

Alaska State Troopers

2008-2017
Strategic Compass

CORE PURPOSE

Public Safety through Public Service

CORE VALUES

LOYALTY

Loyalty to Alaska, to the highest ideals of law enforcement and to the truth, regardless of outcome.

INTEGRITY

Integrity to remain steadfast, honorable and uncompromised in the performance of our duty.

COURAGE

Courage to make the right decisions in the face of physical danger and moral dilemma.

COMPASSION

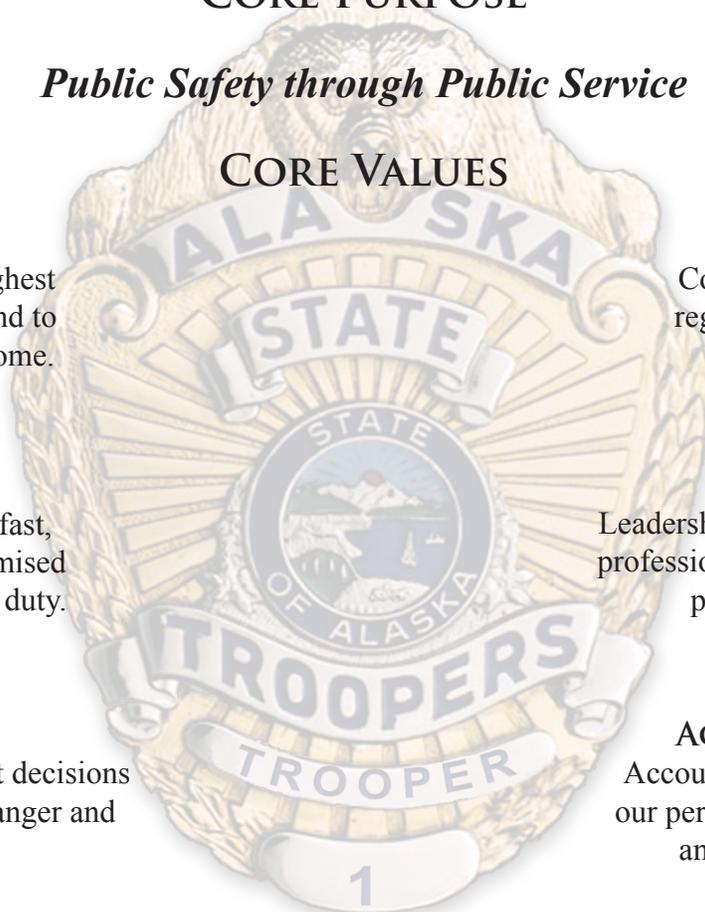
Compassion to those in need regardless of circumstance or condition without bias.

LEADERSHIP

Leadership by setting the example of professional conduct and progressive public safety solutions

ACCOUNTABILITY

Accountability to Alaskans for our performance, our reputation and our perseverance.



HISTORY



The Alaska State Troopers have their roots in the US Marshall's Service that provided law enforcement in the territory of Alaska. In 1941, the Alaska Highway Patrol was formed which eventually evolved into the Alaska State Troopers. The Alaska State Troopers is comprised of commissioned and civilian members who have the enormous job of providing law enforcement and public safety services over a state as large as one-fifth of the continental United States. The vast distances, rugged terrain, far northern environment, polar climate, wild seas and rivers, and scattered populations create a unique challenge which requires a very special type of law enforcement officer – the Alaska State Trooper.

CORE MISSIONS



- Maintain public peace and order.
- Enforce criminal laws and investigate violations of those laws.
- Enforce traffic laws and regulations and investigate violations of those laws and regulations.
- Conduct and manage search and rescue operations.
- Support and assist other law enforcement and governmental agencies.
- Investigate allegations of human abuse or neglect.
- Respond to the concerns and inquiries of citizens.
- Provide current and relevant training to law enforcement and criminal justice agencies.

VISION

- To provide and maintain a professional, full service law enforcement agency dedicated to the well being of Alaska's citizens and visitors.
- To bring the highest degree of professionalism to law enforcement in order to meet its statutory public safety callings: protecting life, maintaining order, protecting property and enforcing the law.
- To maintain an unwavering commitment to uphold and defend the constitutions of the State of Alaska and United States of America.



STRATEGIC COMPASS

This plan is a long-term living document. Its purpose is to provide guiding principles, timelines and requirements to the staff and to provide notice of AST planning to all others. It is broad enough to encompass temporary or emergent situations and conditions, but specific enough to set priorities and focus, as well as expectations and outcomes. This compass shall guide development of the two five-year strategic services plans and each annual operating plan. AST will construct balanced response and development plans that will focus on four main cornerstones to create a foundation for all decisions and actions in order to meet that goal:

- 1) Services
- 2) Internal Capability
- 3) External Relations
- 4) Growth.



