

STRATEGIC PLAN 2025-2029





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A MESSAGE FROM THE CHIEF



It is with immense pride and anticipation that I present to you the 2025-2029 Five-Year Strategic Plan for the North Miami Police Department. Our strategic plan fosters clear direction and accountability by setting measurable goals and ensures the department operates efficiently and proactively, rather than reactively. This plan represents our collective vision and is built upon four key pillars that will guide us as we evolve into a department that meets the challenges of the future with strength, professionalism, and innovation: Public Safety, Technology, Professionalism, and Optimizing Organizational Efficiency.

Over the next five years, we are committed to enhancing public safety and the well-being of the North Miami community, ensuring that we are equipped with the tools, knowledge, and mindset necessary to meet the evolving demands of modern law enforcement. This is not just a roadmap for our department, but a strategic blueprint for how we can take our service to the next level and make a tangible, positive impact on the lives of those we serve.

This plan was developed with input from a diverse group of individuals, the members of our Strategic Plan Committee, which included police leadership, sworn officers, professional staff, and community representatives. Together, we have carefully crafted a vision for the future that will guide our department's growth and transformation.

I am proud of the men and women of this department, who professionally and selflessly serve our community. The success of this plan depends on the commitment and active participation of every employee at every level. Each of whom will play a pivotal role in bringing this vision to life. We are a team, and the strength of our department lies in our collective effort.

I look forward to sharing our successes and believe that the strength of any organization is the ability to look at its own weaknesses and aspire to improve. Together, with dedication and purpose, we will turn our vision into action, ensuring a stronger, more resilient future for our department and the community we serve.

Sincerely,

CHERISE G. GAUSE

Cherise Giordani Gause
Chief of Police

STRATEGIC PLANNING PROCESS



In September 2024, with the assistance of the Center for Justice Research and Innovation, the North Miami Police Department formed a Strategic Plan Committee. This committee was comprised of Police Department employees, both sworn and non-sworn, from all ranks and various units. The committee was also comprised of City of North Miami employees, and more importantly, members of our community. As the committee held sessions, the ideal organizational priorities and goals became evident. These strategic goals define the destination, and design the changes to the current organizational direction. The plan itself is derived from these goals and then drills down from the general to the very specific. For each established strategic goal, a set of objectives is created to achieve the goal. Then, within each objective a set of strategies is created designed to achieve the objective. Strategies define the methods or plans used to create outcomes, employment of resources, and are specific and measurable. Finally, the execution of each strategy is supported by an action plan, which describes or lists what needs to be done, by whom and when.

MISSION STATEMENT

Through dedicated service, professionalism, and collaboration, we strive to reduce crime and enhance the safety and well-being of the community we serve.



VISION

The North Miami Police Department will enhance public safety through proactive crime reduction strategies and fostering community policing. We are dedicated to serving and protecting our community with integrity, transparency, and accountability, ensuring that every voice is heard.

CORE VALUES

RESPECT

We treat all individuals with dignity, fairness, and compassion, valuing the diversity of our community and fostering trust through our interactions.

We listen with understanding and respond with care, ensuring that the needs and concerns of the community are at the center of our actions.

EMPATHY

INTEGRITY

We uphold the highest ethical standards, acting with honesty, accountability, and transparency in every decision we make.

We work collaboratively with our community, city leaders, and one another to create a safe and inclusive environment where everyone feels connected and supported.

