



# LAW ENFORCEMENT DIVISION STRATEGIC PLAN



KENTUCKY DEPARTMENT OF FISH & WILDLIFE RESOURCES

2009-2012





# LAW ENFORCEMENT DIVISION STRATEGIC PLAN

## MISSION STATEMENT

PROTECTING THE RESOURCES OF THE  
COMMONWEALTH OF KENTUCKY AND  
THE PUBLIC THROUGH EFFECTIVE AND  
PROACTIVE CONSERVATION POLICING.



## CORE VALUES

- The Law Enforcement Division values:
- The protection of the resources and the public;
  - The heritage of hunting, fishing, boating and other outdoor related pursuits;
  - The tradition of quality law enforcement;
  - The dedication and professionalism of our division;
  - The integrity and adaptability of our officers;
  - The long term support of our conservation organizations.

## VISION STATEMENT

Striving to become a leading conservation police division in the nation; set apart by strategic vision, clear missions, strong leadership and a professional officer corps.

# GOAL I: PROTECT KENTUCKY'S FISH, WILDLIFE AND HABITAT TO ENSURE THEIR LONG-TERM WELL-BEING AND CONTINUED VIABILITY.



## STRATEGIC OBJECTIVE 1:

*Provide enhanced enforcement of Fish and Wildlife statutes and regulations.*

*To do this we will...*

- a. Increase covert personnel to one officer per law enforcement district by June 30, 2012.
- b. Increase internet investigations to three officers by June 30, 2012.
- c. Increase patrol time for commercial activities by 5 percent by June 30, 2010.

## STRATEGIC OBJECTIVE 2:

*Clarify Fish and Wildlife regulations and improve overall Department/Divisional comprehension.*

*To do this we will...*

- a. Develop a process to identify needed fish and wildlife regulation adjustments by June 30, 2010.
- b. Develop a system to provide input to the Department's regulation committee by June 30, 2010.

## STRATEGIC OBJECTIVE 3:

*Increase opportunities for safe and secure access to public use areas.*

*To do this we will...*

- a. Identify and increase patrol of access areas known to be barriers to public use due to illegal activities by June 30, 2010.



# GOAL 2: ENHANCE THE DIVISION'S REPUTATION FOR PROFESSIONAL EXCELLENCE AND QUALITY SERVICE THROUGH STRONG PUBLIC RELATIONS AND AN INSPIRED, EMPOWERED AND DIVERSIFIED WORKFORCE.



## STRATEGIC OBJECTIVE 1:

*Encourage and reward continuing professional growth and development.*

*To do this we will...*

- a. Coordinate efforts with the Commissioner's Office to obtain K.L.E.P.F. pay by June 30, 2010.
- b. Develop and implement a career ladder program by June 30, 2011.

## STRATEGIC OBJECTIVE 2:

*Improve internal and external communications.*

*To do this we will...*

- a. Achieve communication interoperability for a minimum of 50 percent of the Division by June 30, 2012.
- b. Develop a protocol for proper routing of law enforcement related calls coming into the Information Center by June 30, 2010.
- c. Develop a protocol that ensures officer response and accountability to calls for service by June 30, 2010.

## STRATEGIC OBJECTIVE 3:

*Ensure that the traditional knowledge and skills of the Conservation Officer are perpetuated.*

*To do this we will...*

- a. Develop and incorporate KLEC certified specialized training curriculums specific to Conservation Officer duties by June 30, 2011.

## STRATEGIC OBJECTIVE 4:

*Recruit and retain highly qualified law enforcement candidates.*

*To do this we will...*

- a. Develop a law enforcement specific recruitment program by June 30, 2011.

## STRATEGIC OBJECTIVE 5:

*Enhance public perception and increase their knowledge and understanding of conservation policing.*

*To do this we will...*

- a. Develop a public relations and media relations program to promote the image and visibility of the law enforcement division by June 30, 2012.



# GOAL 3: IMPROVE BOATING ENFORCEMENT, EDUCATION AND WATERWAYS SECURITY TO ENSURE PUBLIC SAFETY.



## STRATEGIC OBJECTIVE 1:

*Make boater education more readily accessible to the public.*

*To do this we will...*

- a. Recruit and train at least nine volunteer boater education instructors by June 30, 2010.

## STRATEGIC OBJECTIVE 2:

*Enhance waterborne investigations through specialized training.*

*To do this we will...*

- a. Have all officers intoxilyzer certified and BUI trained by June 30, 2010.
- b. Train and certify two officers per district as boating accident investigators by June 30, 2012.

## STRATEGIC OBJECTIVE 3:

*Secure dedicated and ample long-term funding sources for equipment.*

*To do this we will...*

- a. Secure at least \$1m in new federal funding for continued acquisition of equipment required to ensure waterways safety by June 30, 2011.





## LAW ENFORCEMENT STRATEGIC PLAN

While the successful implementation of the Law Enforcement Division Strategic Plan benefits both the department and the division, several areas of both plans have a direct correlation. The Law Enforcement Division Strategic Plan is presented below, accompanied by the complementary areas of the KDFWR Strategic Plan.

