MPCA
Strategic Plan
2016-2018

MPCA
Strategic Plan

2016-2018

INDEX GUIDE

I

Awards Committee

Awards Committee ———

The Awards Committee is responsible for addressing the awards and scholarships provided by the organization and making recommendations to the board and membership to honor those that go beyond the call of duty.

Goal ———

The refinement and enhanced outreach process in recognizing individuals within the Missouri Law Enforcement community and the public that are deserving of recognition.

Objectives:

1. Designate committee Chair/Co-Chair and one representative from each of the (9) nine regional of the state to serve on the committee. Committee will review all awards, define the slate of awards, and make the selection of all annual awards.
2. Establish process to enhance the number of application received and the notification process for all MPCA awards (defining from whom nominations can come from regarding each defined award).

II

Conference Committee

Conference Committee ———

The Conference Committee works with other organizations to plan the annual (Joint) Missouri Law Enforcement Conference and the committee members plan the Annual Membership Meetings of the Association. This includes selection of the meeting site, programming decisions, coordination with other law enforcement associations, exhibitors' hall setup, entertainment, and speakers. The Committee works closely with the Training Committee to provide approved continuing education training during these conferences.

Goal ———

The delivery of valuable and timely training over a multi-day period of time to enhance professional development of varying ranks and levels of law enforcement professionals and defined private and governmental individuals with working relations with the law enforcement community.

Objectives:

1. Define committee members by April 1, 2016.
2. Review current conferences topics, events, and operation/design and analyze to identify strengths, weaknesses, resources, and establish plan for conference offerings from the MPCA.
3. Establish bi-annual meeting dates of the committee.

III

Constitutional &Bylaws

Credentials & Nominating Committee

Constitution & Bylaws/Credentials & Nominating Committee

The Committee monitors policies and activities to make sure that the framework of the Constitution, MPCA's governing document, is protected. The committee is charged with screening resolutions from members regarding proposed changes or additions to the Constitution to make sure the revision is in proper format. The Committee also meets to review the credentials of candidates for office prior to the annual membership meeting and election of officers. Candidates appear before this committee and must satisfy its members that they are qualified for the position they wish to fill before their name is placed before the membership for a vote. The Committee is made up of nine active members, appointed by the President from each of the nine regions of the state.

Goal #1

The continued operation of the organization based on published and distributed rules of governance and operation.

Objectives:

1. Define committee members..
2. Conduct an annual review and make any recommendations to the MPCA Executive Director for inclusion for the June board meeting annually.

Goal #2

The assurance by way of review and verification to ensure that eligible and qualified personal are permitted to serve the members of the organization.

Objectives:.

1. Review the election process defined by the MPCA Constitution and By-Laws annually. Submit its recommendations to increase participation and define voting procedures at the June Board Meeting annually.
2. Review and verify the credentials of those MPCA members seeking elected positions within the MPA annually in the Month of December.

IV

Diversity & Ethics Committee

Diversity/Ethics Committee ⸺

The Diversity Committee researches and develops new programs that will increase racial and gender diversity within the ranks of Police Chiefs and law enforcement executives. MPCA believes that law enforcement departments and agencies should make constant effort to reflect and be inclusive of the communities they serve.

Goal ⸺

The enhanced delivery of modern methods, administrative tools, policies, and training to promote ethical and non-discriminatory based policing practices.

Objectives:

1. Define committee members and determine a defined schedule for the committee to meet.
2. The committee is to seek out and review available programs to enhance diversity within the law enforcement community.
3. The Committee develops model policies, recruitment programs, basic training, and continuing education courses to help all departments hire and train the qualified personnel they need, without regard for the officer's sex or race.

V

Grants Committee

Grants Committee ⎯⎯⎯

This committee is comprised of MPCA members that work to secure grants that enhance local law enforcement and the MPCA. This committee assists local law enforcement agencies in grant efforts and also explores grant opportunities.

Goal ⎯⎯⎯

Locate available funding to promote programs.

Objectives:

1. Define committee members and committee make-up.
2. Establish virtual & face-to-face meetings to create a current updated resource guide on available LE grants by reaching out to those individuals from state and local processionals in this area.
3. Promote MPA resources and services through opportunities fit within the mission or services that can be provided by the MPCA.

