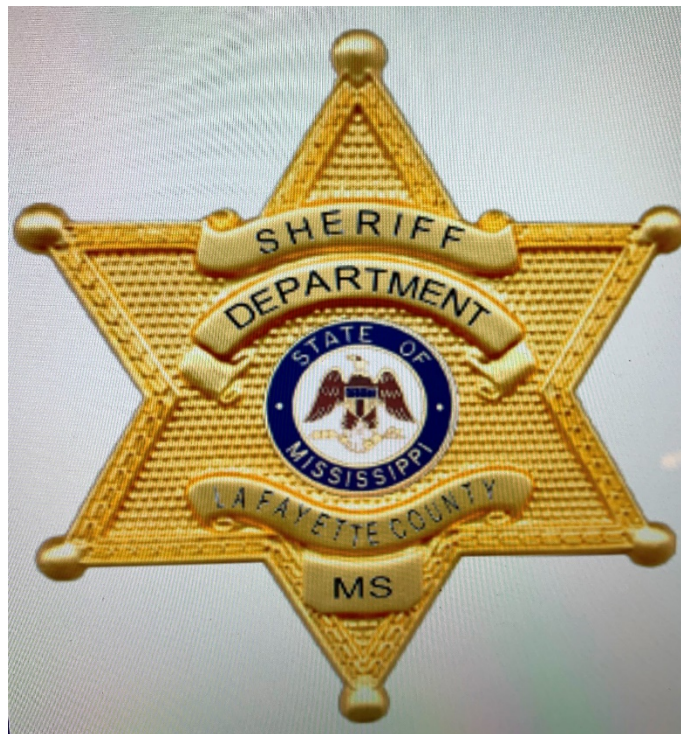


Lafayette County Sheriff's Department Strategic Plan 2020-2024



MESSAGE FROM THE SHERIFF

Joseph B. (Joey) East, Sheriff

There is an old saying “If you don’t know where you are going, any road will lead you there.”

I am proud to introduce the Lafayette County Sheriff’s Department Strategic plan for 2020-2024. I believe this strategic plan will act as a road map for our organization.

During my campaign for the Office of Sheriff, I met with many of you in the community and in the law enforcement profession. I have taken into consideration all the ideas, concerns and suggestions that were made. I believe we have put together a list of goals that are attainable and will lead us to improve on the professionalism that has been established and expected out of the Lafayette County Sheriff’s Department for over the last 40 plus years under the leadership of the late Sheriff F.D. “Buddy” East.

It is my belief that the one consistent thing in life and in business, “is Change”. The LOU community right now is looking at many changes in the coming years, geographically, demographically and politically landscape changes in response to crime and the economic realities of what this decade holds for us. We, in the Law Enforcement profession, must be at the forefront of preparing for the challenges these changes will bring.

In preparing for the future we will establish our vision, mission, core values and goals. We will focus on improving ourselves as professionals so we can better serve our community. We will strive to be leaders in our community and take responsibility for our actions on and off duty as we strive to become the premier law enforcement agency in our county and state.

Joseph B. East

Sheriff of Lafayette County, MS

Vision: Our vision is to become a role model to our community, our children and to the public safety services in our county and state.

Mission: Our mission is to be **Guardians** of our community, to enhance public safety, reduce the fear & impact of crime and improve the quality of life by providing professional detention and law enforcement services.

In a republic that honors the core of democracy—the greatest amount of power is given to those called Guardians. Only those with the most impeccable character are chosen to bear the responsibility of protecting the democracy.

–Plato

LCSD CORE VALUES:

There are many values that we will use to reach the professionalism that you the community demand and deserve of law enforcement such as duty, honor, courage and commitment. But we will hold the following four values as our core foundation. We will be Professional, Accountable, Compassionate and Trusted in our words and actions. Our values represent our “P.A.C.T.” with you the community. It is the core of the unspoken and implicit agreement between citizens and their peace officers. The community bestows onto us the legitimacy, authority and power to police. In turn, we will safeguard the community’s trust through these guiding principles.

P.A.C.T

PROFESSIONAL

We will stay true to the profession to which we have been called. Competency will be our watchword. We will remain alert and seek self-improvement in mind and body. We will foster mutual respect and always take “the high road.” We will always be mindful that we represent the entire LOU community and not ourselves as individuals. We will problem-solve to the best of our abilities and face difficult situations with poise and composure.

ACCOUNTABLE

We will be good stewards of taxpayers’ money, resources and take care of your sons and daughters confined in our custody. We will own our failure as much as we celebrate our successes.

COMPASSIONATE

We will exercise our discretion in consideration of law, the community and the victim. We will always treat the community and each other with respect and dignity.

TRUSTED

We will embrace the higher standard held for our chosen profession of law enforcement. Our word is our bond. We will not compromise our ethics nor our integrity. Our actions will reflect the trust given to us by our community on and off duty.

ABOVE ALL, WE WILL NEVER FORGET THAT WE, TOO, ARE MEMBERS OF THIS COMMUNITY, RESPONSIBLE FOR OUR ACTIONS AND DEDICATED TO THE SERVICE AND COMMON GOOD OF OUR COMMUNITY.

GOALS

GOAL: IDENTIFY AND IMPLEMENT IMMEDIATE AND LONG-TERM FACILITY NEEDS

- Identify areas of concern with the existing correctional center and cost to repair
- Identify updates to correctional center to handle future growth (holding cells, mental illness, communications)
- Prepare a cost analysis of short-term repairs and adjustments to current facilities vs cost of new facilities
- Ensure adequate security protocols are in place for all Sheriff's Office facilities.

GOAL: ENHANCE EMPLOYEE SAFETY, GROWTH AND RETENTION

- Ensure Employee Safety is our First Priority
- Review organization structure and deployment of staff.
- Identify and implement changes where practical.
- Improve Quality of Life and Wellness of our staff
- Training and Education to Inspire Growth
- Promote and Encourage Diversity
- Maintain High Recruitment Standards
- Define and Promote the Professional Image of the Sheriff's Office

GOAL: EMBRACE AND INTEGRATE TECHNOLOGY

- Identify Solutions to Improve Efficiencies and Higher Quality Services
- Seek and Utilize Available Technological Advances
- Utilize Social Media to Keep our Citizens Informed and to Promote the Sheriff's Office
- Increase Technological Training Opportunities for Professional Development
- Start the process of Accreditation for Corrections and Sheriff's Department.

GOAL: IMPROVE SAFETY AND QUALITY OF LIFE

- Make Partnerships and Relationships a Priority
- Encourage Citizen Involvement
- Engage Community and Joint Problem Solving for Crime Prevention
- Remain Available and Accessible to All Community Members
- Enhance Awareness and Response to Mental Health

