

# NORTH DAKOTA HIGHWAY PATROL



Then...



Our Pathway to the Future



Strategic Plan  
2006 - 2010

...And Now







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## MISSION, VISION, AND VALUES

### VISION

Public safety through quality service.

### MISSION

The mission of the Highway Patrol is to make a difference every day by providing high quality law enforcement services to keep North Dakota safe and secure.



### VALUES

**LOYALTY** – We will show allegiance to ourselves, our department, the state of North Dakota, our community, and to those who came before us and sacrificed so much to ensure the safety of our citizens.

**INTEGRITY** – Being honest, responsible, and ethical. Citizens place the highest trust in the NDHP. Each member of the NDHP must recognize that they are held to a higher standard of accountability than the public. We must always be mindful to NEVER violate the public trust. Our conduct, both on and off duty, must be beyond reproach.

**COMMITMENT** – To fulfill the vision of the NDHP, each employee must deliberately carry out their duties and responsibilities to the best of their abilities.

**DIVERSITY/RESPECT** – Because we are a diverse culture, we value each other and all members of our community, regardless of age, race, gender, appearance, individual beliefs or lifestyles; always showing understanding, respect, and appreciation for our similarities and our differences.

**PROFESSIONALISM** – To be considered professional we must conform to the technical and ethical standards of our profession. As members of the NDHP, we are proud of our profession. Because we are highly trained and dedicated, we are capable of handling the daily demands of the law enforcement profession and devoting our full energy and talents to the department's vision.

**ACCOUNTABILITY** – Employees at all levels and ranks must accept responsibility for their actions, both in their personal lives and in their professional lives.

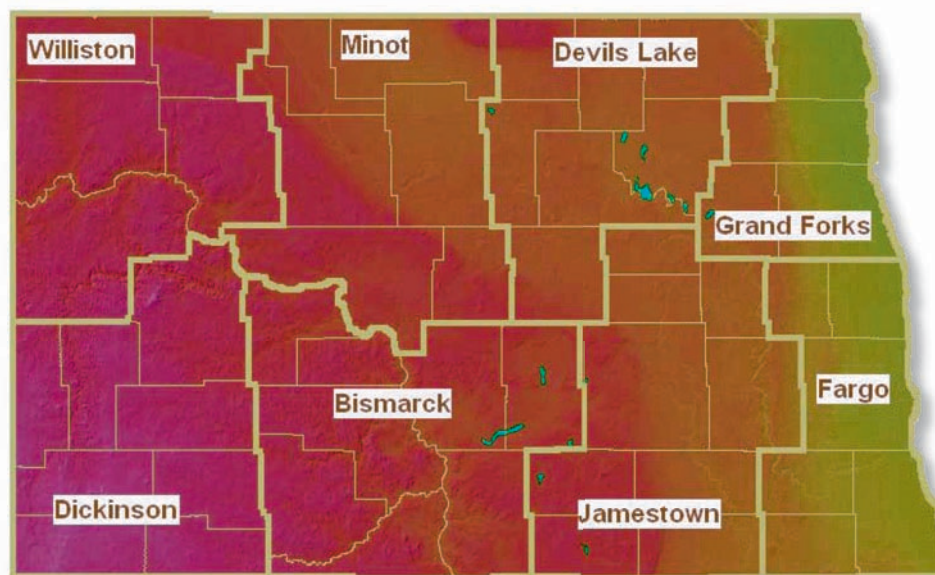


## OVERVIEW OF OUR AGENCY

The North Dakota Highway Patrol's (NDHP) primary duty is to keep the motoring public safe as they travel the state's 70,000 square miles. We do this through law enforcement and service. We are the main authority for enforcing laws and regulations relating to commercial vehicle safety and the commercial vehicle industry. The NDHP provides security for the State Capitol and elected government officials. The NDHP also partners with local agencies to provide assistance when situations arise that exceed the limits of local resources.

The NDHP currently has 186 authorized positions: 136 sworn and 50 civilian. The Superintendent is the leader, and ultimately responsible for the Patrol. The NDHP is divided into 3 divisions: Field Operations, Administrative Services, and Support Services. Each division is led at headquarters by a division commander.

Field Operations divides the state into 8 districts (shown below): Dickinson, Williston, Minot, Devils Lake, Bismarck, Jamestown, Grand Forks, and Fargo. This allows for high visibility on the state's 7,382 miles of highway. Each district is under the supervision of a district commander.