VI

Homeland Security Committee

Homeland Security Committee ———

This committee works with first responders across Missouri is enhancing preventative and reactive measures relating to natural / man-made disasters and domestic and foreign attacks. This committee works closely with state and national partners to enhance preventive and reactive operations and communications systems. Representatives of this committee also work on the local homeland security terrorism and prevention relating to financial support of initiatives that seek to assist local law enforcement in preparing for, addressing, and responding to threats and events.

Goal ———

> *The securing tools, technology, training, and mutual aid assistance availability to local law enforcement.*

Objectives:

1. Define members/committee make-up.
2. Secure equipment for law enforcement that promotes efforts of local law enforcement and aids in securing the safety of the homeland.
3. Monitor issues and trends relating to federal and state assistance to local law enforcement relating to Homeland Security Funding.
4. Monitor and provide information and training on evolving practices and mode of operations of those individuals and groups, foreign or domestic that pose a threat to domestic security.
5. Promote the implementation of an effective law enforcement mutual aid system.

VII

Legal Defense Committee

Legal Defense Committee _____

This committee is tasked with providing options for legal defense services to the members of the organization.

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Goal _____

> *Refine the current system of legal defense services of the organization to promote professional legal assistance to members of the organization in the most efficient and responsible manner.*

Objectives:

1. Define the committee members.
2. Provide an effective and cost effective legal defense program to the members of the MPCA by refining the current system and to research options available to enhance more encompassing service to MPCA Members.
3. Produce updated program documentation of services and process.
4. To ensure accurate management and documentation of the program participants.

VIII

Legislative & Resolutions Committee

Legislative/Resolutions

The Legislative Committee is responsible for identifying and developing legislative positions on issues of concern to law enforcement and the MPCA. Legislative Affairs is one of MPCA's major areas of interest and attention because the laws passed by the General Assembly and the regulations created by government agencies affect every law enforcement officer in Missouri. Furthermore, when a resolution is submitted for consideration at a business meeting the committee will determine if it is in proper form and is consistent with the standing of the organization and Constitution prior to presentation for a vote.

Goal

The fortified standing and impact of the Missouri Police Chiefs Association within the Missouri General Assembly for the purpose of enhancing professionalism and the promotion of effective methods of enforcement to protect and service the citizens of Missouri.

Objectives:

1. Define Committee members to be reflective of all (9) nine MPCA Regions.
2. Enhance committee/member communication on legislative matters during session by utilizing communication technology available to the MPCA to meet the need for information and for decision making on evolving legislative issues during the session.
3. Enhancing the organizational participation/input in legislative issues by utilizing survey systems to provide information and positions on legislative issues leading into the legislative session, during spring break, and when deemed by the board.
4. Conduct annual end of session training in each of the (9) regions to include regional legislators to these training events.
5. Produce and disseminate to membership a "Legislative End of Session Report".
6. Establish MPCA members and legislator meetings as part of a regional MPCA outreach program further defined under the MPCA Membership Committee.
7. Define and make recommendations of legislative awards and recipients of those awards.
8. Annual draft and recommend MPCA resolutions on global issues to be used to define and notify those of MPCA global positions.

IX

LE Memorial

&

Fallen Officer Committee

L.E. Memorial/Fallen Officer Committee

This committee is comprised of MPCA members that work with the Missouri Law Enforcement Memorial to ensure that those officers that have made the ultimate sacrifice to ensure the safety of the citizens of Missouri are honored and always remembered. One member is selected to serve on the LE Memorial Board representing the MPCA. This committee's members operate and manage the MPCA fallen officer program and funding for the program. The committee also works with COPS to ensure family members of fallen officers are provided for during the annual Law Enforcement Memorial

Goal

> *Providing assistance and support for the families of fallen officers and the continued structural care of the Missouri Law Enforcement Memorial.*

Objectives:

1. Define the committee members and make-up.
2. Designate the LE Memorial Foundation Committee Representative.
3. Continue service on the LE Memorial Foundation Committee.
4. Add the two additional walls to the existing memorial by 2017.
5. Provide support to the families of Missouri LE Officers that fall in the line of duty, including an opportunity for family members of fallen officers to come together in conjunction with the annual LE memorial Services.
6. Annual opportunity for family members of fallen officers to come together in conjunction with the annual LE Memorial Services.