UNITY

COURAGE

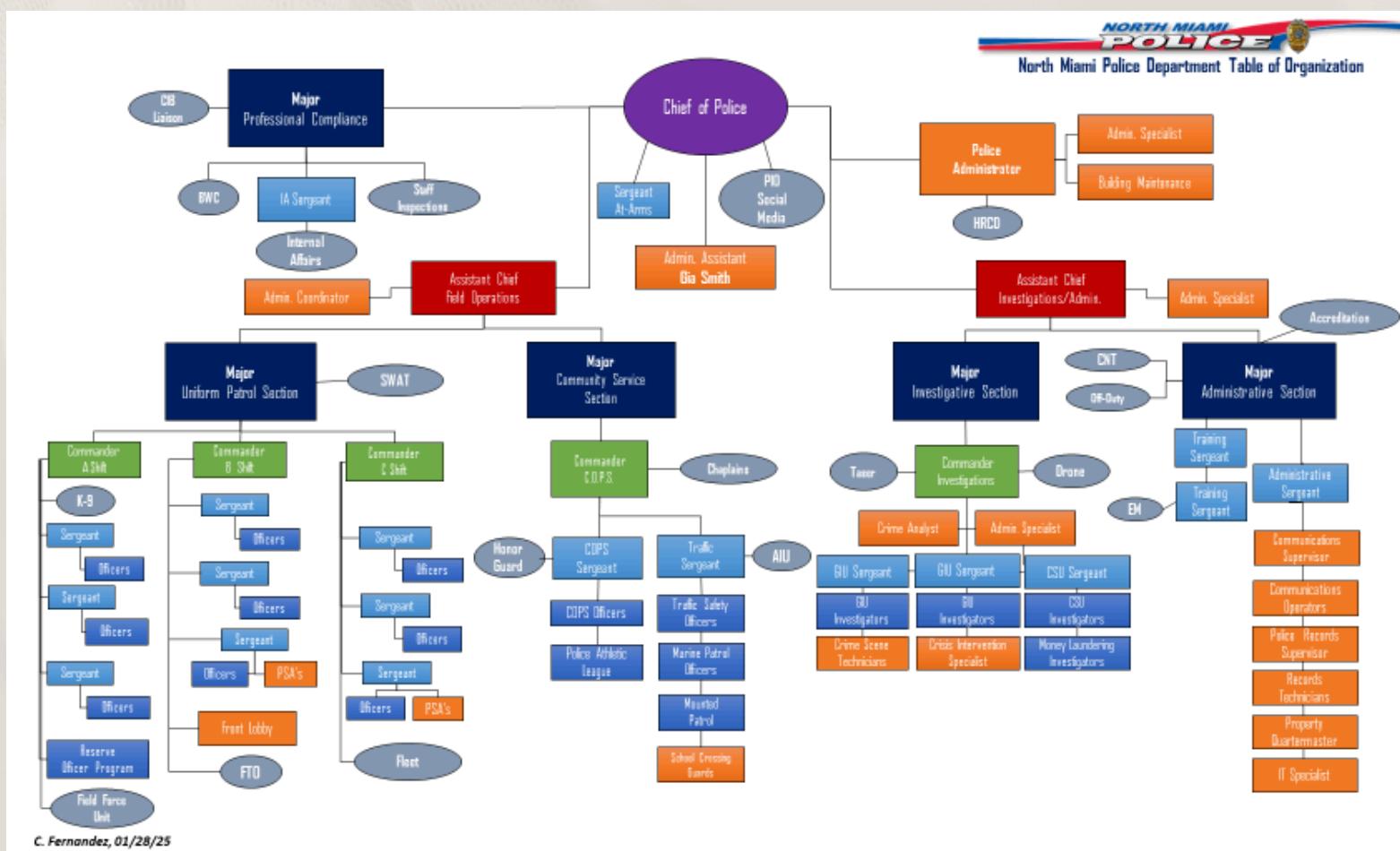
We face challenges with bravery and determination, making difficult decisions to protect and serve the people of North Miami.

PROFESSIONALISM

We strive for excellence in every aspect of our work, continually improving through training, innovation, and a commitment to best practices.