STRATEGIC COMPASS

This plan is constructed in three parts:

- 1) A long-term 10-year compass and goal.
- 2) An immediate mid-term five-year strategic services plan with goals from 2008-2012 and a second five-year strategic services plan with goals from 2013-2017, both of which are controlled by the 10-year plan.
- 3) Annual action plans which implement the directives of the five-year strategic services plans.

STRATEGIC COMPASS GOAL (2017)

AST will set and achieve the highest standards in law-enforcement leadership and services.

STRATEGIC SERVICE PLAN GOAL (2008-2012)

AST will become adequately staffed and resourced to provide law enforcement and public safety services in a timely and complete manner.

SERVICES

AST recognizes that it has an obligation and responsibility to provide professional, public safety oriented service to all. AST further recognizes that forming partnerships with communities and other agencies is paramount to successfully responding to that obligation.

- AST will prioritize calls for service.
- AST will respond to as many calls for service as possible based upon available staffing and resources.
- AST will pro-actively enforce traffic laws and regulations.
- AST will present the most professional demeanor to the public and will resolve each call for service in an exemplary manner.
- AST will seek out opportunities to positively interact with the public and will encourage individual troopers and staff to interact with local and community civic or charitable entities.
- AST will evaluate special event or unique service requests on an individual basis and will prioritize based on resource availability.
- AST will provide statistical information to the public and to other government partners and will therefore develop automated processes to collect and publish public safety data.
- AST will prepare an annual operating and budgeting plan that follows the principles, priorities and directions of the long-range strategic plan and the five-year strategic services plan.



INTERNAL CAPABILITY

AST recognizes that it has a responsibility to provide support to the division's employees that will facilitate AST's ability to provide professional and efficient services. AST further recognizes the importance of anticipating for future needs and identifying additional funding through grants and partnership agreements in order to adequately respond to the needs and expectations of those we serve.

- AST will conduct a staffing inquiry and study based upon projections of public need and will develop a long-range staffing plan in FY 2008.
- AST will conduct a division-wide facilities summit in FY 2008 and will develop a prioritized plan working in partnership with DPS Administrative Services to upgrade and/or replace outdated or inadequate facilities.
- AST will conduct a division-wide technology assessment plan in FY 2008, and will develop a prioritized response plan working in partnership with DPS Statewide Services to upgrade technology and train employees on emerging technology and processes.
- AST will develop an internal employee satisfaction and suggestion mechanism for feedback.
- AST will continue to improve its ability to pursue grant funding to complement normal budgeting for additional public services.
- AST will develop a financial priority plan regarding large-scale projects.
- AST will complete a recruitment and retention plan to attract and retain qualified employees at the appropriate succession rate needed to keep pace with department growth.
- AST will proactively seek out and implement technological advancement in business processes to improve product quality and gain division-wide efficiencies.



EXTERNAL RELATIONSHIPS



AST recognizes that a positive reputation, constant communication and the publication of AST services will provide opportunities for greater understanding, appreciation and financing.

- AST will incorporate the highest ideals of customer service into every contact with the public, with criminal justice partners and with fellow employees.
- AST will document, publish and share public safety information, where appropriate, with the public, the media and criminal justice partners.
- AST will institute a regular annual report.
- AST will develop a comprehensive community outreach methodology that will allow individual community-AST relationship development.
- AST will create a web-based public satisfaction survey and suggestion mechanism.
- AST will actively pursue and develop positive relationships with other agencies that impact the AST mission.
- AST will develop short information speeches on relevant topics and will provide this information to all employees to disseminate whenever possible and appropriate.
- AST will enter into mutual agreements with community and agency entities as necessary to further the mission.
- AST will actively promote and enhance the most positive image of the organization to maintain good will, public support and prospective employment interest.
- AST will continue to provide the highest quality law enforcement training to other municipal and state agencies, and will search for venues to increase the role of the Public Safety Training Academy in the professional growth of Alaskan law enforcement.

GROWTH



AST recognizes that to meet law enforcement and public safety obligations requires a strategy to insure that staffing is established and maintained at necessary levels with employees who have the necessary skills and training to assure continuity through succession.

- AST will provide for anticipated growth in all plans for staffing, facility use and services.
- AST will develop a division-wide in-service training program to provide the highest quality services to the public, to enhance technological proficiencies for employees, to provide varied expertise and to keep employees safe.
- AST will construct a staff development and succession plan which embraces a demonstrated commitment to varied experience, personal capabilities, positive attitude, community involvement and AST core values. This will ensure seamless transitions, positive promotions, and encourage new ideas without competitive rancor, all in an effort to better serve the public.

This plan is approved for implementation.

Walt Monegan 12/5/07
Date
Commissioner
Department of Public Safety

John Glass 12/5/07
Date
Deputy Commissioner
Department of Public Safety

Audie Holloway 12/5/07
Date
Colonel Audie Holloway
Director
Division of Alaska State Troopers