X

Membership Committee

Membership Committee ───────

A strong Association needs active and enthusiastic members in order to remain strong. The Membership Committee develops programs to increase membership benefits and to maintain and increase membership. The committee presents applications for membership to the Board. Furthermore, his committee is comprised of MPCA members that work to enhance internal and external communications within the MPCA membership and between law enforcement agencies, including the public.

Goal ───────

The promotion of the organization by increasing membership, delivery of services, and enhance internal/external communication.

Objectives:

1. Define/Appoint Committee Members.
2. Membership Management: Training, development, and cross training MPCA staff on new system to ensure accurate membership communication and services.
3. Establish new membership card system that presents a professional membership card that incorporated barcode options to enhance training and election processes.
4. Membership Recruitment: Produce a "Prospect List" of those potential members which segments of the list will be assigned to make contact.
5. Membership Services Document/Directory: Enhancement of the professional "Membership Advantages" document for the enhancement of member serves.
6. Membership Board Meetings:
   A. Establish dates for meetings for each year in January,
   B. Hold conference communication of the board the Friday before a scheduled board meeting for finalizations of agenda and pending issues and projects.
7. Membership Regional Meeting: Conduct a minimum of one membership meeting in each of the (9) nine regions annually and increase this frequency to a minimum of (1) meeting in each region on a quarterly basis.
8. Membership Communications (Operations System):
   A. Creation of communication that utilizes enhancements to promote a more efficient communication system.
   B. Utilization of web conferencing and conference bridging to enhance membership and board communication and delivery of specific services.
9. Provide face to face board meetings monthly with a web/conference call option every other month.
10. Membership Website: Review entire site and make updates and revisions on an annual basis with a defined time line for implementation of revisions and updates.
11. Membership Newsletter: Provide on an monthly period with input from committee and Board, and establish a sponsorship policy for potential sponsors
12. Membership On-line Magazine
13. Membership Social Media (Face Book, Twitter, ect.): Establish the guidelines and define medians that the MPCA seeks to utilize.
14. Membership On-line Store – Implement on-line store for MPCA novelties.
15. Executive Board Communication – monthly conference calls and monthly full meetings defined in December of each year.
16. Full Board Communications: Conduct a quarterly conference call of full board to monitor progression of the "Strategic Plan" approved by the board.

XI

Police Clerks Committee

Police Clerks Committee ⎯⎯⎯

This committee is comprised of police clerks across the state of Missouri which work on operating procedures relating to records, communication and service to the community.

Goal ⎯⎯⎯

> ### *The need to provide training and a forum to address emerging issues effecting law enforcement agencies from the police clerk position.*

Objectives:

1. Provide annual conference addressing the refinement of the skills sets required by these law enforcement civilian/sworn positions.
2. Promote clear directives relating to records addressing "Sunshine Law" (open & closed records) and detention and destruction.
3. Promote clear directives relating past, recent, and future changes created by the Missouri General Assembly and any administrative revisions that stem from the courts, auditor, Secretary of State or any other entity provided such authority.

XII

Police Traffic Committee

Police Traffic Committee ————
This committee addresses issues regarding traffic enforcement from technology to legal issues. This committee works with NHTSA nationally and with the Missouri Division of Highway Safety on the state level address public safety issues with the primary goal of reducing needless deaths and injuries on Missouri roadways. This committee also manages/conducts one statewide conference per year.

Goal ————

The enhancement and development of training, policy, and methods aimed at enhancing highway safety.

Objectives:

1. Define Committee Members.
2. Establish regular meetings with the Division of Highway Safety and further enhance relations and efforts to enhance highway safety.
3. Work with and coordinate efforts in managing the annual state highway safety conference (LETSAC).
4. Promote the value of traffic enforcement as part of an over-all traffic safety coordinated effort and awareness.

XII

Railroad & Private Security Committee

Railroad Police/ Private Security/ Committee ⎯⎯⎯⎯

This committee provides for a setting of private security professionals and railroad police representatives to address issues and design solutions and plans of action to ensure safety and cooperation between public and private security efforts.

