



SBStat Post Meeting Notes

Urgent Issues Review During Meeting:

- None

Decisions and Key Takeaways

- Part Time Officer program currently employs three officers
 - Impacts: Full time can focus elsewhere, more/faster service, potential overtime savings
 - Next year, may provide more support for ND football games, afternoon shift
- Continuous improvements to the SBPD Performance Evaluation process will include digital forms, probationary review for new officers, six month check-ins, and additional competencies
 - Importance of supporting supervisors in order to achieve consistently effective evaluations
- Continuous improvements to the Career Path Development (CPD) program will include auditing training opportunities and addressing gaps, training/communication with employees and supervisors, and tracking CPD outcomes
 - Changes to program metrics based on updated understanding of theory of change
 - Importance of monitoring and evaluating impact of CPD participation on performance and quality of training available

Potential Topics to Discuss Next Meeting:

- Recruiting—Strategy and Best Practices

Other Topics Discussed

- Online sharing of Public Bulletin and Part I Crime Incidents
- New promotional process beginning in 2019
- Training request process with SBPD/Finance
- Recruiting strategies and potential next steps