



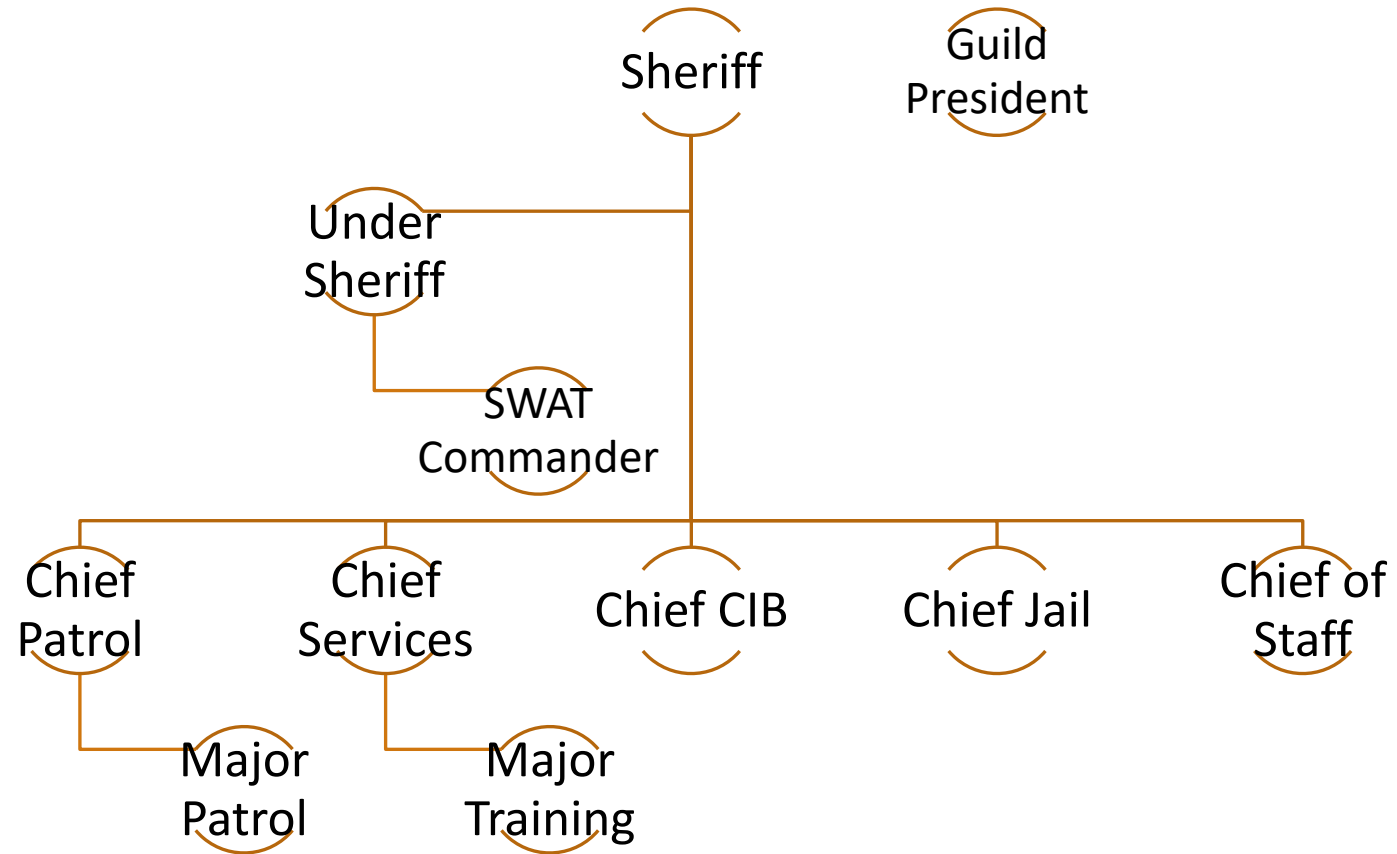
4 Year Staffing and Development Plan

**MIKE CSAPO FOR SHERIFF OF
PIERCE COUNTY**

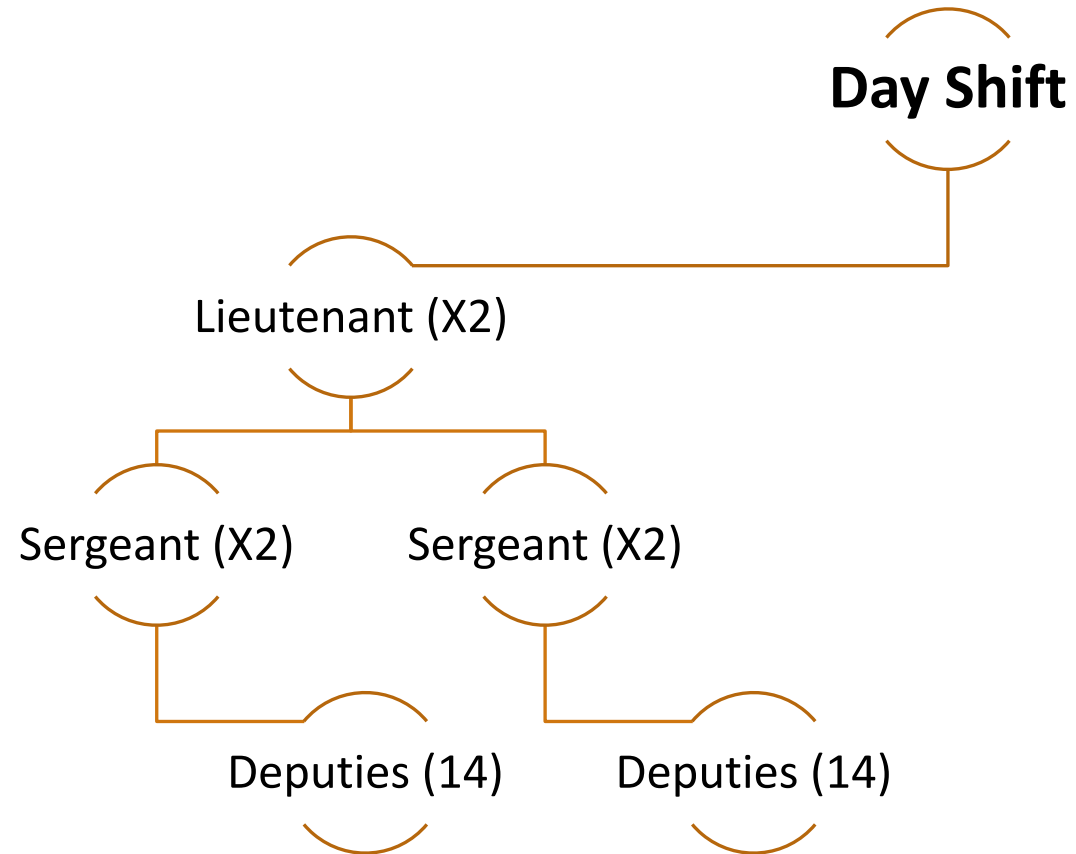
Unincorporated Pierce County

Unincorporated Pierce County	370,000 population
Total authorized FTE	308 (Full Time Employees)
Deputy to Citizen ratio	1.2 per 1000 (FBI Statistics)
National Average	2.4 per 1000 (FBI Statistics)
South Hill Square miles	100
South Hill Population	200,000
Swing Shift Coverage	12- 8 deputies, 2 sergeants, 1 lieutenant 1 K9
Deputy to Citizen Ratio	1 Deputy per 16,666 citizens

