

2026
to
2031



TARPON SPRINGS POLICE DEPARTMENT

FIVE-YEAR STRATEGIC PLAN 2026 - 2031

~ A FULL SERVICE ACCREDITED LAW ENFORCEMENT AGENCY ~

CITY OF TARPON SPRINGS

COMMISSION, CITY MANAGER, & CHIEF OF POLICE



JOHN KOULIANOS
MAYOR



MICHAEL EISNER
VICE MAYOR



PANAGIOTIS KOULIAS
COMMISSIONER



FRANK DIDONATO
COMMISSIONER



DAVID BANTHER
COMMISSIONER



CHARLES RUDD
CITY MANAGER



JEFFREY YOUNG
CHIEF OF POLICE



TARPON SPRINGS POLICE DEPARTMENT

"Building a Better Future Through Excellence in Policing"

Jeffrey P. Young

CHIEF OF POLICE

A Vision for the Tarpon Springs Police Department

As the Chief of Police, it is my honor to present the **Tarpon Springs Police Department 2026-2031 Strategic Plan**—a forward-thinking, living document that will guide our agency's mission, vision, and operational priorities over the next five years.

This strategic plan outlines the framework for how we will continue to deliver high-quality public safety services, remain adaptive to evolving challenges, and strengthen our commitment to the community we proudly serve. It will be reviewed and updated on an annual basis to assess our progress, ensure accountability, and remain responsive to changes in:

- Crime trends and public safety needs
- Emerging technologies and innovations
- Demographic and economic shifts
- Community expectations and engagement

We recognize that effective policing is not accomplished in isolation. It requires collaboration and trust between law enforcement, elected officials, business leaders, community organizations, and the citizens of Tarpon Springs.

The Tarpon Springs Police Department remains dedicated to enhancing public safety through proactive enforcement, innovative problem-solving, and community partnership.



444 S. HUEY AVENUE, TARPON SPRINGS, FL 34689 - PHONE: (727) 938-2849

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"Building a Better Future Through Excellence in Policing"

Jeffrey P. Young

CHIEF OF POLICE

Our ultimate goal is to ensure that the City of Tarpon Springs continues to be a safe, vibrant, and welcoming place to live, work, and visit.

One vital component of our strategic plan is the emphasis on listening—to one another, and to the people we serve. By aligning internal goals with the priorities of our community, we strive to provide transparent, effective, and equitable policing services.

This plan is the product of a collaborative process that includes contributions from the **Board of Commissioners, City Manager, Police Department personnel**, and most importantly, **the citizens of Tarpon Springs**. It is our blueprint for continued growth, operational excellence, and future readiness.

We are proud of the direction we are heading and invite you to review this plan, provide feedback, and join us in building a safer and stronger future—together.

Vision Statement:

"Building a Better Future through Excellence in Policing."

Respectfully,

Jeffrey P. Young

Chief of Police



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Strategic Plan

2026 – 2031

Integrated with the City of Tarpon Springs Strategic Framework

Mission Statement

The Mission of the Tarpon Springs Police Department is to Reduce Crime and Enhance Quality of Life through a Cooperative Partnership with the Community.

Vision

The Tarpon Springs Police Department will strive for excellence in policing to deliver on our vision of “Building a Better Future” for our community.

Unified Vision

An inclusive and prosperous community guided by our history, traditions, and natural environment, enhanced by a safe and engaged public where law enforcement and citizens collaborate for a better future.



Unified Mission

To protect, preserve, and enrich the heritage, traditions, and independence of the city through quality services, a commitment to excellence, and innovative community policing that reduces crime and enhances quality of life.

Value Statement

In our pursuit of excellence in policing, Tarpon Springs Police Department will abide by these core values: Integrity, Professionalism, Quality, Creativity, Accountability.

