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**Strategic Planning**  
 is the process by which leaders of an organization, such as a local government, determine what it intends to be in the future and how it will get there.

“Plans are nothing; planning is everything.”  
 - Dwight D. Eisenhower

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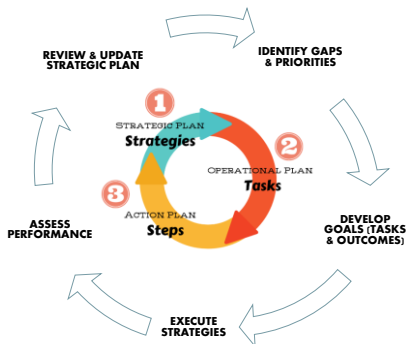
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**Strategic Planning Process**



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2024	MISSION	VISION	VALUES
<b>What it is</b>	Reason for organization's existence.	Aspiration of what the organization wants to accomplish; gives individuals a connected sense of purpose.	Operating guidelines for how organizational members behave.
San Diego Sheriff's Dept.			
<b>Time frame</b>			
<b>Style</b>			
<b>How it is used</b>			

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# VISION

- ★ Providing High Quality Public Safety
- ★ Partnering with Our Communities
- ★ Investing in Our Employees
- ★ Advancing Innovation and Safety in Detentions
- ★ Delivering Exceptional Customer Service
- ★ Implementing Technology Advancements
- ★ Protecting Privacy Rights

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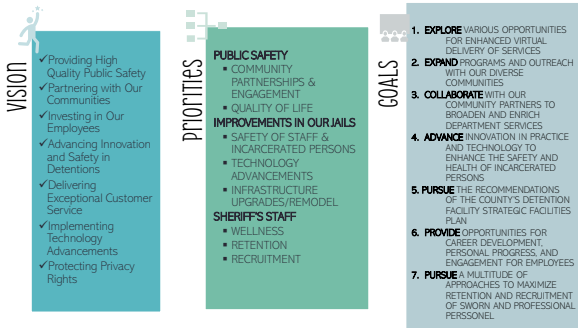
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# PRIORITIES

## PUBLIC SAFETY

- COMMUNITY PARTNERSHIPS & ENGAGEMENT
- QUALITY OF LIFE

## IMPROVEMENTS IN OUR JAILS

- SAFETY OF STAFF & INCARCERATED PERSONS
- TECHNOLOGY ADVANCEMENTS
- INFRASTRUCTURE UPGRADES/REMODEL

## SHERIFF'S STAFF

- WELLNESS
- RETENTION
- RECRUITMENT

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# GOALS

1. **EXPLORE** various opportunities for enhanced virtual delivery of services
2. **EXPAND** programs and outreach with our diverse communities
3. **COLLABORATE** with our community partners to broaden and enrich department services
4. **ADVANCE** innovation in practice and technology to enhance the safety and health of incarcerated persons
5. **PURSUE** the recommendations of the Sheriff's Detention Facilities Strategic Plan
6. **PROVIDE** opportunities for career development, personal progress, and engagement for employees
7. **PURSUE** a multitude of approaches to maximize retention and recruitment of sworn and professional personnel

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Be thoughtful and specific about what you want to focus on.

Pick a goal that is measurable so you can continually monitor your progress.

Set yourself up for success by choosing something that is achievable.

Be realistic when choosing your goal. Think about how it will affect your day-to-day life.

Motivate yourself by setting an end time or date. Knowing there's an end in sight will help you focus and push yourself.

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VISION	PRIORITIES	GOALS
<ul style="list-style-type: none"> <li>✓ Providing High Quality Public Safety</li> <li>✓ Partnering with Our Communities</li> <li>✓ Investing in Our Employees</li> <li>✓ Advancing Innovation and Safety in Detentions</li> <li>✓ Delivering Exceptional Customer Service</li> <li>✓ Implementing Technology Advancements</li> <li>✓ Protecting Privacy Rights</li> </ul>	<p><b>PUBLIC SAFETY</b></p> <ul style="list-style-type: none"> <li>▪ COMMUNITY PARTNERSHIPS &amp; ENGAGEMENT</li> <li>▪ QUALITY OF LIFE</li> </ul> <p><b>IMPROVEMENTS IN OUR JAILS</b></p> <ul style="list-style-type: none"> <li>▪ SAFETY OF STAFF &amp; INCARCERATED PERSONS</li> <li>▪ TECHNOLOGY ADVANCEMENTS</li> <li>▪ INFRASTRUCTURE UPGRADES/REMODEL</li> </ul> <p><b>SHERIFF'S STAFF</b></p> <ul style="list-style-type: none"> <li>▪ WELLNESS</li> <li>▪ RETENTION</li> <li>▪ RECRUITMENT</li> </ul>	<p><b>1. EXPLORE</b> VARIOUS OPPORTUNITIES FOR ENHANCED VIRTUAL DELIVERY OF SERVICES</p> <p><b>2. EXPAND</b> PROGRAMS AND OUTREACH WITH OUR DIVERSE COMMUNITIES</p> <p><b>3. COLLABORATE</b> WITH OUR COMMUNITY PARTNERS TO BROADEN AND ENRICH DEPARTMENT SERVICES</p> <p><b>4. ADVANCE</b> INNOVATION IN PRACTICE AND TECHNOLOGY TO ENHANCE THE SAFETY AND HEALTH OF INCARCERATED PERSONS</p> <p><b>5. PURSUE</b> THE RECOMMENDATIONS OF THE SHERIFF'S DETENTION FACILITIES STRATEGIC PLAN</p> <p><b>6. PROVIDE</b> OPPORTUNITIES FOR CAREER DEVELOPMENT, PERSONAL PROGRESS, AND ENGAGEMENT FOR EMPLOYEES</p> <p><b>7. PURSUE</b> A MULTITUDE OF APPROACHES TO MAXIMIZE RETENTION AND RECRUITMENT OF SWORN AND PROFESSIONAL PERSONNEL</p>