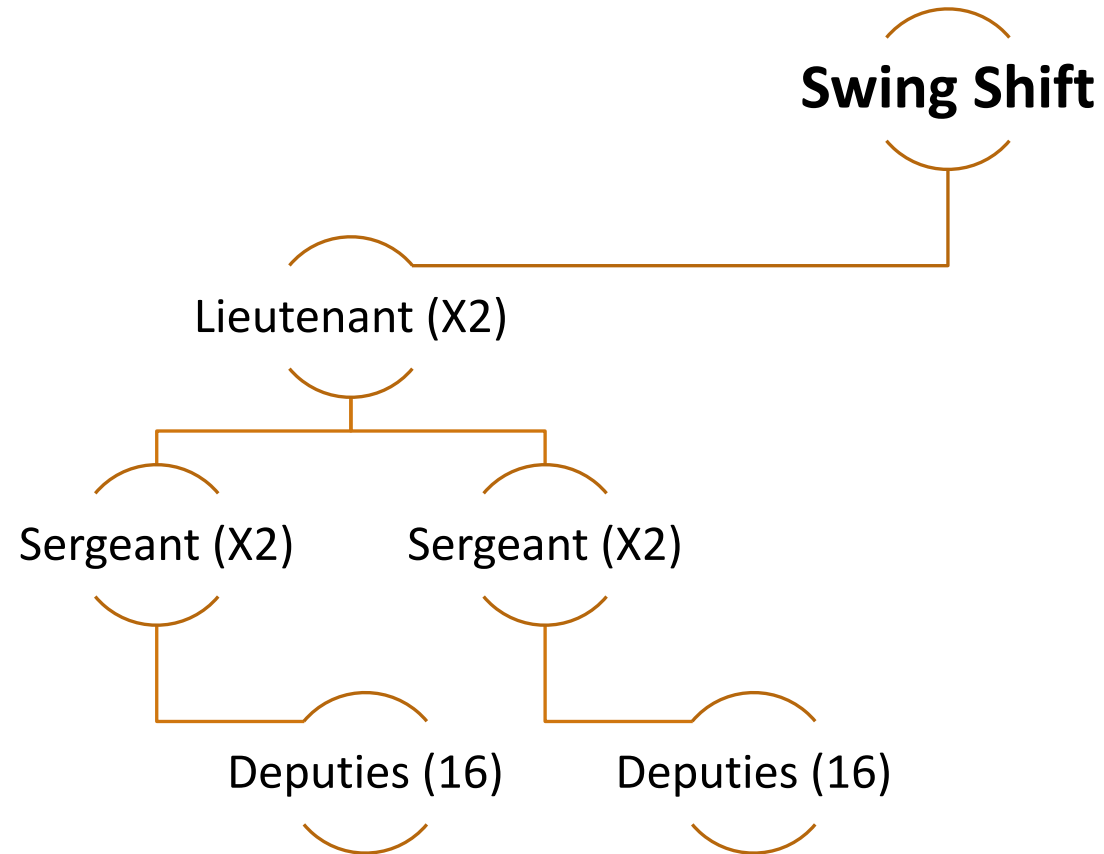
Administration



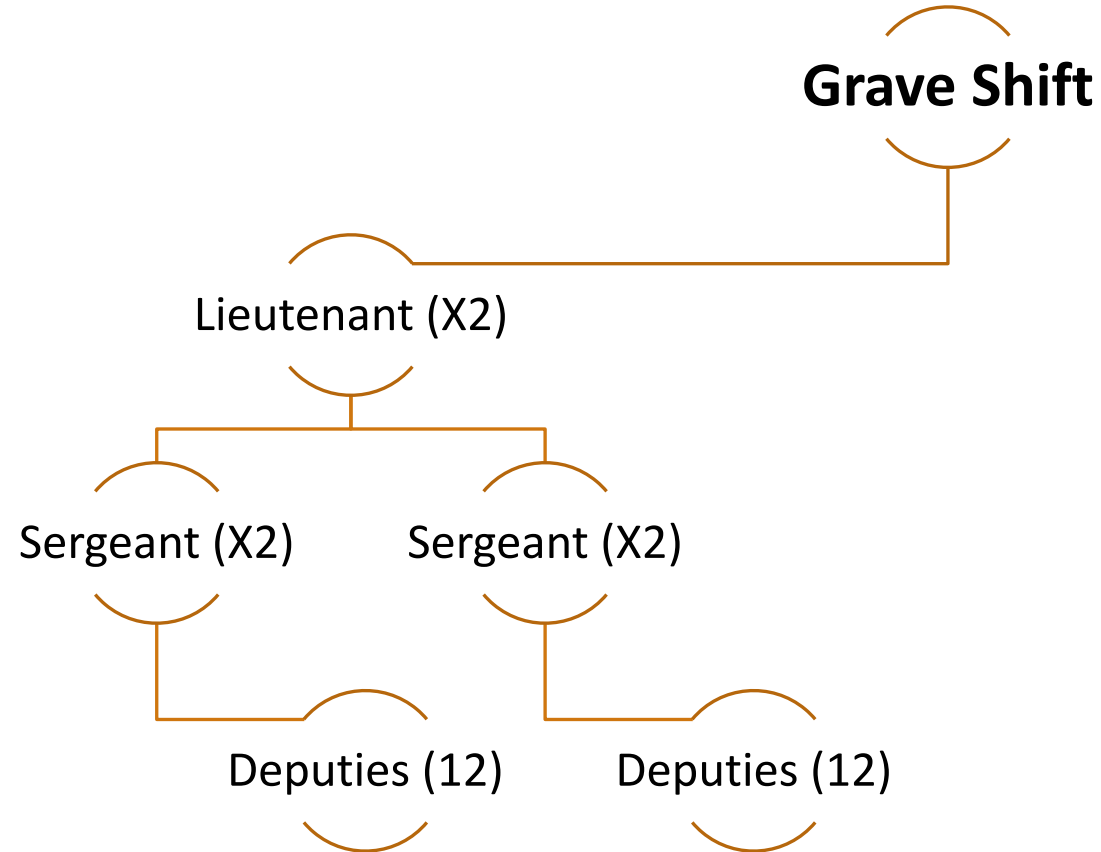
South Hill Patrol Goal



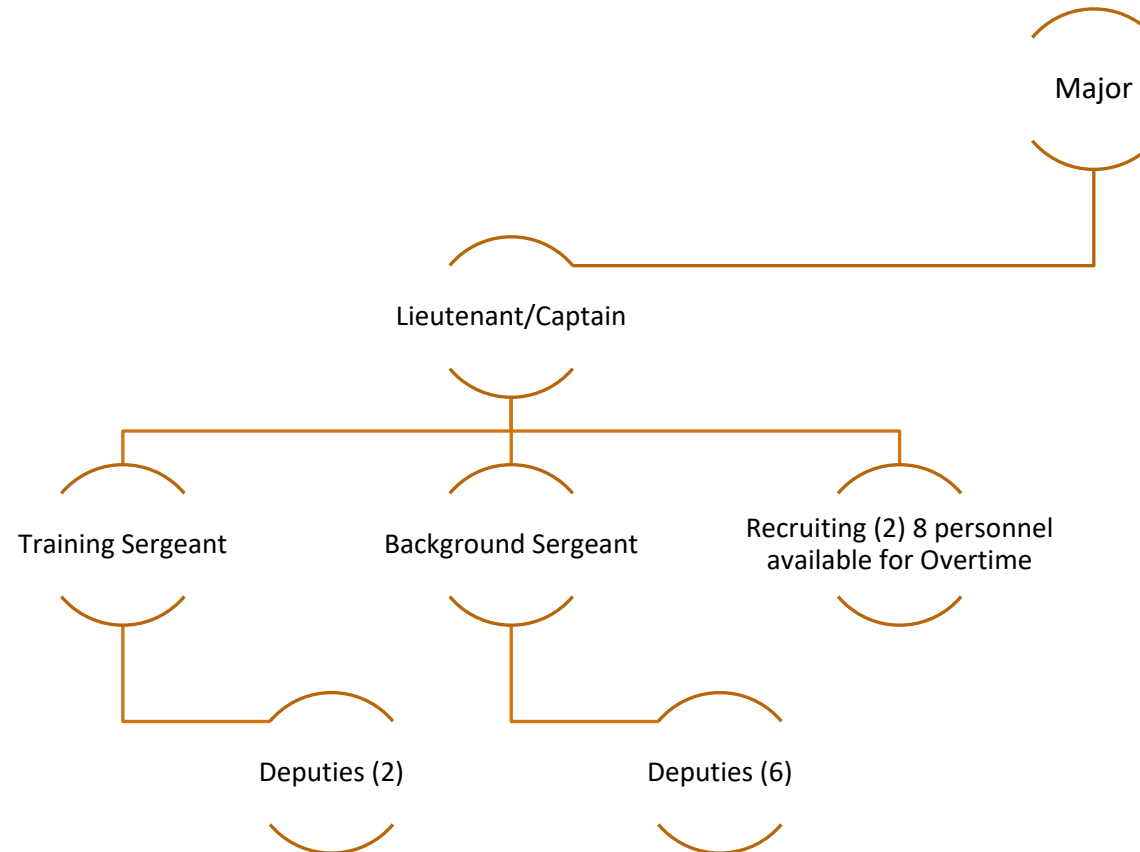
South Hill Patrol Goal



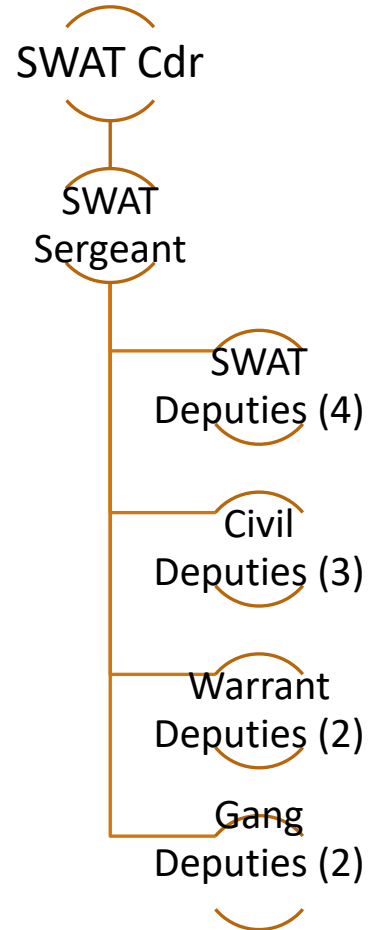
South Hill Patrol Goal



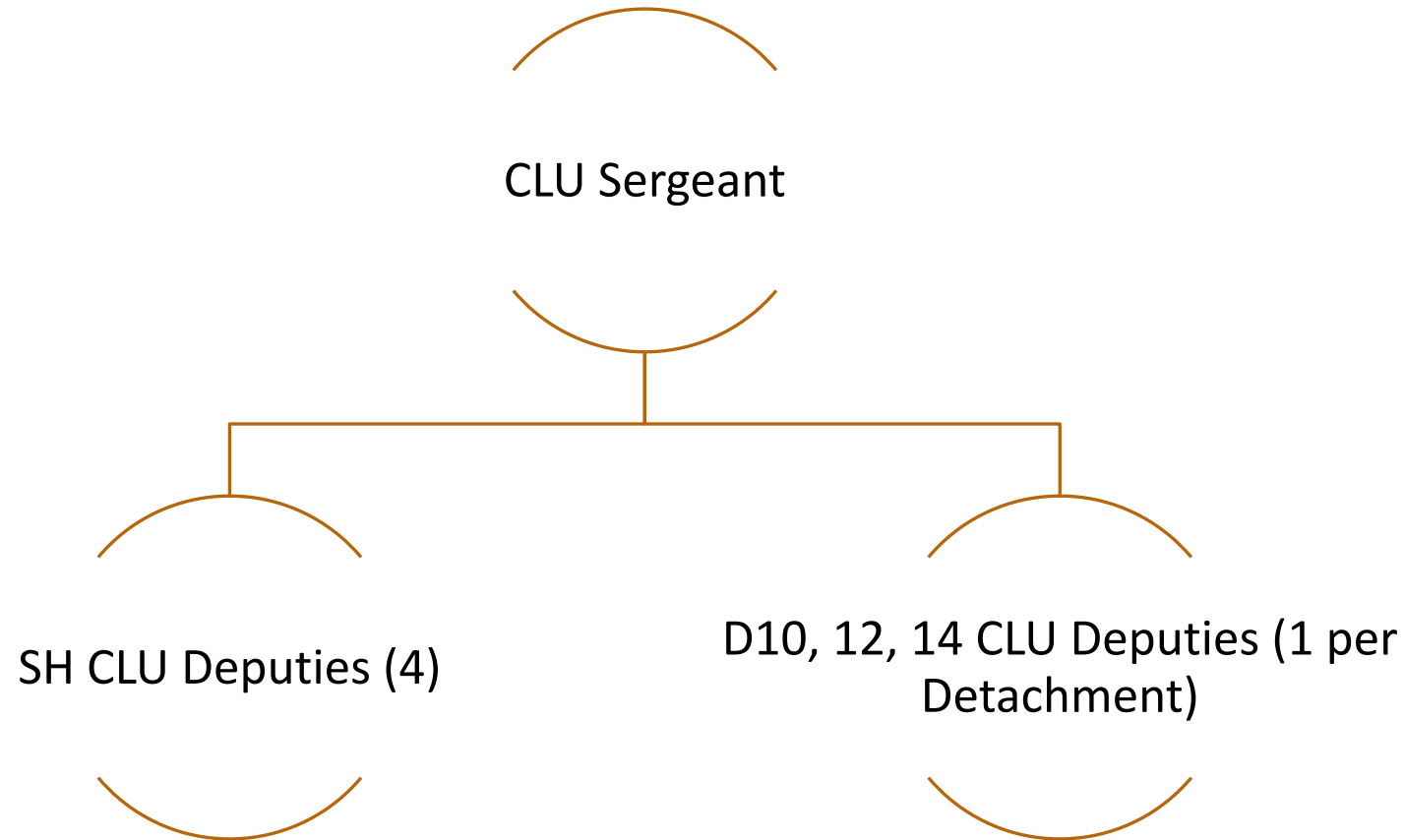
Training Division



Fugitive Apprehension Team (FAT)



Community Liaison Unit



Short Term Goals

1. Fill Administrative positions
2. Augment the training division first, revamp recruiting and hiring
3. Improve transparency across the board
4. Increase Admin presence in patrol, marked vehicles, turnouts, uniform
5. Make clear definitive policies on current issues
6. Empower supervisors
7. Encourage open-mindedness and new, innovative ideas on how to reach goals
8. Explore options for a different schedule system prioritizing time off
9. Improve relationships and mutual aid agreements with neighboring agencies.

Near Term Goals (2 years)

1. Minimum staffing in double digits
2. Yearly hiring at 60
3. Better integration of the Corrections Bureau
4. New Evaluation system in place and running
5. Mandated training integrated during shifts
6. Career development program in place
7. Evaluate progress and adjust as needed
8. Increase communication and participation with community members
9. Implement a mentoring program to increase hiring from the Corrections Bureau.