Unified Core Values

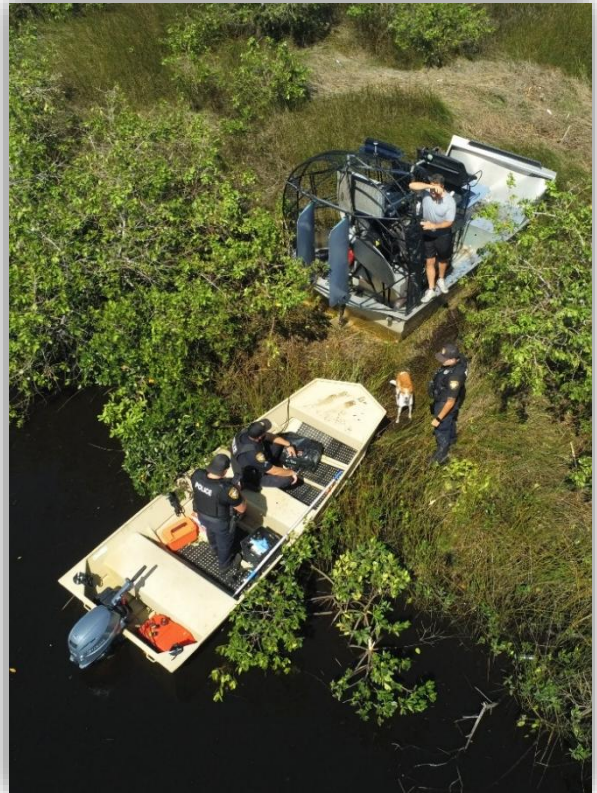
- Integrity & Professionalism
- Community First
- Accountability
- Transparency & Communication
- Visionary Leadership



Theme A: Infrastructure

Goal A.1 – Technology-Enhanced Public Safety Infrastructure

- Continue upgrades to CAD/RMS and body-worn cameras.
- Expand drone operations for surveillance, search & rescue, and traffic monitoring.
- Upgrade Traffic Homicide Investigation (THI) technology and train investigators.



Goal A.2 – Data-Driven Resource Management

- Implement advanced crime analysis software.
- Integrate data systems with City Information Technology for shared insights and forecasting.
- Use data to reduce and prevent crime.
- Use data to reduce traffic accidents and traffic fatalities.

Theme B: Quality of Life

Goal B.1 – A Safe and Engaged Community

- Increase foot patrols in Downtown and Sponge Docks.
- Expand the “Coffee with a Cop” and other community engagement programs to reach all citizens.
- Increase youth engagement via Cops and Kids Youth Center and school programs.
- Increase K-9 personnel to four teams and continue ongoing training and certifications.
- Invest in advanced equipment and technology for the Special Weapons and Tactics (SWAT) Team to ensure they can respond effectively and efficiently to high-risk situations.



Goal B.2 – Officer Wellness and Support

- Launch wellness committee and family support programs.
- Provide counseling, wellness workshops, and stress management resources.
- Equip officers with the latest safety gear and training.

Theme C: Cultural Heritage & Preservation

Goal C.1- Culturally Competent Policing

- Partner with city and cultural organizations to enhance awareness and inclusion.
- Include local cultural education in officer training.
- Support events and festivals with enhanced safety and outreach.



Theme D: Smart Growth

Goal D.1 – Adaptive Public Safety Response to Growth

- Evaluate impact of redevelopment on calls for service and patrol needs.
- Assign officers to developing and re-developing neighborhoods to strengthen presence.
- Develop a reserve officer program.
- Develop a marine unit in order to meet the growing demands of the department.

Goal D.2 – Equitable Workforce Development

- Implement a recruiting strategy to foster equitable employment for the most qualified individuals.
- Promote from within via structure mentorship and succession planning.
- Partner with local colleges and universities to attract the most qualified candidates.

