

Medina Police Department Strategic Plan (2025–2030)

I. Executive Summary

As the City of Medina continues to evolve, balancing rich history with modern growth, its police department must also evolve. The following five-year strategic plan outlines a bold but attainable vision centered around:

Expanding trust and transparency through community policing;

Leveraging technology to deliver smarter, faster, and fairer services;

Strengthening partnerships with both the public and fellow public safety agencies;

Investing in officer wellness, diversity, and development; and

Ensuring long-term sustainability through infrastructure and resource modernization.

This plan is informed by proven models but grounded firmly in Medina's reality. It represents a living commitment, not a one-time initiative.

II. Core Values and Vision

Vision Statement

The Medina Police Department is a proactive service organization committed to providing a safe community through a spirit of involvement, cooperation, and dedication. We constantly strive to achieve the highest quality of life possible for all through personal integrity, impartial police service, and professional excellence.

Our philosophy of service is to enhance the quality of life in the City of Medina by working in partnerships with the community to preserve life, enforce the law, provide quality services, reduce the fear of crime, and to promote joint problem-solving for safe and secure neighborhoods.

Core Values

- Respect
- Honesty
- Self-discipline
- Professionalism – on and off duty
- Performance-oriented
- Attention to detail

- Team concept/teamwork
- Adaptability
- Community-oriented
- Constantly strive for excellence.

III. Strategic Pillars

1. Community Engagement and Trust Through Community Policing

Purpose:

Reaffirm the department's position as a visible, responsive, and collaborative part of the community fabric—moving from enforcement to engagement wherever possible.

Key Initiatives:

1.1. Community Informational Events

Coffee with a cop.

Fraud/scam presentations for the elderly.

Houses of worship security.

K9 presentations.

Women's Self Defense

DARE/SRO activities.

1.2. Community Events Calendar

Launch department-led events such as:

National night out.

Kids' day of safety and play.

Faith & Blue Weekend.

MPD youth internships in partnership with Medina City Schools.

Citizen Ride-Along Program.

Citizens police academy.

1.3. Youth Engagement

Partner with schools and youth centers through our School Resource Officers.

Offer service hours, leadership training, and mentorship.

1.4. Establish Neighborhood Liaison Officers

Officers assigned to specific sectors act as the first point of contact for ongoing community issues.

Continue and enhance the apartment liaison program.

Attend HOA meetings, block parties, and school board forums.

1.5. Enhance Communications

Publish a quarterly newsletter ("The Beat in Medina").

Continue with proactive engagement with the community on social media networks.

Use short-form videos (e.g., YouTube/Facebook Reels) to highlight real officers, case closures, and safety tips.

Performance Indicators:

Community survey response rate > 40%.

Year-over-year increase in "excellent/good" perception by at least 5%.

Host 15+ community-focused events per year by 2026.

2. Leveraging Technology for Smarter, Safer Policing

Purpose:

Embrace cutting-edge technologies to improve officer safety, citizen access, crime prevention, and overall departmental efficiency.

Key Initiatives:

2.1. Body-Worn and In-Car Cameras

Ensure 100% officer compliance with recording policy.

Public access policy outlining request procedures and audit transparency.

Continue with quarterly body camera audits and reviews.

2.2. Integrated Digital Evidence Management

Cloud-based, CJIS-compliant platform to manage BWC, drone footage, citizen-submitted video, and dashcam data.

Linkable with the prosecutor's office and courts for fast file transfer.

2.3. Drone Program Expansion

Grow the current drone program and add FAA Part 107-certified operators.

Usage policies for missing persons, traffic reconstruction, and public event surveillance with privacy safeguards.

Deploy drone mapping software for accurate documentation of scenes.

2.4. Crime Analytics Platform

Deploy internal mapping software for hot-spot crime trends.

Use data to inform shift schedules, patrol beats, and crime suppression operations.

2.5. Citizen-Facing Technology

Offer an anonymous crime tip platform with real-time uploads.

Continue to provide the community with real-time updates through Facebook and the WENS System.

Performance Indicators:

100% BWC compliance and data audit pass rates by 2026.

Launch of analytics dashboard by Q2 2026.

25% increase in digital case resolution speed.

3. Strengthening Partnerships with Community and Law Enforcement

Purpose:

Foster durable alliances that extend the reach, trust, and capabilities of the department.

Key Initiatives:

3.1. Medina Partnership Roundtable

Quarterly meetings with:

County Chiefs (monthly).

Local clergy.

Public school leaders.

Nonprofits (Family First, shelters, youth centers).

Health & social service providers.

3.2. Regional Task Force Expansion

Expand participation in:

Medina County Drug Task Force.

Regional traffic safety campaigns.

