



# City of Salem

## Salem Police Department 2025-2027 Strategic Plan

October 27, 2025



# Salem Police Strategic Plan

2025-2027



**SAFETY**

**TRUST**

**EXCELLENCE**

# Highlights from the *first* Strategic Plan



1

## **Safety**

- Homelessness & Crisis Response
- Traffic Safety & Violence Reduction
- Employee Safety & Wellness

2

## **Legitimacy (Trust)**

- Procedural Justice
- Organizational Efficiencies
- Accountability & Transparency

3

## **Excellence**

- Recruiting & Hiring
- Retention & Professional Development

2022-2024

# Key points from the *current* Strategic Plan



Improve community and employee safety through violent crime and traffic collision reduction

# Key points from the *current* Strategic Plan



Remain intentional about building and maintaining community trust, engagement, and transparency.

# Key points from the *current* Strategic Plan



Continued progress on recruiting, hiring, and retention.

# The strategic plan is responsive to the community's needs



- A Safe, Clean, Healthy Salem
- Input from the Community Survey
- Comprehensive and Collaborative Solutions

# Thank you.