Goal ⎯⎯⎯⎯

The development of services and opportunities for private security and railroad police representatives to engage and interact in the organizations desire to promote cooperative relations and the development of conceptual solutions to pending issues.

Objectives:

1. Evaluate and determine the interest in this committee.
2. Define Committee Members.
3. Recruitment of specific professionals and establish directions, issues, and services from this committee.

XIV

Standards & Goals Committee

Standards & Goals Committee ———

The Standards & Goals Committee is responsible for developing programs to advance the professionalism of police chiefs and law enforcement executives. The Committee monitors the activities of the Missouri Police Officers Standards & Training Commission, develops model policies for police departments, and works to advance other programs such as certification of police departments, certification and/or professional registration for executive and supervisory personnel, and other programs that raise the standards of Missouri's police chiefs and law enforcement executives. This committee also provides assessment centers, entry level testing, promotional level testing, specialized personnel testing, and management reviews/studies.

Goal ———

The need to enhance professionalism and remaining progressive in light of changes which redefine modern policing practices and expectations of our citizenry is a shared commitment of the organization with its members. The organizational commitment to the enhancement of services and support of it members in embracing and implementing modern policing practices, methods, and standards in promoting professional and progressive policing in Missouri.

Objectives:

1. Define Committee Members.
2. Entry Level Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such service.
3. Promotional Level Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such service.
4. Dispatcher Entry Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such service.
5. Management Studies: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such services.
6. Promotional Assessment Centers: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such services.
7. Model Policy/Standards Development: Review the current Certifications standards and make recommendation of revisions and produce a departmental best practices and model policy manual to accompany the standards and meet other related areas of law enforcement operation.
8. Establish training on policies and delivery system.
9. Discuss and establish services under this committed that is needed to enhance and meet the needs of law enforcement and the goal of this committee.
10. Create method of enhancing the awareness of services provided by the organization under through the work of this committee.

XV

Technology Committee

Technology Committee ———

The Technology Committee assists members and their departments regarding the selection, purchase and proper use of emerging technology, reviewing vendors' information and testing sample equipment (upon request), and, in general, staying abreast of new technology and equipment and reporting any useful information to the membership through workshops, exhibits, and articles in the association's publications. This committee works in developing new technology and working with local, state, and national partners regarding technology. This committee also engages issues relating to 911 Communications and law enforcement communications.

Goal ———

Identify technology based on current needs and emerging technology for both law enforcement and the organization. Promoting the ethical use, rights and balancing privacy of individuals as a fundamental test for technology review and use.

Objectives:

1. Define Committee Members.
2. Monitor and inform the membership of development and trends relating to technology relating to law enforcement operations and services.
3. Monitor and promote the stability and growth of 911 Communication.
4. Monitor, protect and promote the stability and growth of the MODex System and its policies for operation and use.
5. Monitor and provide support to those in law enforcement that seek to utilize body cams and its policies for operation and use.
6. Monitor and provide support to those in law enforcement that seek to utilize license plate readers and its policies for operation and use.
7. Monitor and provide support the continued availability of law enforcement to utilize Live Scans to further enhance the accuracy of criminal records through electronic transmissions.
8. Monitor and provide support the continued availability of law enforcement to utilize mobile data exchange from data sources to officers in the field.

XVI

Torch Run Committee

Torch Run Committee _____

The Torch Run Committee conducts Missouri's annual Torch Run. This event, which raises hundreds of thousands of dollars for Special Olympics each year, is a project that is near and dear the members of the Association. The Torch Run Committee works closely with the Special Olympics staff and coordinates fund raising activities for hundreds of police departments around the state. This is the primary public charity supported by the organization.

Goal _____

The continued support and promotion of Missouri Special Olympics and the Missouri Torch Run.

Objectives:

1. Continued support and recognition of the Torch Run Committee and fundraising efforts to Missouri Special Olympics Athletes.
2. Continued recognition of the Torch Run and Special Olympics in MPCA function and events including the "summer "and "Year End" Conference.

XVII

Training Committee

Training Committee ———

Training is a necessary part of increasing the level of professionalism within the law enforcement profession and the MPCA is committed to ensuring training opportunities to further enhance the skill sets of law enforcement officers. Therefore, continuing education is one of MPCA's major areas of concentration. The Training Committee is responsible for all continuing education courses sponsored by MPCA.

