



# Chesterfield County Sheriff's Office

## STRATEGIC PLAN

### Mission

Enhance public safety by providing a safe court environment, service of legal documents and comprehensive care of offenders through professional and unbiased performance.

### Vision

To fully support and foster Chesterfield County's efforts to be an extraordinary and innovative community in which to live, work and play.

### Strategic Goals & Objectives

#### **Enhance the safety of the community.**

- Maintain a secure detention facility that is safe for staff and inmates.
- Maintain secure court facilities.
- Proficiently execute civil and criminal papers.
- Enhance public safety by resource and idea sharing with stakeholders and partner agencies.

#### **Enhance the support and respect of citizens by serving with pride, professionalism and integrity and by treating everyone fairly and equally regardless of race, religion, color, creed, national origin or sexual preference.**

- Maintain a professional and diverse organization that attracts and retains highly qualified and dedicated employees.
- Maintain accredited agency status through the development, implementation and continual re-examination of sound policies and standard operating procedures.
- Educate and inform citizens regarding Sheriff's Office operations and services.
- Deliver community outreach through initiatives and programs that are beneficial to the community.

#### **Maintain a qualified, diverse and professional workforce that is our most valued resource in accomplishing our mission.**

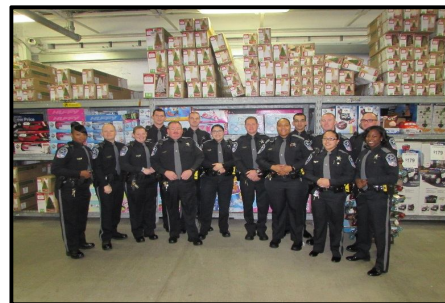
- Be market competitive in compensation, benefit and career development programs for employees.
- Maintain a well-trained workforce from recruit through veteran by offering comprehensive, basic, continued and specialized training that exceeds minimum requirements.
- Reward, recognize and publicize outstanding performance.

#### **Promote and maintain an innovative and efficient organization.**

- Streamline operations by automating systems and processes whenever possible.
- Improve operations through continual re-evaluation and improvement of existing processes.
- Strive for data driven decisions that incorporate an evaluation of return on investment.

#### **To serve as the benchmark for all that is right in public service.**

- Excel at all we do.
- Communicate and market the duties, responsibilities, service and success of the Sheriff's Office.
- Achieve successful outcomes through an understanding of our unique customer base and their needs.



**DUTY TO SERVE  
PASSION TO DO IT WITH  
DIGNITY & RESPECT**