



LEON COUNTY SHERIFF'S OFFICE

General Order 1.1 *Strategic Plan*

<i>EFFECTIVE:</i>	<i>REVISED:</i>	<i>RESCINDS:</i>
7 January 1997	10 July 2017	28 January 2004

A. PURPOSE: The purpose of this order is to establish and update annually the Strategic Plan for the Leon County Sheriff's Office (LCSO). Each department's goals and objectives are established in the Strategic Plan (Plan).

B. SCOPE: This order shall apply to all Sheriff's Office members.

C. DISCUSSION: A strategic plan serves as a promise to the citizens of Leon County. The Plan establishes a promise of accountability and strives for unparalleled excellence and effectiveness in law enforcement service and organizational management. The successful implementation of the strategic plan requires a commitment to effective change and positive growth. Establishing and routinely updating goals and objectives ensures direction and unity of purpose towards improvement of the agency.

D. POLICY: It is the policy of LCSO to establish and annually update the Strategic Plan prior the beginning of a new fiscal year.

E. DEFINITIONS:

GOALS - A relatively broad statement of the result(s) that one intends to achieve over an established period of time. A goal usually requires a relatively long time span to achieve and, whenever possible, should be stated in a way that permits measurement of its achievement.

OBJECTIVES - An objective is a result that one intends to attain in order to achieve fulfillment of a goal. An objective is an element of a goal and, therefore, requires a shorter time span to accomplish.

STRATEGY- A statement that identifies how the objective will be accomplished and when it will be completed.

STRATEGIC PLAN- The Strategic Plan for LCSO is a multiple year projection that clearly defines the purpose of the organization and establishes realistic goals and objectives consistent with the defined mission time frame. The plan ensures the most effective use of the organization's resources by focusing the resources on the

key priorities and allows for the adjustment of the organization's direction in response to a changing law enforcement and statutory environment.

RESOURCES REQUIRED- The actual resources required to accomplish the objective and strategy such as personnel, training and equipment.

F. PROCEDURE:

1. Annually, each Division Captain shall submit to their respective Department Chief a detailed report of proposed goals and objectives from each of their respective Divisions. This report will be used in part for planning of the agency's next fiscal year activities. Input for these goals and objectives may be gathered from various sources to include, but is not limited to statutory requirements, member and citizen advisory committees and their recommendations.
2. Each report shall contain the following components:
 - a. Annual long and short range goals and objectives; [CFA 1.04A]
 - b. Process or method for measuring achievements of the goals and objectives; and [CFA 1.04B]
 - c. Provisions for a documented annual review; [CFA 1.04C] and
 - d. Presentations to the Sheriff and other command staff.
3. A process will be established for briefing all members on the success of the annual end report.
4. Each year, the Sheriff shall review the submitted reports and meet with the Department Chiefs to discuss implementing processes to accomplish stated goals and objectives for the next fiscal year.

APPROVED: _____

WALT MCNEIL

SHERIFF, LEON COUNTY