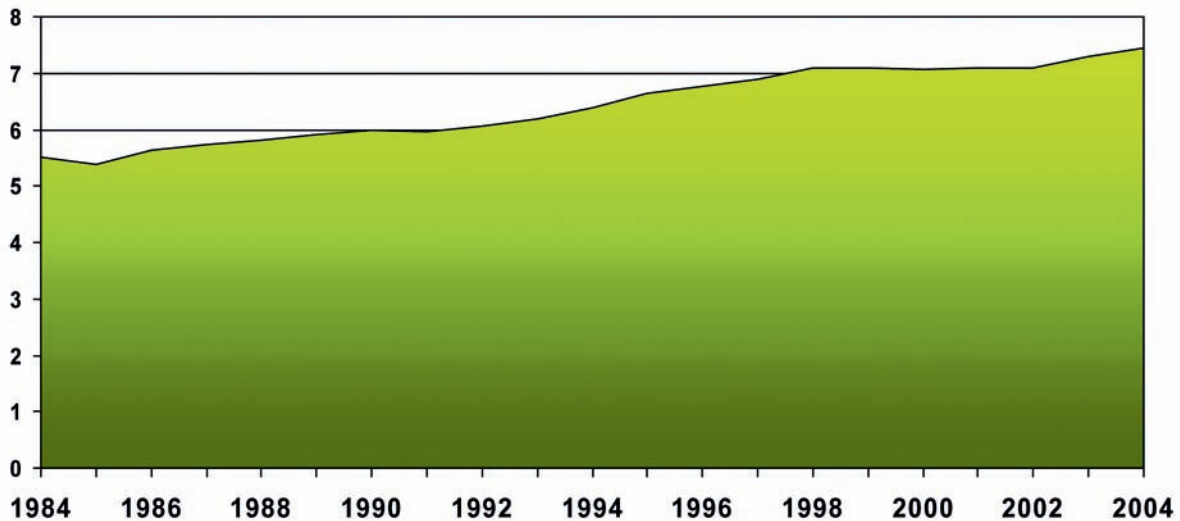


## ENVIRONMENTAL ASSESSMENT

North Dakota has more miles of roads per capita than any other state in the nation with approximately 166 miles of road for every 1,000 people. There are 7382 miles of U.S., state, and federal highways. As a result, we have a very large network of roadways to patrol. With the number of vehicle miles traveled steadily increasing (see Figure 1), this becomes an even greater challenge for our troopers.

FIGURE 1

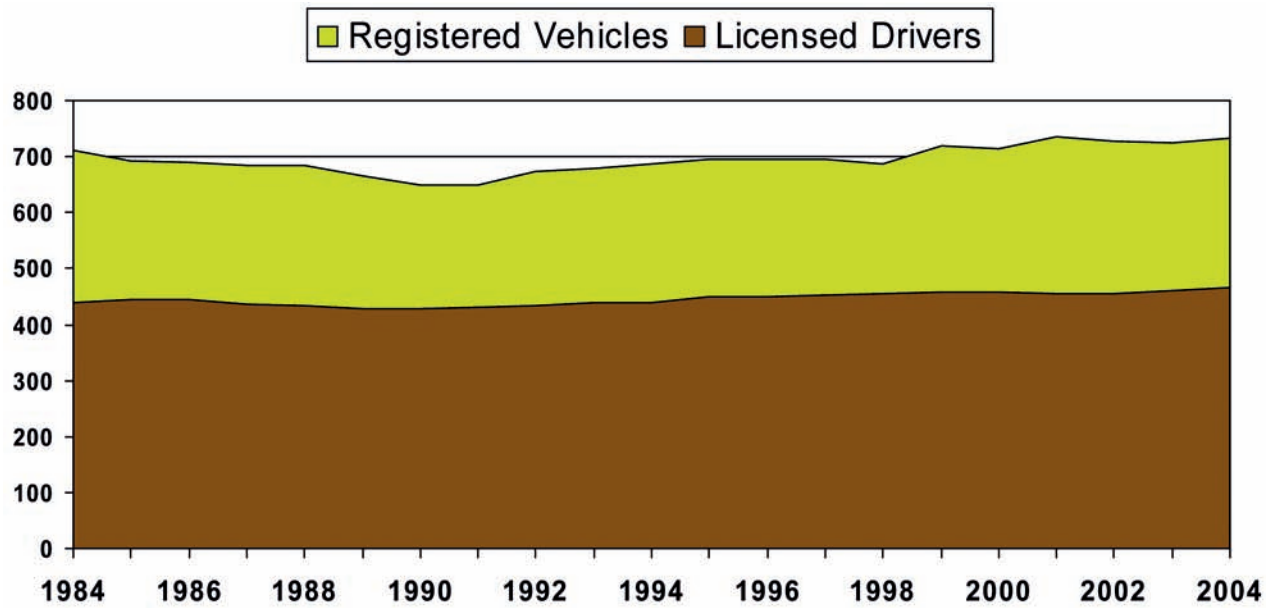
BILLIONS OF VEHICLE MILES TRAVELED



Similarly, while the number of licensed drivers in the state has remained relatively constant, the number of registered vehicles is increasing (see Figure 2). This is significant for the Highway Patrol, because it reflects an increasing customer base for a fixed amount of troopers.