Cybercrime intelligence sharing

3.3. Cross-Jurisdictional Training & Mutual Aid Drills

Annual interagency drills: active shooter, large-scale riot, cyberattack.

Rotate training participation with our LE collaborative partners.

Include dispatch, EMS, and fire.

3.4. School & Mental Health Collaborations

Embed SROs not just in schools, but also as liaisons with school counselors and family services.

Enhance our formal MOU with local mental health agencies for crisis intervention co-response model (CIT 2.0).

3.5. Faith-Based & Cultural Group Engagement

Attend faith leader breakfasts bi-annually.

Host town halls for our at-risk population to discuss crime prevention.

Performance Indicators:

Host 2+ joint exercises annually.

20+ partner stakeholders attend planning summit each year.

4. Officer Development, Wellness & Diversity

Purpose:

Equip, empower, and care for the people behind the badge so they can better serve the public.

Key Initiatives:

4.1. Annual In-Service Training Hours

Minimum 20 hours per officer in:

Crisis intervention.

Tactical de-escalation.

Active shooter training.

Technology integration.

4.2. Officer Wellness Program

Peer Support Team & Chaplain Corps.

Develop an annual department wellness checks program (mental, physical, emotional).

Continue with the City of Medina's wellness program.

Financial wellness workshops and off-duty safety training (Ohio Deferred Compensation).

4.3. Recruitment & Diversity Plan

Formalized recruitment calendar.

Targeted outreach to diverse communities (job fairs, military bases, colleges).

Continue with the outreach and recruitment team.

4.4. Internal Leadership Pipeline

Public Safety Leadership Academy, STEP, PELC, and CLEE.

Special projects and "acting supervisor" assignments.

Send command staff to FBI NA, PERF, OACP, and IACP training.

Continue with officer interviews to determine the officer's desired education path.

Performance Indicators:

100% training compliance.

Increase in officer job satisfaction.

5. Resource, Infrastructure & Equipment Modernization

Purpose:

Prepare the department's physical tools and facilities to support operational demands and ensure safety needs are met.

Key Initiatives:

5.1. Fleet Modernization Plan

Replace aging cruisers.

Continue to rotate three new front-line vehicles to replace three aging vehicles.

Enhance network connectivity in vehicles.

5.2. Department Infrastructure Study

Explore evidence storage upgrades, interview room redesign, and training space expansion.

Complete a feasibility study to enhance the current facility or construct a new, purpose-built facility to serve well into the future.

5.3. Strategic Equipment Replacement Cycle

Define and publish a 5-year replacement plan for:

Radios.

Firearms (will be completed in Q3 2025).

TASERs.

PPE.

Tie funding requests directly to this plan in budget hearings.

5.4. Cybersecurity & IT Investment

Full IT audit by 2026.

Encrypt internal communications.

Provide digital security training for all staff.

Performance Indicators:

Healthy fleet.

Upgrade facility electronic locks and fob readers.

Infrastructure needs plan completed by Q4 2026.

Zero IT security breaches annually.

IV. Planning & Accountability Cycle

Annual Timeline

Q1: Internal SWOT.

Q2: Community & Partner Discussions.

Q3: Strategic Plan review and KPI evaluation.

Q4: Budget linkage and update published.

Public Transparency.

Publish the strategic plan online.

Issue annual Medina Police Department Year End Report to City Council.

V. Final Word

The Medina Police Department's Strategic Plan for 2025–2030 is more than a blueprint—it is a declaration of purpose, a commitment to progress, and a promise to serve with excellence. This plan acknowledges that public safety is not achieved solely through enforcement, but through trust, cooperation, and continuous improvement in how we serve our community.

By emphasizing community policing, we reaffirm that every resident, business owner, and child in Medina is not only protected but also heard, valued, and included in the conversation about safety. Through thoughtful technology integration, we modernize our capabilities, ensuring that our response is fast, precise, efficient, and transparent. And by nurturing strong partnerships, we multiply our effectiveness, reinforcing that the duty to protect and serve is a shared civic responsibility.

At the heart of this plan is recognizing that our officers are our most important asset. Investment in their wellness and professional development ensures a resilient, forward-thinking department equipped to meet today's challenges and tomorrow's unknowns. Paired with deliberate, sustainable infrastructure and equipment modernization, the department is poised to meet the growing needs of our community without sacrificing quality or responsiveness.

This plan will be evaluated annually, refined regularly, and always shaped by the voices of the people we serve. It is the foundation for operational excellence and a testament to our department's values: integrity, service, and community.

With this strategy, the Medina Police Department stands ready to respond to crime and build a stronger, safer, and more united Medina for generations to come.



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Medina Police Department

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