### *Law Enforcement Strategic Plan*

**GOAL 1: PROTECT KENTUCKY'S FISH, WILDLIFE AND HABITAT TO ENSURE THEIR LONG-TERM WELL-BEING.**

#### *Complements*

#### *KDFWR Strategic Plan*

**Goal 1: To conserve and enhance Fish and Wildlife populations and their habitats.**

*Strategic Objective 5:* To responsibly manage populations of fish and wildlife species.

- b. Develop and implement long-range plans for big game populations by the end of FY 2009
- c. Develop fish management plans for all major public waters by the end of FY 2010

**Goal 2: To increase opportunity for, and safe participation in hunting, fishing, trapping, boating and other wildlife-related activities.**

*Strategic Objective 3:* To increase the quality of all fish and wildlife-related activities.

- a. Increase user satisfaction by at least 5 percent by the end of FY 2009

**Goal 3: To foster a more informed and involved public**

*Strategic Objective 1:* To improve public understanding of KDFWR policies, publications and regulations.

**Goal 5: To create a more diverse, effective and efficient organization.**

*Strategic Objective 1:* To secure dedicated and ample long-term funding sources.

- h. \*Provide assurances that out-of-state people are buying out-of-state licenses.

### *Law Enforcement Strategic Plan*

**GOAL 2: ENHANCE THE DIVISION'S REPUTATION FOR PROFESSIONAL EXCELLENCE AND QUALITY SERVICE THROUGH AN INSPIRED, EMPOWERED AND DIVERSIFIED WORKFORCE.**

#### *Complements*

#### *KDFWR Strategic Plan*

**Goal 3: To foster a more informed and involved public.**

*Strategic Objective 2:* To improve public understanding of conservation and stewardship of fish and wildlife resources.

*Strategic Objective 3:* To increase public awareness of fish and wildlife programs and opportunities.

- e. Develop and implement a new KDFWR public relations campaign and written plan by the end of FY 2008.

**Goal 5: To create a more diverse, effective and efficient organization.**

*Strategic Objective 2:* To increase diversity of our workforce.

*Strategic Objective 3:* To maintain a professional workforce.

*Strategic Objective 4:* To increase efficiency in department services.

- b. Develop and implement an interdivisional communication plan by the end of FY 2008.

- f. Expand and standardize KDFWR policies and training by the end of FY 2008.

### *Law Enforcement Strategic Plan*

**GOAL 3: IMPROVE BOATING ENFORCEMENT, EDUCATION AND WATERWAYS SECURITY TO ENSURE PUBLIC SAFETY.**

#### *Complements*

#### *KDFWR Strategic Plan*

**Goal 2: To increase opportunity for, and safe participation in hunting, fishing, trapping, boating and other wildlife-related activities.**

*Strategic Objective 2:* To increase safety of all wildlife-related and boating activities

*Strategic Objective 3:* To increase the quality of all fish and wildlife-related activities.

- a. Increase user satisfaction by at least 5 percent by the end of FY 2009

**Goal 5: To create a more diverse, effective and efficient organization.**

*Strategic Objective 1:* To secure dedicated and ample long-term funding sources.

- g. Increase the number of registered boaters in Kentucky by 10 percent by the end of FY 2012.



## DEFINITIONS

**Conservation Policing** – Investigating and enforcing all of the laws of the Commonwealth with an emphasis on state and federal fish, wildlife and boating laws, protecting the public and being prepared to accept new roles in a changing society.

**Communication Interoperability** – The ability of public safety agencies to talk across disciplines and jurisdictions via radio communications systems, exchanging voice and/or data with one another on demand and in real time.

**Officer Corps** – The sworn men and women serving in the Division of Law Enforcement.





KENTUCKY DEPT. OF

FISH & WILDLIFE RESOURCES

## WHO WE ARE

The Kentucky Department of Fish and Wildlife Resources is an agency of the Kentucky Tourism, Arts & Heritage Cabinet. Our nine-member commission is nominated by Kentucky sportsmen and sportswomen and appointed by the governor. This commission appoints the department's commissioner.

We employ about 500 people full-time, including Conservation Officers, wildlife and fisheries biologists, conservation educators, and information technology, public relations, customer service and administrative professionals.

Our Headquarters is located in Frankfort, but we work with landowners, hunters, anglers, boaters and wildlife enthusiasts statewide.

## WHAT WE DO

We conserve and enhance fish and wildlife resources and provide opportunity for hunting, fishing, trapping, boating and other wildlife-related activities. Every year, we:

- Enforce hunting, fishing and boating laws across Kentucky for resource protection and public safety.
- Manage about 1 million acres of public land and water for the benefit of all fish and wildlife species.
- Stock more than 4 million fish in public waters.
- Build and maintain public boat ramps, shooting ranges and bank fishing access areas.
- Assist about 2,000 private landowners with fish and wildlife habitat improvement.
- Inform and educate more than 400,000 kids and adults through education and outreach programs.

## HOW YOU HELP

Kentucky Fish and Wildlife receives no money from the state's General Fund.

You provide our agency's funding every time you:

- Buy a hunting or fishing license
- Buy a firearm, ammunition, or fishing or archery equipment
- Pay your boat registration fee
- Buy fuel for your boat