Goal ———

The delivery of training that meets and exceeds the requirements of law enforcement training in Missouri.

Objectives:

1. Define Committee Members/Make-up.
2. Make required adjustments for internal operations meeting the new POST Standards.
3. Maintain and increase in-services training contracts by (3) agencies per year with LE departments.
4. Establish a cost effective on-line training delivery system.
5. Incorporate barcode options for meeting post attendance requirements and online attendance verification.
6. Enhance regional delivery of face to face training incorporated into regional member meeting and from headquarters.
7. Enhance interfacing with other MPCA and MPCCF committees and divisions to enhance delivery of training services as an organization.

XVIII

University & Campus Police Committee

University/Campus Police Committee ———

This committee is composed of law enforcement professionals from university and campus police settings to explore issues, programs, and plans to enhance the overall safety of students, faculty, and visitor to university and college campuses..
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Goal ———

> *Enhance the overall safety of university/college campuses and the operations of their police departments.*

Objectives:

1. Define the committee members.
2. Identify issues faced by university and campus police agencies.
3. Develop plans/solutions to address the issues identified by the committee.

XIX

Ways & Means Committee

Ways & Means Committee —————

The Ways & Means Committee consists of the MPCA Executive Committee. The purpose of this committee is to produce the annual operating budget and strategic plan of the MPCA.

Goal ———————

The financial stability and growth of the organization to further develop and refine professional services to the members of the organization and communities across the State of Missouri.

Objectives:

1. Organization budgetary/operation objectives over the next three (3) years.

   a. Define Committee make-up.
   b. Create annual budget to be approved in the month of December each year.
   c. Pay off building/land plan to be completed by 12/01/2016
   d. Pay off line of credit plan to be completed by 12/01/2016.
   e. Pay off vehicle plan to be completed by 12/01/2016
   f. Create a Regional Vice President Check List defines the expectations of serving the organization in this position.

2. Staffing to enhance professional services.

   a. Provide training opportunities of MPCA staff to enhance skill sets in the areas specific to job descriptions, duties, and assignments to enhance professional organization services.
   b. Annual review of operational policies and procedures.
   c. Annual review of employees by director.
   d. Annual review of director by the board.
   e. Establish a pension plan for organization employees.
   f. Governmental / Public Affairs – plan to be completed by June of 2016 to address the job description, compensation, and selection process.
   g. Standards/Goals and Certification plan to be completed by December of 2016 to address the job description, compensation, and selection process.

MPCA
Strategic Plan
2016-2018
Measuring Document

Committee	Objective(s)	Status
Awards	1. Designate committee Chair/Co-Chair and one representative from each of the (9) nine regional of the state to serve on the committee. Committee will review all awards, define the slate of awards, and make the selection of all annual awards. 2. Establish process to enhance the number of application received and the notification process for all MPCA awards (defining from whom nominations can come from regarding each defined award).	
Conference	1. Define committee members by April 1, 2016. 2. Review current conferences topics, events, and operation/design and analyze to identify strengths, weaknesses, resources, and establish plan for conference offerings from the MPCA. 3. Establish bi-annual meeting dates of the committee.	
Constitution & Bylaws/Credentials & Nominating	1. Define committee members. 2. Conduct an annual	

	review and make any recommendations to the MPCA Executive Director for inclusion for the June board meeting annually. 3. Review the election process defined by the MPCA Constitution and By-Laws annually. Submit its recommendations to increase participation and define voting procedures at the June Board Meeting annually. 4. Review and verify the credentials of those MPCA members seeking elected positions within the MPA annually in the Month of December.	
Diversity & Ethics	1. Define committee members and determine a defined schedule for the committee to meet. 2. The committee is to seek out and review available programs to enhance diversity within the law enforcement community. 3. The Committee develops model policies, recruitment programs, basic training, and continuing education courses to help all departments hire and train the qualified personnel they need, without regard for the officer's sex or race.	
Grants	1. Define committee	

	members and committee make-up. 2. Establish virtual & face-to-face meetings to create a current updated resource guide on available LE grants by reaching out to those individuals from state and local processionals in this area. 3. Promote MPA resources and services through opportunities fit within the mission or services that can be provided by the MPCA.	
Homeland Security	1. Define members/committee make-up. 2. Secure equipment for law enforcement that promotes efforts of local law enforcement and aids in securing the safety of the homeland. 3. Monitor issues and trends relating to federal and state assistance to local law enforcement relating to Homeland Security Funding. 4. Monitor and provide information and training on evolving practices and mode of operations of those individuals and groups, foreign or domestic that pose a threat to domestic security. 5. Promote the implementation of an effective law enforcement mutual aid system.	

