

2026-2027 STRATEGIC PLAN

MODESTO POLICE DEPARTMENT



MODESTOPOLICE.COM

600 10TH STREET
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Strategic priorities guiding the Modesto Police Department for 2026-2027.

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MESSAGE FROM THE CHIEF

On behalf of the men and women of the Modesto Police Department, it is my honor to present our 2026–2027 Strategic Plan. This plan reflects our ongoing commitment to safeguarding Modesto while adapting to the needs of a growing city and a changing world.

Over the past three years, we have expanded our Area Command Division, strengthened community partnerships, invested in alternative response programs, and continued to grow our Real Time Crime Center (RTCC) capabilities. These accomplishments are a testament to the relentless pursuit of care for this city through innovation, accountability and community partnership.

As we look ahead, this plan sets priorities that focus on modernizing our facilities, expanding our use of technology, investing in our people, and enhancing professional excellence through training and leadership development. These initiatives are designed not only to reduce crime but also to build trust, improve transparency, and prepare our organization for the future.

BRANDON GILLESPIE, CHIEF OF POLICE

BRINGING IDEAS AND INNOVATION
TO LIFE THROUGH TECHNOLOGY



VISION STATEMENT

The City of Modesto is a safe place to live, work, and play. We proactively enforce laws, develop long-term solutions to problems and engage in crime prevention in partnership with our community.

The Modesto Police Department stands out as a cutting-edge organization when it comes to Intelligence-Led Policing. Through the skillful deployment of our staff and the use of technology, the department is able to consistently innovate and develop creative strategies to keep our community safe. Our crime analysis capabilities allow us to use critical data to enhance resource allocation enabling officers to maximize their efficiency and effectiveness in protecting and serving our community.

The Modesto Police Department is committed to being a learning organization that consistently seeks opportunities to grow and improve through the careful examination of our experiences, tactics, and events that we are a part of. Through diligent evaluation and dedication to continually learn, we strive to constantly elevate our level of service and to better serve our community.

Our values are established upon well-defined elements such as employee selection, traditions, culture, leadership, training, and goals, which, when brought together, make up our department's DNA. Our strong commitment to developing these elements has led to our department's growth, success and distinction from others; making us an extraordinary organization.

MISSION

The mission of the Modesto Police Department is to drive the crime rate down and improve the quality of life in the City of Modesto.



CORE VALUES

RELENTLESS DRIVE

Implies our unwavering commitment to never give up - neither on ourselves nor on those who rely on us. We are always in pursuit of getting better and growing professionally.

COURAGEOUS SPIRIT

Is about moral courage and standing up for what is right - even if it's not popular or may expose us to criticism. Although physical bravery is expected in public safety, it is the character and values that further exemplify us as professionals.

SERVANT'S HEART

Sits at the core of our values, and we believe that it is the most important of the three values. We owe our nobility in public safety to those that embody a Servant's Heart. It's the quality that makes sure we work for the benefit of others, putting their needs above our own, and taking care of the greater good for community we serve.

We are proud of our MPD team, and can find many examples that demonstrate our values, where citizens' needs or the needs of our partners outweigh our own. We relentlessly work to fight crime, courageously stand for what is right, and never give up.





STRATEGIC PRIORITIES

PRIORITY 1: IMPROVE TRAFFIC SAFETY

Safer roads save lives and build public confidence. To reduce serious and fatal collisions, we will:

RED-LIGHT SAFETY CAMERA PROGRAM

Re-implement a modern red-light camera program focused on high-risk intersections to deter dangerous driving, reduce injury collisions, and improve pedestrian safety.

DUI ENFORCEMENT

Add additional DUI enforcement officers to increase proactive patrols, enhance impaired-driving detection, and support targeted operations during peak risk periods.

EVALUATION & ACCOUNTABILITY

Routinely assess collision trends, inclusive approach with participation of other city departments, enforcement results, and community feedback to refine strategies and ensure measurable reductions in serious crashes.

DATA-DRIVEN DEPLOYMENT

Continue expanding the use of crash, location, and time-of-day to guide enforcement and prevention strategies, directing resources to the most dangerous corridors and intersections.

EDUCATION & PREVENTION

Partner with schools, community organizations, and city departments to increase public awareness around impaired driving, speed, and intersection safety.



Outcome: Safer roadways, fewer serious collisions, and a coordinated approach that combines technology, enforcement, and education to protect everyone who travels in Modesto.



STRATEGIC PRIORITIES CONT.

PRIORITY 2: EXPAND REAL TIME CRIME CENTER & TECHNOLOGY

Technology is a cornerstone of modern policing and community trust. To strengthen our capabilities, we will:

DRONE FIRST RESPONDER PROGRAM

Launch a Drone as First Responder (DFR) Program to reduce response times and increase situational awareness.

POLICE RADIO ENCRYPTION

Transition to police radio encryption in compliance with Department of Justice mandates, while developing pathways for transparency.

CAMERAS AND LICENSE PLATE READERS

Create a master plan outlining the expansion of our network of cameras and license plate readers (LPRs) across the city.

