

THREE YEAR STRATEGIC PLAN

2023–2025



Greenville
NORTH CAROLINA
POLICE DEPARTMENT



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OUR MISSION

The Greenville Police Department exists to enhance public safety and quality of life, in partnership with ALL people in OUR community, by preventing crime with honor and integrity.

OUR VISION

Our vision as a department is to make Greenville as safe as possible through collaboration with our community, by providing unconditional service, and protecting the lives and property of all people in our City with professionalism, respect, and dignity.





MESSAGE FROM THE CHIEF OF POLICE

It is my hope as the Chief of the Greenville Police Department that our community will embrace the men and women who set out each day with the goal to protect and serve everyone living in and visiting our city. This Strategic Plan gives us a focus as an agency but also provides the means for others to see what we deem the most important areas to address for the next three years.

These plans are developed after collaboration with the community and by allowing all of our personnel the opportunity to share the areas they see as most impactful to daily operations and public safety. The overall goal is to ensure our communities know we care and are ever present, to make our roadways safer, and to provide the best health and wellness to our employees as possible.

School Safety, Officer Wellness, Crime and Crash Reduction, Community Engagement and Recruiting/Retention will be the pillars we will use to guide our activity for the next three years. We invite the community at every turn on this trip to participate in our efforts and help us be the most successful agency possible.

I would like to personally thank the men and women of the Greenville Police Department for their dedication to the profession of law enforcement and the many, many people in our great city who not only support us but also help guide our responses in a way that truly makes Greenville a safe, vibrant, and thriving community.

Please join us as we embark on the next three years of excellence!

Chief Ted D. Sauls, Jr.



CITY GOALS & GPD ACTION ITEMS

Goal 1 — Enhance community engagement, safety, and wellness

- Public safety announcements on interactions with law enforcement
- Develop methods for increased community engagement by all police staff
- Implement 14 geographical districts to increase accountability and create ownership from each individual officer

Goal 2 — Deliver public infrastructure improvement and execute and expand existing opportunities related to transportation networks, recreation and parks, and stormwater projects

- Continue to expand public safety camera infrastructure
- Expand LED lighting upgrades
- Expand/update lighting along all major corridors

Goal 3 — Expand the economic hub of eastern North Carolina through proactive economic development and job creation

- Continue efforts to reduce crime, criminal activity, and improve quality of life to make Greenville a safer, more inviting community

Goal 4 — Build a thriving and attractive community by creating vibrant neighborhoods, and expanding artistic, cultural, and recreational opportunities

- Support partnership b/w GPD and Planning and Development to address neighborhood blights and improvements

Goal 5 — Build a high-performing, diverse organization, govern with transparency and fiscal responsibility, and tell our story to the community and region

- Explore non-traditional methods of police response to increase outreach; i.e. VRU, Civilian Traffic Investigators (CTI), civilian forensics technicians, and co-responder model

Goal 6 — Make Greenville a destination community

- Support all city departments in efforts to become fully staffed, highest paid in region, and best equipped organization in the state

CHARACTER





SCHOOL SAFETY

Our most treasured investment in society is our youth. The Greenville Police Department recognizes that schools across the country have been a target for those with evil intent and we aim to do everything humanly possible to provide for a safe environment where young men and women can learn and grow without fear.

We will continue to partner with the Pitt County School system to fully staff our School Resource Officer positions and establish meaningful relationships with our school-age community.

School Safety	Responsible Position	Timeline
Continue to improve and increase cutting edge rapid deployment training	ASB — Career Services	Annually
Establish an “Adopt a School” program in respective districts	FOB Commander	December 2023
Explore effectiveness of adding repeaters in the school	ASB — Career Services	December 2025
Increase the number of SROs	ASB Commander	As available
Provide Milestone access to Pitt County Schools	Chief’s Office	Ongoing



1.5 Mile



OFFICER WELLNESS & SAFETY

A career in law enforcement is a calling. The men and women who choose this profession are among a group of individuals who wish to help others, ensure civility through the enforcement of federal, state, and local laws/ordinances, and make a true difference in their community. The daily work can be stressful and extremely impactful on a person. We will therefore take every step possible to care for our public servants and make sure they know their personal health and wellness is a premium that we place at the forefront of importance as an agency.

Greenville Police Department will provide regular activities to focus on six wellness dimensions: spiritual, social, environmental, occupational, physical, and intellectual wellness.

Officer Wellness & Safety	Responsible Position	Timeline
Investigate schedule changes designed to allow for flexible on-duty physical fitness	FOB Commander	July 2024
Explore additional incentives to promote increased physical fitness	ASB Commander	Ongoing
Explore partnerships with local training facilities to subsidize membership dues for personnel	Chief's Office	December 2023
Assign additional officers to each zone	FOB Commander	As available
Expand access within GPD for personal health and wellness activities	Captain Stanton and Captain Thomas	Bi-monthly for the duration of the 3-year Plan









CRASH / CRIME / COMMUNITY

As the City of Greenville continues to grow and our population becomes more diverse, community engagement lies at the forefront of successful policing. Partnering with members of our community to reduce crime and the fear of crime, while improving quality of life is our primary focus.

By continuing to use data-driven approaches to crime and traffic safety, we will identify areas that need greater enforcement, engineering changes, and technological innovation. We will push for real change by discussing the needs of Greenville with our State Representatives and other elected officials. As a department, we will strive to make Greenville a safer place to drive, bike and walk.

We hope to accomplish this by being more proactive, visible, and effective as a police department. Partnerships with the community will ensure that all members of our community know why we do what we do.

Voluntary compliance is the goal of any enforcement action, and we will continue to capitalize on our relationships to show that we are addressing traffic-related offenses and crime while remaining ever vigilant to the areas that are concerns for our citizens and visitors.

Crash / Crime / Community	Responsible Position	Timeline
Expand use of LPRs within city streets and roads	FOB Commander	December 2024
Work to fully staff TSU and seek legislative approval to implement Civilian Traffic Investigators	FOB Commander	December 2025
Increase efforts on Traffic Safety Taskforce to improve vehicular and pedestrian safety through engineering education and enforcement	FOB Traffic Safety Unit	Ongoing
Create robust maintenance for existing public safety camera system and explore additional locations as infrastructure allows	ASB — Logistics, Police Technology Specialist	December 2025
Investigate new methods of gunshot detection technology	CIB Commander	December 2023
Evaluate and re-deploy specialized units for maximum efficiency	Captains	As available



Our Mission:
TO SERVE
TO PROTECT
TO CARE



GREENVILLE PO



RECRUITING & RETENTION

Interest in law enforcement careers has declined nationally over recent years. This has created a need for more aggressive recruiting and led agencies to become innovative in their search for candidates. As important as it is to find new talent, it is equally important that agencies work to retain the veteran officers and manage stressors that cause these officers to leave the profession.

As an agency we will continue to seek the most qualified and diverse candidates through statewide recruitment campaigns. We will take every opportunity to promote our agency and show why we are the destination agency to work for in the law enforcement community.

Recruiting & Retention**Responsible Position****Timeline**

Explore the creation of a funded step program

ASB Career Services

Ongoing

Engage City Management to consider revamping post-employment benefits

Chief's Office

December 2024

Establish a list of needed equipment that will allow personnel to do their job more efficiently and effectively

Bureau Commanders

Annually

Expand the parameters of the take-home car program

Chief's Office

December 2023

Improve internal communication through use of various forms of media

PIO

Ongoing

Establish a method of recognizing proactive work

Bureau Commanders

Annually







Greenville

NORTH CAROLINA

POLICE DEPARTMENT

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greenvillenc.gov



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