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1. EXPLORE VIRTUAL DELIVERY OF SERVICES	2. EXPAND PROGRAMS & OUTREACH	3. COLLABORATE WITH COMMUNITY PARTNERS	4. ADVANCE INNOVATION & TECH FOR SAFETY & HEALTH OF INCARCERATED PERSONS
<input type="checkbox"/> Hiring App <input type="checkbox"/> Tablets for IPs <input type="checkbox"/> CCW Application <input type="checkbox"/> Electronic Timecard <input type="checkbox"/> Retail Theft Reporting App <input type="checkbox"/>	<input type="checkbox"/> RESPECT Project <input type="checkbox"/> Spanish Academy <input type="checkbox"/> Neighborhood Watch Programs <input type="checkbox"/> Coffee / Tacos With the Community <input type="checkbox"/> Harm Reduction Kits & Drug Awareness Presentations <input type="checkbox"/> Junior Women's Academy <input type="checkbox"/>	<input type="checkbox"/> Gun Safety Events <input type="checkbox"/> Reentry Services <input type="checkbox"/> HART <input type="checkbox"/>	<input type="checkbox"/> BWC Deployment <input type="checkbox"/> ADA Unit Assistance <input type="checkbox"/> DSB Wellness Checks <input type="checkbox"/> Body Scanners <input type="checkbox"/> Contraband Narcotics Interdiction Team <input type="checkbox"/>

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5. PURSUE RECOMMENDATIONS OF THE SHERIFF'S DETENTION FSP	6. PROVIDE OPPORTUNITIES FOR CAREER DEV'T, PROGRESS, & ENGAGEMENT	7. PURSUE A MULTITUDE OF APPROACHES TO MAXIMIZE RETENTION & RECRUITMENT
<input type="checkbox"/> Complete Renovation of George Bailey <input type="checkbox"/> Complete Vista DF Study <input type="checkbox"/> ADA Compliance <input type="checkbox"/> BSCC Requirements <input type="checkbox"/>	<input type="checkbox"/> Mentorship Programs <input type="checkbox"/> Peer Sponsor Program <input type="checkbox"/> Hiring Halls <input type="checkbox"/> Career Seminars <input type="checkbox"/>	<input type="checkbox"/> New Employee Orientation & Onboarding <input type="checkbox"/> Recurring Supervisor Training <input type="checkbox"/> Women Focused Recruitment <input type="checkbox"/> Wellness Unit – Wellness Programs & Events <input type="checkbox"/>

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# REIMAGINING THE GMS



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# STRATEGIC PLAN

- First step of the GMS
- Defines County culture by embracing specific values that lead into Strategic Initiatives

**STRATEGIC INITIATIVES** provide the Framework for the County to set measurable goals. These initiatives are designed to support the County's strategic vision, objectives and overall goals for all departments to see their work contributing to the shared success of the region.

<p><b>SUSTAINABILITY</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage sustainable practices with our employees, customers and business partners.</li> <li>• Promote and encourage sustainable practices with our customers and business partners.</li> <li>• Promote and encourage sustainable practices with our employees, customers and business partners.</li> </ul>	<p><b>EQUITY</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage equitable practices with our employees, customers and business partners.</li> <li>• Promote and encourage equitable practices with our employees, customers and business partners.</li> <li>• Promote and encourage equitable practices with our employees, customers and business partners.</li> </ul>
<p><b>EMPLOYEES</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage employee engagement and development.</li> <li>• Promote and encourage employee engagement and development.</li> <li>• Promote and encourage employee engagement and development.</li> </ul>	<p><b>COMMUNITY</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage community engagement and development.</li> <li>• Promote and encourage community engagement and development.</li> <li>• Promote and encourage community engagement and development.</li> </ul>
<p><b>JUSTICE</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage justice and equity.</li> <li>• Promote and encourage justice and equity.</li> <li>• Promote and encourage justice and equity.</li> </ul>	<p><b>ACCESS</b></p> <ul style="list-style-type: none"> <li>• Promote and encourage access and equity.</li> <li>• Promote and encourage access and equity.</li> <li>• Promote and encourage access and equity.</li> </ul>

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# STRATEGIC INITIATIVES

<p><b>Sustainability</b> Economy Climate Environment Resiliency</p>	<p><b>Equity</b> Health Housing Economic Opportunity</p>	<p><b>Empower</b> Workforce Transparency and Accountability Innovation</p>	<p><b>Community</b> Engagement Safety Quality of Life Communications Partnership</p>	<p><b>Justice</b> Safety Restorative Environmental</p>
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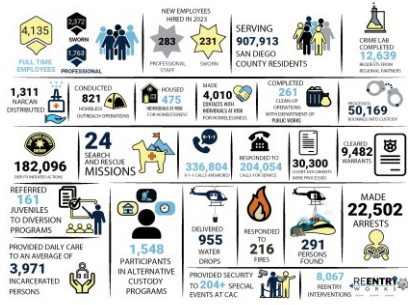
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2024 PLANNING TIMELINE



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2023 BY THE NUMBERS



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