ORGANIZATIONAL CHART



NORTH MIAMI POLICE DEPARTMENT STRATEGIC PLAN



ELECTED OFFICIALS



Alix Desulme, Ed.D.
Mayor



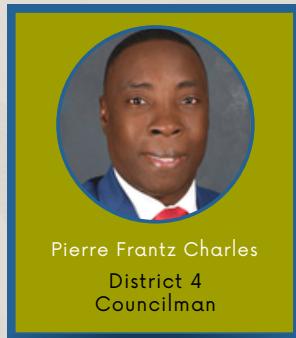
Kevin Burns
District 1
Councilman



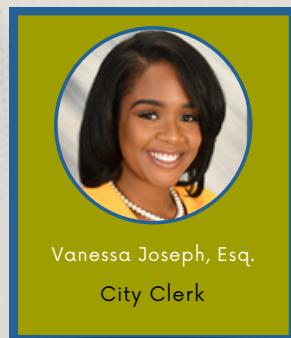
Kassandra Timothe
District 2
Vice-Mayor



Mary Estimé-Irvin
District 3
Councilwoman

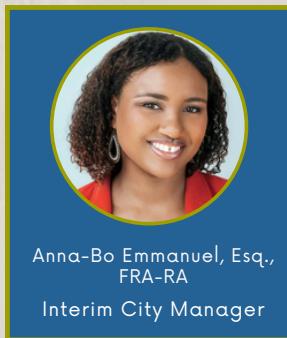


Pierre Frantz Charles
District 4
Councilman



Vanessa Joseph, Esq.
City Clerk

EXECUTIVE STAFF



Anna-Bo Emmanuel, Esq.,
FRA-RA
Interim City Manager



Jeff P. H. Cazeau, Esq.
City Attorney

STRATEGIC GOALS

The NMPD Strategic Goals are designed to address the evolving needs of our community while strengthening public safety and operational excellence. Each goal reflects our commitment to fostering trust, leveraging innovation, and enhancing the quality of life for all residents. These goals serve as a roadmap, guiding our efforts to build a safer, stronger, and more connected North Miami.

1

ENHANCE PUBLIC SAFETY

NMPD will enhance public safety through proven crime prevention strategies and problem-solving initiatives.

2

LEVERAGE TECHNOLOGY

NMPD will leverage technology to enhance public safety and engage in data driven decision making.

3

MAINTAIN A PROFESSIONAL TEAM

NMPD will maintain a well-trained, resilient, and professional workforce.

4

OPTIMIZE ORGANIZATIONAL EFFICIENCY

NMPD will foster a culture of organizational excellence and efficiency.

STRATEGIC GOAL 1: ENHANCE PUBLIC SAFETY

NMPD will enhance public safety through proven crime prevention strategies and problem-solving initiatives.

- Reduce Part I Crime
- Increase traffic safety throughout the City through education and enforcement
- Routinely schedule business and residential crime watch meetings
- Establish a Problem Oriented Policing analysis and case monitoring program
- Enhance the accessibility and availability of Crime Prevention Through Environmental Design
- Increase clearance rate for the Investigative Section



TASK FORCE ROLL CALL



CPTED RISK ASSESSMENT



TRAFFIC ENFORCEMENT



TRAFFIC SAFETY

STRATEGIC GOAL 2: LEVERAGE TECHNOLOGY



UPGRADED SYSTEMS AND EQUIPMENT



ALPR CAMERA



REAL TIME CRIME CENTER

NMPD will leverage technology to enhance public safety and engage in data driven decision making.

- Upgrade Records Management System and Computer Aided Dispatch System
- Improve data analytics and mapping software to determine resource allocation for effective crime management and reduction
- Implement best practices and the latest technology to facilitate criminal investigations
- Enhance/upgrade current technology tools to improve service levels and performance
- Incorporate a Real Time Crime Center, and automated license plate readers to enhance crime fighting strategies and address traffic concerns
- Replace the current police station, with a purpose-built, state-of-the-art police facility to ensure alignment with future growth

STRATEGIC GOAL 3: MAINTAIN A PROFESSIONAL TEAM

NMPD will maintain a well-trained, resilient, and professional workforce.

- Formalize a Mentoring Program
- Create a career development program for all levels of the Department
- Enhance NMPD's Employee Wellness Program and Physical Fitness Program
- Enhance NMPD's Employee Performance Evaluation to more accurately assess employee performance
- Promote leadership at all levels to ensure consistent values and decision making



