

From: [Bryan Matthews](#)
To: [List-Police All Employees](#)
Subject: RE: HPD Strategic Plan
Date: Wednesday, May 3, 2023 5:04:49 PM
Attachments: [image001.png](#)
[image002.png](#)
[Hayward Police Dept Strategic Plan-Final.pdf](#)
[Hayward Police Dept Strategic Plan-Spanish.pdf](#)

Good afternoon,

Last year, the Chief and the Command Staff initiated the process of developing a new strategic plan for the HPD. We enlisted the services of a private sector contractor, who serves on the staff of the University of the Pacific in Stockton, Ca. Over the course of the last year, this consultant worked with representative groups of employees in all ranks and divisions to identify organizational vision, values, and future goals. The consultant also sought input from the public and from our City and Elected Officials. I'm pleased to share the attached documents, which is our 2022-2025 strategic plan (2 versions – one in English and one in Spanish). As many of you know, the purpose of strategic planning is to set overall goals for our organization and to map a pathway towards achieving them. Simply put, it involves asking ourselves where we are headed and what our priorities are. Please review this document and its content. As you'll see, there are no surprises and it is reflective of much of the great work our employees are already doing. In the coming days, these documents will be posted on the HPD website for public consumption. I want to thank Lieutenant Garrett Wagner, who served as the HPD liaison with the consultant and did much of the work to help produce these documents. I also want to thank the many employees who provided input and contributed to its development. As always, please don't hesitate to reach out with any questions and keep up the great work! Be safe and take care of each other!

Bryan

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