Legal Defense	1. Define the committee members. 2. Provide an effective and cost effective legal defense program to the members of the MPCA by refining the current system and to research options available to enhance more encompassing service to MPCA Members. 3. Produce updated program documentation of services and process. 4. To ensure accurate management and documentation of the program participants.	
Legislative	1. Define Committee members to be reflective of all (9) nine MPCA Regions. 2. Enhance committee/member communication on legislative matters during session by utilizing communication technology available to the MPCA to meet the need for information and for decision making on evolving legislative issues during the session. 3. Enhancing the organizational participation/input in legislative issues by utilizing survey systems to provide information and positions on legislative issues leading into the legislative session, during spring break, and when deemed by the board. 4. Conduct annual end of session training in each of the (9) regions to include regional legislators to these training events. 5. Produce and disseminate to	

	membership a "Legislative End of Session Report". 6. Establish MPCA members and legislator meetings as part of a regional MPCA out-reach program further defined under the MPCA Membership Committee. 7. Define and make recommendations of legislative awards and recipients of those awards. 8. Annual draft and recommend MPCA resolutions on global issues to be used to define and notify those of MPCA global positions.	
LE Memorial & Fallen Officer	1. Define the committee members and make-up. 2. Designate the LE Memorial Foundation Committee Representative. 3. Continue service on the LE Memorial Foundation Committee. 4. Add the two additional walls to the existing memorial by 2017. 5. Provide support to the families of Missouri LE Officers that fall in the line of duty, including an opportunity for family members of fallen officers to come together in conjunction with the annual LE memorial Services. 6. Annual opportunity for family members of fallen officers to come together in conjunction with the annual LE Memorial Services.	
Membership	1. Define/Appoint Committee Members.	

	2. Membership Management: Training, development, and cross training MPCA staff on new system to ensure accurate membership communication and services.
	3. Establish new membership card system that presents a professional membership card that incorporated barcode options to enhance training and election processes.
	4. Membership Recruitment: Produce a "Prospect List" of those potential members which segments of the list will be assigned to make contact.
	5. Membership Services Document/Directory: Enhancement of the professional "Membership Advantages" document for the enhancement of member serves.
	6. Membership Board Meetings:
	          A.
	Establish dates for meetings for each year in January,
	
	B. Hold conference communication of the board the Friday before a scheduled board meeting for finalizations of agenda and pending issues and projects.
	7. Membership Regional Meeting: Conduct a minimum of one membership meeting in each of the (9) nine regions annually and increase this frequency to a minimum of (1) meeting in each region on a quarterly basis.
	8. Membership Communications (Operations System):
	
	       A. Creation of communication that utilizes enhancements to promote a more efficient communication system.
	B. Utilization of web conferencing and conference bridging to enhance membership and board communication and delivery of specific services.
	9. Provide face to face board meetings monthly with a web/conference call option every other month.
	10. Membership Website: Review	

	entire site and make updates and revisions on an annual basis with a defined time line for implementation of revisions and updates. 11. Membership Newsletter: Provide on an monthly period with input from committee and Board, and establish a sponsorship policy for potential sponsors 12. Membership On-line Magazine 13. Membership Social Media (Face Book, Twitter, ect.): Establish the guidelines and define medians that the MPCA seeks to utilize. 14. Membership On-line Store – Implement on-line store for MPCA novelties. 15. Executive Board Communication – monthly conference calls and monthly full meetings defined in December of each year. 16. Full Board Communications: Conduct a quarterly conference call of full board to monitor progression of the "Strategic Plan" approved by the board.	
Police Clerks	1. Provide annual conference addressing the refinement of the skills sets required by these law enforcement civilian/sworn positions. 2. Promote clear directives relating to records addressing "Sunshine Law" (open & closed records) and detention and destruction. 3. Promote clear directives relating past, recent, and future changes created by the Missouri General Assembly and any administrative revisions that stem from the courts, auditor, Secretary of State or any other entity provided such authority.	
Police Traffic	1. Define Committee Members. 2. Establish regular meetings with the Division of Highway	