STRATEGIC GOAL 4: OPTIMIZE ORGANIZATIONAL EFFICIENCY

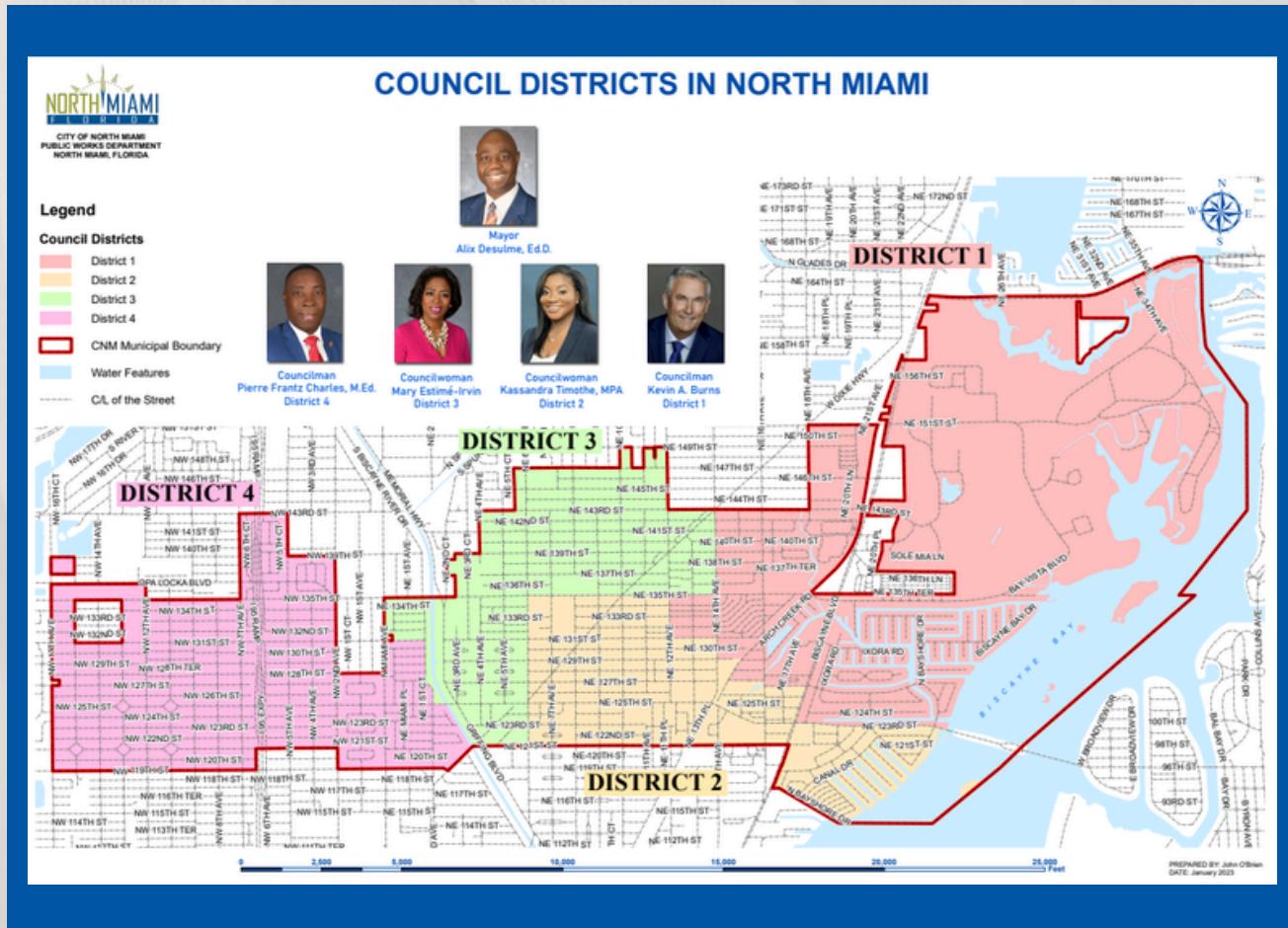


NMPD will foster a culture of organizational excellence and efficiency.

- Assess NMPD's current and future staffing needs to align with the City's exponential growth
- Evaluate and refine departmental processes to identify inefficiencies, streamline efforts, and minimize waste
- Use deployment model based on crime patterns, incident frequency, and time of day analysis, to deploy officers more efficiently
- Optimize grant funding opportunities
- Identify and address areas of fiscal need
- Implement a Co-Responder model to more efficiently deal with calls for service regarding mental illness and substance abuse
- Foster Transparency and Community Trust

CITY OVERVIEW

The City of North Miami is the 6th largest municipality in Miami-Dade County. North Miami is bordered by the Biscayne Bay to the east, providing easy access to beautiful waterfront views, parks, and activities. It was originally incorporated as the Town of Miami Shores in 1926. North Miami was officially renamed in 1931. The city has experienced significant growth and development since its founding, evolving into a diverse and culturally rich community. As of the most recent census data, North Miami is home to approximately more than 60,000 residents. It is a diverse community with significant Haitian-American, Hispanic, African-American, and Caribbean populations, contributing to the city's vibrant culture and cuisine.



ACKNOWLEDGMENTS



POLICE BENEVOLENT ASSOCIATION (PBA)
ROOKIE OFFICER OF THE YEAR RECIPIENT
JUAN GALLARDO



MIAMI DADE COUNTY ASSOCIATION OF CHIEFS OF POLICE
OFFICER OF THE MONTH AWARD RECIPIENTS
OFFICER CARLOS MADRID
OFFICER OMAR QUINTERO



STRATEGIC PLANNING COMMITTEE



"WE WISH TO EXPRESS OUR SINCERE GRATITUDE TO THE STRATEGIC MANAGEMENT PLANNING COMMITTEE FOR THEIR DEDICATION AND HARD WORK. THEIR INSIGHTS AND CONTRIBUTIONS ARE VITAL TO OUR SUCCESS, AND WE GENUINELY APPRECIATE ALL THAT THEY DO."