PUBLIC-FACING DASHBOARDS

Introduce public-facing dashboards to share real-time data on crime trends, community engagement, department performance and use of force data.

EVALUATE AND LEVERAGE ARTIFICIAL INTELLIGENCE OPPORTUNITIES

Conduct a comprehensive assessment to identify opportunities to responsibly leverage artificial intelligence (AI) and automation technologies to improve operational efficiency, data management, and decision-making across the organization. This effort will include evaluating existing workflows, business processes, and information management practices to identify inefficiencies, bottlenecks, and process choke points that could benefit from AI-enabled solutions. Areas of focus may include records management, report generation, personnel file administration, analytics, policy and document retrieval, customer service interactions, and other administrative functions. The initiative will also include development of governance standards, cybersecurity and data privacy safeguards, and pilot implementations to validate effectiveness prior to broader deployment. The goal is to enhance productivity, reduce manual workload, improve data accuracy, and enable personnel to focus more time on mission-critical functions while maintaining compliance with applicable legal, regulatory, and ethical standards.

Outcome: A transparent, technology-driven police service with greater responsiveness, accountability, and public confidence.



STRATEGIC PRIORITIES CONT.

PRIORITY 3: INVEST IN PEOPLE & LEADERSHIP

Our most valuable resource is our people. To ensure our future, we will

SUCCESSION PLANNING

Implement succession planning to prepare the next generation of leaders.

RECRUITMENT AND RETENTION

Strengthen recruitment and retention strategies, targeting diverse, high-caliber candidates.

LEADERSHIP PATHWAY

Build a leadership path through mentoring, targeted training, and career development opportunities.

WELLNESS

Expand wellness initiatives that support physical, mental, and emotional resilience.

Outcome: A resilient, prepared, and diverse workforce that reflects Modesto's community and values.





STRATEGIC PRIORITIES CONT.



PRIORITY 4: BUILD TRAINING & PROFESSIONAL EXCELLENCE

Excellence requires continuous learning and modern infrastructure. To achieve this, we will:

TRAINING CENTER

Develop a Master Plan for the Training Center to align resources with future needs.

EMERGENCY VEHICLE OPERATIONS COURSE (EVOC)

Explore the addition of an Emergency Vehicle Operations Course (EVOC) to enhance safety and operational readiness.

PARTNERSHIPS

Strengthen partnerships with state and regional training providers for shared expertise.

GROWTH

Continue to emphasize data-driven decision-making, cultural competency, and leadership growth.

Outcome: A highly trained, professional workforce equipped to meet today's challenges and tomorrow's opportunities.

IMPLEMENTATION & ACCOUNTABILITY

Each priority will be assigned to a division for oversight, with milestones tracked annually. Key performance indicators, such as facility project milestones, RTCC expansion benchmarks, recruitment metrics, and training program development—will be reported both internally and through public updates.

By maintaining accountability and transparency, we ensure this plan remains a living document that adapts to evolving needs.



STRATEGIC PRIORITIES CONT.

PRIORITY 5: MODERNIZE FACILITIES & INFRASTRUCTURE

Our facilities must keep pace with our growth and operational needs. Over the next two years, we will:



OPERATIONS BUILDING

Remodel the Operations Building to support the expanding Area Command Division.

POLICE CAMPUS PARKING

Conduct a comprehensive Police Campus Assessment to address long-term parking solutions.

PROPERTY & EVIDENCE FACILITY

Develop options for a new Property & Evidence Facility to ensure secure storage, efficient operations, and future capacity.

COMMUNICATIONS CENTER

Partner with city and regional public safety stakeholders to create a vision for a next generation communications and dispatch center that incorporates the Real Time Crime Center.

Outcome: Modernized facilities that enhance operational efficiency, support staff, and ensure long-term readiness.





CLOSING STATEMENT

The 2026–2027 Strategic Plan reflects both continuity and growth. We remain relentless in our pursuit of safety, courageous in leading change, and steadfast in serving with a servant’s heart. By modernizing our facilities, investing in technology, preparing future leaders, and strengthening training, we will ensure Modesto remains a safe, resilient, and thriving community.

2026-2027 CONTINUITY & EXPANSION

- **Modernize Facilities & Infrastructure:** Remodel Operations Building for Area Command; Police Campus Assessment; new Property & Evidence facility; Communications Center integrating RTCC
- **Technology:** Public-facing dashboards, radio encryption, and drone as 1st responder.
- **Invest in People & Leadership:** Succession planning, recruitment pipeline, mentoring, expanded wellness programs
- **Training & Professional Excellence:** Master plan for Training Center; explore EVOC center, strengthen leadership and cultural competency

2023-2025 PRIORITIES

- **Reduce Crime & Fear of Crime:** Area Command Division, RTCC expansion, Air Unit, Dispatch Center
- **Increase Community Engagement:** Partnerships, social media, cultural awareness, community-oriented governance
- **Promote Organizational Excellence:** EVOC planning, leadership development, Community Police Review Board, wellness program
- Expand Alternative Response Unit: CHAT expansion, Park Rangers, MCERT, Blight Abatement Team

