Goal 1:
Develop and implement a mentoring program in an effort to better attract, retain, and develop officers, thus improving job satisfaction and service to the community.

Goal 2:
Improve officer wellness by obtaining funding for technology that provides 24/7 access to peer support, therapists and other resources through a cell phone app. The technology will be supported by increasing the number of Peer Support Team members by ten and Military Support Team members by five.

Goal 3:
Improve convenience to the community by making it possible for individuals to request and receive crime reports electronically.

Goal 4:
To best ensure accuracy, timeliness and relevance of department policy and procedure, require a schedule that provides for review and/or revision of every directive in the department manual at least once within a four-year period.

Goal 5:
Increase gun seizures by 3% over the 2020 numbers.

Goal 6:
Conduct four prostitution sting operations in order to reduce soliciting complaints.
**Goal 7:**
Facilitate officer participation in charitable volunteer opportunities, developing a framework to recognize their efforts.

**Goal 8:**
Enhance civil disorder training for Field Operations and establish a designated ‘Civil Disturbance’ supply storage room.

**Goal 9:**
Reduce fatal accidents in the City of Toledo by 10 percent.

**Goal 10:**
Re-organize the Property Section to become more efficient/balance workload among detectives

**Goal 11:**
Begin the training necessary for the Staff Criminalist to become qualified in two disciplines