IN PARTNERSHIP AND COLLABORATION WITH



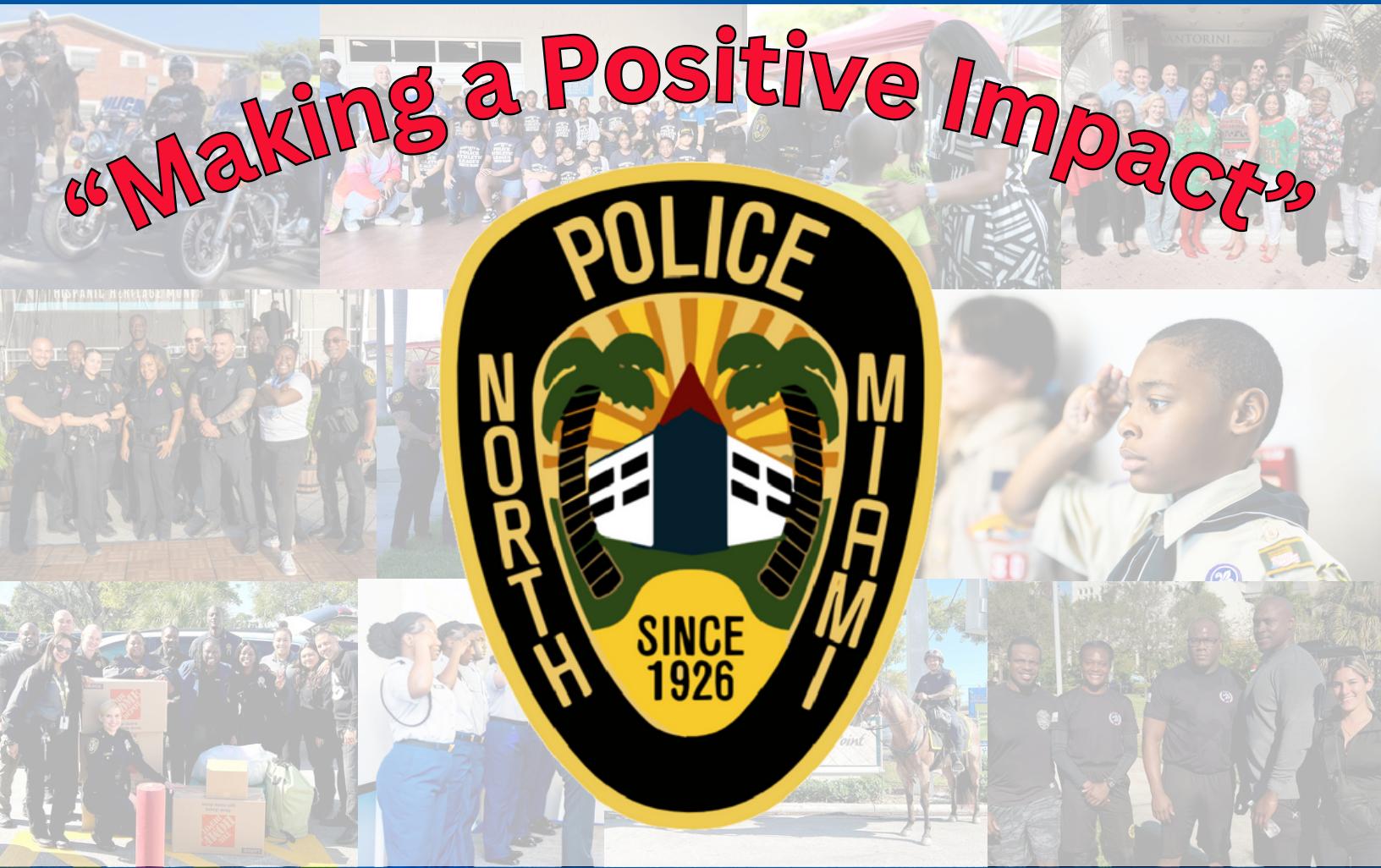
COPS
Community Oriented Policing Services
U.S. Department of Justice

Organizational
Assessment

CNA

IIR
Institute for Intergovernmental Research

“Making a Positive Impact”



@NORTHMIAMIPD



NORTH MIAMI PD



@NORTHMIAMIPD

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