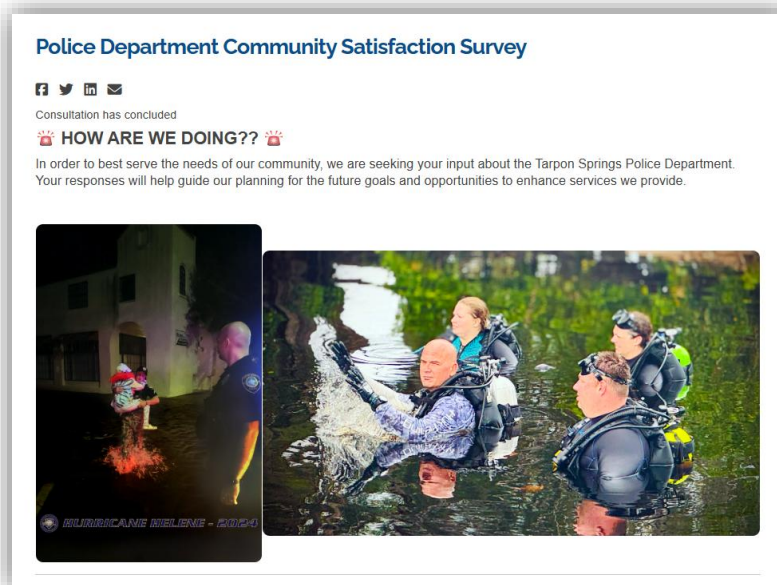
Theme E: Community Engagement

Goal E.1 – Trust and Transparency

- Launch public-facing dashboard for police performance metrics.
- Conduct quarterly satisfaction surveys, through a mobile application.
- Develop a city-aligned public safety communications strategy.

Goal E.2 – Volunteerism and Civic Engagement

- Launch and grow the VIP (Volunteers in Policing) Unit.
- Create recognition programs and integrate VIPs into community events and non-emergency response.



Goal F.1 – Organizational Accountability & Leadership

- ## Goal F.2 – Integrated Planning & Budgeting

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graph TD
 JPY[JEFFREY P. YOUNG
CHIEF OF POLICE] --> OM[OPERATIONS MAJOR]
 JPY --> APC[ASSISTANT POLICE CHIEF]
 JPY --> AM[ADMINISTRATIVE MAJOR]

 OM --> PS[Patrol Sergeant]
 OM --> PC[Patrol Corporal]
 OM --> PO[Patrol Officer]
 OM --> FTS[FTO Supervisor]
 OM --> FTO[FTO Officers]
 OM --> T[Trainees]
 OM --> RM[Range Master]
 OM --> SWAT[SWAT]
 OM --> HG[Honor Guard]
 OM --> DT[Dive Team]
 OM --> TH[Traffic Homicide]
 OM --> DSG[Detective Sgt.]
 OM --> DCP[Detective Cpl.]
 OM --> DET[Detectives]
 OM --> CA[Crime Analyst]
 OM --> K9[K9]
 OM --> SE[Special Events]
 OM --> OPC[Operations Cpl.]
 OM --> AT[Action Team]
 OM --> PT[Peace Team]
 OM --> CE[Code Enforcement]
 OM --> SCG[School Crossing Guards]

 APC --> AA[Administrative Assistant]
 APC --> BP[Budget/Planning]
 APC --> IA[Internal Affairs]
 APC --> ACC[Accreditation]
 APC --> FM[Fleet Maintenance]
 APC --> LESP[Law Enforcement Support Specialist]

 AM --> COM[Communications]
 AM --> TAC[TAC/CTO's]
 AM --> SRO[SRO Supervisor]
 AM --> SR[School Resource]
 AM --> YC[Youth Center]
 AM --> SC[Systems Coordinator]
 AM --> RH[Recruit/Hiring]
 AM --> TR[Training]
 AM --> PE[Property/Evidence]
 AM --> REC[Records]
 AM --> FO[Facility Operations]
 AM --> PI[Public Information]
 AM --> FOR[Forfeitures]
 AM --> AS[Admin Sergeant]
 AM --> ODD[Off-Duty Details]
 AM --> ID[Infectious Disease]
```
- 57 SWORN**  
**24 CIVILIAN**  
**81 TOTAL EMPLOYEES**
- 7/1/2024



## Implementation Timeline Summary

- Year 1-2: Launch foundational initiatives (VIP, drone training, mobile application, minority recruitment, marine unit).
- Year 3-4: Expand officer assignments, wellness programs, and integration of reserve/VIP roles.
- Year 5: Assess, refine, and recalibrate based on community input and performance outcomes.