FIGURE 2

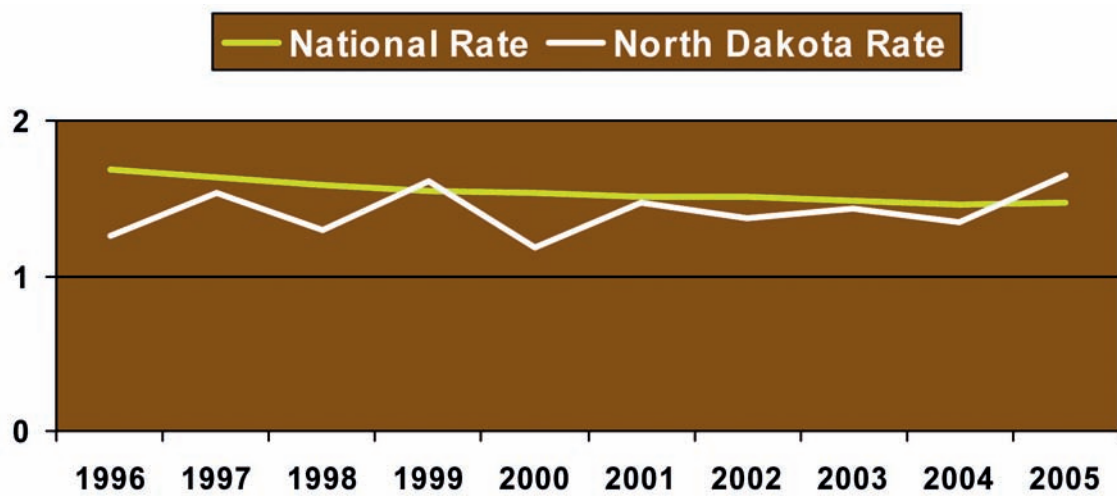
THOUSANDS OF LICENSED DRIVERS AND REGISTERED VEHICLES



An even greater concern for the NDHP, and the citizens of North Dakota, is the rising fatality rate (see Figure 3). The fatality rate is based on deaths per 100 million vehicle miles traveled.

FIGURE 3

FATALITY RATE - NORTH DAKOTA vs. NATIONAL





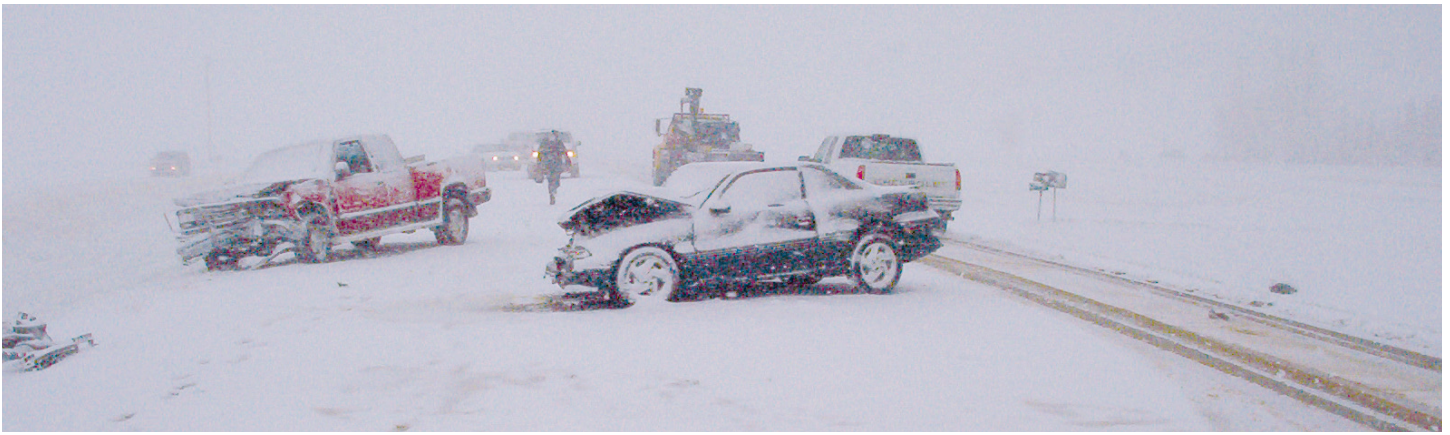


## OPERATIONAL GOALS

Our agency is built on 7 key operational goals that drive our troopers to make a difference in the state of North Dakota every day.

