform and tactical vest is walking on a street at night. The vest has "POLICE" written on it. In the background, there are blurred lights from emergency vehicles, including a blue and white car with flashing lights.

Exceptional Patrol and Emergency Response

- Conduct regular scenario-based drills for active threats and mass casualty events
- Implement tiered call prioritization to improve response to emergencies
- Maintain minimum patrol staffing to ensure 24/7 coverage and reduce burnout
- Modernize mobile technology and in-car systems for faster response and reporting
- Reinforce tactical and crisis de-escalation training

High Performance and Healthy Culture

- **Create career pathways and succession plans for employees**
- **Develop promotional process based on experience, skill and ability for frontline and mid-level supervisors**
- **Expand confidential peer support and mental health services**
- **Launch a Sergeant Leadership Academy to create and develop tomorrow's leaders**
- **Pilot work schedules that promote variety, a sense of belonging and consistent supervision**





Prevent Crime , Reduce Victimization

- Deploy data-driven hot spot policing targeting violent and property crime
- Establish crime reduction teams focused on repeat offenders and chronic locations
- Leverage predictive analytics to identify emerging crime trends
- Strengthen investigative support and intelligence sharing

Strengthen Investigations and Resolution

- Long Term - Modernize evidence management systems (physical & digital)
- Long Term - Modernize interview recording equipment (facilities & tech)
- Short Term - Enhance victim advocacy efforts to improve support & communication
- Short Term - Investigative quality standards and audit closure rates
- Short Term - Proactive or new methods (i.e. narcotics, cyber)



Technology, Data Systems, and Accountability

- Conduct regular trainings and refreshers with system users
- Engage stakeholders in meetings regarding new systems
- Ensure access to technology systems for those who need it
- Look for alternative solutions or providers
- On-line reporting systems
- Review current processes for inefficiencies and effectiveness



Strategy Assistant Plan Tracking

STRATEGY ▾		Strategic Planning Detail							
3	3 High Performance & Healthy Culture					25%			
3.1	Strategy	2024	2025	2026	2027	Current Completion	Participation	Execution	OnTrack
3.1	Create career pathways and succession plans for all staff.					0%			
3.2	Strategy	2024	2025	2026	2027	Current Completion	Participation	Execution	OnTrack
3.2	Develop promotional process based on experience, skill & ability for frontline & mid level supvs.					25%			
3.2.1	Tactic	2024	2025	2026	2027	Current Completion	Participation	Execution	OnTrack
3.2.1	Develop a selection process to include scenario-based questions - graded by commanders from surround					39%			
3.2.2	Tactic	2024	2025	2026	2027	Current Completion	Participation	Execution	OnTrack
3.2.2	Create training groups to identify skills and traits that officers should possess to be a successful					36%			
3.2.3	Tactic	2024	2025	2026	2027	Current Completion	Participation	Execution	OnTrack
3.2.3	Develop a servant leadership based training program for both new and current frontline supervisors					0%			

Performance Enhancing Culture



ARTICULATED
STRATEGIC PLAN: E.G.,
VISION, MISSION,
VALUES AND GOALS –
(ACTIONABLE)



EFFECTIVE
COMMUNICATION AND
UNDERSTANDING OF
THE STRATEGIC PLAN



ACCOUNTABILITY OF
PERFORMANCE TO THE
STRATEGIC PLAN



CELEBRATE SUCCESS:
LINK PERFORMANCE
AND THE PLAN

The background of the slide features three glass chess pieces on a chessboard. In the center is a king piece with a cross on top. To its left is a queen piece with a pointed crown. To its right is a pawn piece. The pieces are made of clear glass and are positioned on a light-colored chessboard. The text is overlaid on this image.

Strategic Council Overview

Guiding Alignment, Accountability, and Culture



Purpose and Membership

Purpose

Provides leadership, accountability, and oversight for implementing the DMPD Strategic Plan

Ensures sustained focus on the department's long-term goals

Promotes a Performance-Enhancing Culture (PEC) throughout the organization

Maintains alignment with the department's **Mission, Vision, and Values**

Membership

Comprised of six Goal Champions and additional representatives designated by the **Chief of Police**

Brings diverse perspectives from across the department to guide progress and address change

Includes representation from all divisions and both **civilian and sworn employees**

All members share equal responsibility to the success outcomes of the plan

Guiding Principles and Reporting

Guiding Principles

Lead and report: Each goal champion organizes their team, tracks progress, and shares updates.

Collaborate: Work collectively to align strategies, remove barriers, and share resources.

Track Progress: Use the tracking system to monitor goals, strategies and tactics with measurable deliverables.

Communicate: Ensure consistent internal and external communications to strengthen trust and awareness.

Problem –Solve: Identify challenges early and recommend solutions or adjustments.

Sustain Engagement: Maintain momentum across the five-year plan, ensure continuity beyond individual projects or leadership challenges.

Meeting Structure & Reporting

The council meets monthly to review progress and coordinate actions. An annual review will summarize accomplishments, identify adjustments, and reaffirm priorities.

Questions