	Safety and further enhance relations and efforts to enhance highway safety. 3. Work with and coordinate efforts in managing the annual state highway safety conference (LETSAC). 4. Promote the value of traffic enforcement as part of an over-all traffic safety coordinated effort and awareness.	
Railroad & Private Security	1. Evaluate and determine the interest in this committee. 2. Define Committee Members. 3. Recruitment of specific professionals and establish directions, issues, and services.	
Standards & Goals	1. Define Committee Members. 2. Entry Level Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such service. 3. Promotional Level Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such service. 4. Dispatcher Entry Testing: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other	

	organizations that may have a need of such service. 5. Management Studies: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such services. 6. Promotional Assessment Centers: Review current service, explore enhancements, and make recommendations to increase value of this service area to the membership and other organizations that may have a need of such services. 7. Model Policy/Standards Development: Review the current Certifications standards and make recommendation of revisions and produce a departmental best practices and model policy manual to accompany the standards and meet other related areas of law enforcement operation. 8. Establish training on policies and delivery system. 9. Discuss and establish services under this committed that is needed to enhance and meet the needs of law enforcement and the goal of this committee. 10. Create method of enhancing the awareness of services provided by the organization under through the work of this committee.	
Technology	1. Define Committee Members. 2. Monitor and inform the membership of development and trends relating to technology relating to law	

	enforcement operations and services. 3. Monitor and promote the stability and growth of 911 Communication. 4. Monitor, protect and promote the stability and growth of the MODex System and its policies for operation and use. 5. Monitor and provide support to those in law enforcement that seek to utilize body cams and its policies for operation and use. 6. Monitor and provide support to those in law enforcement that seek to utilize license plate readers and its policies for operation and use. 7. Monitor and provide support the continued availability of law enforcement to utilize Live Scans to further enhance the accuracy of criminal records through electronic transmissions. 8. Monitor and provide support the continued availability of law enforcement to utilize mobile data exchange from data sources to officers in the field.	
Torch Run	1. Continued support and recognition of the Torch Run Committee and fundraising efforts to Missouri Special Olympics Athletes. 2. Continued recognition of the Torch Run and Special Olympics in MPCA function and events including the "summer "and "Year End" Conference.	
Training	1. Define Committee Members/Make-up. 2. Make required adjustments for internal operations meeting the new POST Standards. 3. Maintain and increase in-	

	services training contracts by (3) agencies per year with LE departments. 4. Establish a cost effective on-line training delivery system. 5. Incorporate barcode options for meeting post attendance requirements and online attendance verification. 6. Enhance regional delivery of face to face training incorporated into regional member meeting and from headquarters. 7. Enhance interfacing with other MPCA and MPCCF committees and divisions to enhance delivery of training services as an organization.	
University & Campus Police	1. Define the committee members. 2. Identify issues faced by university and campus police agencies. 3. Develop plans/solutions to address the issues identified by the committee.	
Ways and Means	1. Organization budgetary/operation objectives over the next three (3) years. 2. Define Committee make-up. 3. Create annual budget to be approved in the month of December each year. 4. Pay off building/land plan to be completed by 12/01/2016 5. Pay off line of credit plan to be completed by 12/01/2016. 6. Pay off vehicle plan to be completed by 12/01/2016 7. Create a Regional Vice President Check List defines the expectations of serving the organization in this position. 8. Staffing to enhance professional services. 9. Provide training	

	opportunities of MPCA staff to enhance skill sets in the areas specific to job descriptions, duties, and assignments to enhance professional organization services. 10. Annual review of operational policies and procedures. 11. Annual review of employees by director. 12. Annual review of director by the board. 13. Establish a pension plan for organization employees. 14. Governmental / Public Affairs – plan to be completed by June of 2016 to address the job description, compensation, and selection process. 15. Standards/Goals and Certification plan to be completed by December of 2016 to address the job description, compensation, and selection process.	