1. Concentrate efforts towards patrolling highways and being visible
2. Reduce crashes and investigate when they do occur
3. Impact alcohol abuse relating to DUI and underage consumption and the tragedies that happen on our highways as a result
4. Impact criminal activity occurring in our state
5. Protect highway infrastructure and provide for the safe movement of goods and services through an effective motor carrier program
6. Provide quality service to the public
7. Hold individuals, not groups or districts, accountable for their actions, good or bad

The NDHP's strategic plan for the coming years is comprised of 4 goals that complement the Operational Goals we strive towards on a daily basis. These 4 goals, and the strategies to achieve them, are detailed in the following pages. It is important to note that this is a "living document" and will be evaluated and discussed throughout the coming years.



## GOAL #1 – PUBLIC SAFETY ON HIGHWAYS

### OVERVIEW

North Dakotans face several dangers when traveling. Impaired, fatigued, or simply preoccupied drivers can cause a fatal collision. In North Dakota, consistently, nearly half of all fatal crashes involve a drinking driver. Severe winter weather poses another significant threat.

While statewide survey results show the number of individuals using seatbelts to be at an all-time high (76.3%), approximately 62% of those killed in 2004 and 69% of those killed in 2005 were not restrained.

### OBJECTIVES

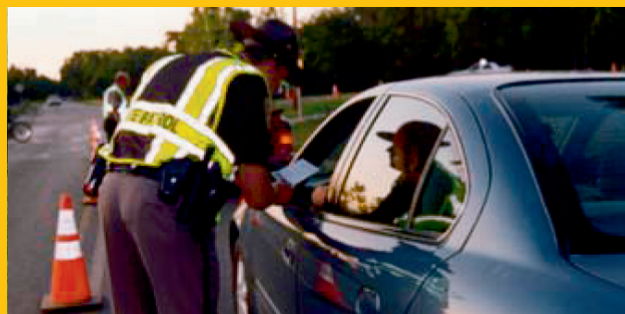
Reduce crash rate per 100 million vehicle miles traveled to 190 by 2009.

Reduce fatal crash rate per 100 million vehicle miles traveled to 1.0 by 2009.

Reduce percentage of alcohol-related fatal crashes to 40% by 2009.

Increase statewide seat belt usage rate to 80% by 2009.

Implement a MCSAP division to improve coordination for the safe and efficient movement of commercial motor vehicle traffic by 2008.





## GOAL #2 - PROVIDE A SECURE ENVIRONMENT FOR ALL CITIZENS

### OVERVIEW

The events of September 11th changed the way our nation views security. Public places, such as the State Capitol, need to be watched closely. North Dakota borders Canada, heightening the need for security as this leaves a door open for terrorists and criminal interdiction.

While the population of the state as a whole is relatively constant, the population in three areas of the state are well-populated. Fargo, Grand Forks, and Bismarck have concentrated populations that are steadily growing. Fargo moved to a 2 a.m. closing time for bars in 2005, and it is expected that Grand Forks and Bismarck will eventually follow suit. This increases the need for 24-hour patrol to adequately service the population of these three areas.

### OBJECTIVES

Implement twenty-four hour coverage in the three largest urban areas by 2010.

Increase personnel for homeland security needs by 2010.

Prioritize facility needs to provide for better public access by 2008.

Study training facility needs by 2008.





## GOAL #3 - ENHANCE EMPLOYEE WELFARE

### OVERVIEW

The NDHP values its employees and wants to ensure that they are treated fairly. Therefore, we periodically review duties, responsibilities, and compensation packages.

Many of the NDHP's troopers are relatively young in their career. As a result, when our experienced sworn personnel in leadership positions retire, the younger set will have to step up to the challenge. It is important that we give them the necessary tools; to be successful in their careers, and for the well-being of the agency.

Currently, some districts in the state only have one sergeant. This means that when the sergeant is off duty, the commander takes full responsibility for supervision, in addition to other duties. In some instances, both sergeant and commander may be off duty.

### OBJECTIVES

Develop an agency-wide wellness program by 2007.

Prepare a comprehensive review of duties, responsibilities, and compensation packages for all employees by 2007.

Reorganize districts in order to have a supervisor on duty every day by 2010.

Establish a mentoring program for leadership positions by 2008.





## GOAL #4 - ENHANCE RELATIONSHIPS

### OVERVIEW

NDHP has many stakeholders. Taxpayers, the governor, legislators, and the motor carrier industry are only a few of the groups external to the organization that have some influence on or vested interest in the Patrol and its services. Unfortunately, many individuals are unaware of everything that the NDHP does, and what it is all about.

### OBJECTIVES

Improve information exchange with stakeholders by conducting statewide community meetings every two years.

Increase public awareness of duties and responsibilities of the department by conducting three presentations per district every year by 2008.

Develop a citizen police academy by 2008.

Develop and implement a customer satisfaction survey by 2008.



