



THE LOS ANGELES POLICE DEPARTMENT

LAPD Strategic Plan 2025-2026

The Los Angeles Police Department's new Strategic Plan, approved by Chief Jim McDonnell, will officially launch in 2026. In preparation, the Department is offering a first look at the key elements that will guide its future direction.

Unlike previous versions which contained goals, initiatives, key activities, and milestones, the new plan is more concise and accessible, centered around three core components: **Goals, Objectives, and Initiatives**. This streamlined format is designed to help all LAPD personnel clearly understand the Department's trajectory and how their individual roles contribute to the broader mission.

While not the final version, it reflects the direction the Department will begin to follow starting July 1, 2025. The full plan will be officially released at the beginning of 2026 and will mark the launch of a new annual planning cycle aligned with the calendar year.

Going forward, the Strategic Plan will be updated each year to reflect the Department's evolving priorities and direction. The approved Goals, Objectives, and Initiatives are being shared to promote the Chief's commitment to these goals Department-wide and ensure every member understands his expectations moving forward.





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The Strategic Plan serves as a guide for the Los Angeles Police Department to not only continue our commitment to public safety, but also to improve and innovate the way we keep the people of Los Angeles safe. I am honored to have the privilege of introducing and overseeing this plan along with all the hard-working people of this Department.

First and foremost, our top priority is to continue to reduce crime and protect Los Angeles. We will continue to leverage new technologies and strategies to best utilize our available personnel and resources. By combining data-driven policing and tailored strategies while leveraging partnerships and improving investigative cooperation, we will address crime as the challenges the City faces become more complex and interconnected. Beyond reducing crime, protecting Los Angeles includes supporting regional planning and emphasizing preparedness for the safety and security needs of upcoming major events.

A fundamental element of our success as an agency is our capacity for introspection and development of ways to enhance effectiveness and well-being in the workplace. We are the sum of our people, and they must be fostered and feel supported. We will accomplish this through emphasizing wellness, providing resiliency resources, and elevating employee voices through the Peer Review Process. Moreover, the Department will continue our efforts to recruit and promote the most qualified candidates in order to have the most effective workforce poised to face future challenges.

While accomplishing these goals, our Department will work to deepen our community partnerships to further build trust with the community. The support and trust of the community is the cornerstone from which we derive our legitimacy. We will work to foster public trust through improved community engagement, continued transparency, and fair complaint investigations.

We will advocate for vulnerable populations and use new techniques to better serve all members of our community. The Department will continue to support coordinated City efforts to help persons experiencing homelessness and expand our crisis intervention initiatives. Our youth development programs will be strengthened to give our young community members a safe and constructive alternative to street gangs and other harmful influences. Significant progress has already been made in reducing Uses of Force through enhanced de-escalation and mental health training, and we will continue these efforts to further develop officer abilities to serve the most vulnerable with empathy and understanding.

Looking forward, we will revitalize training and elevate technology to enhance service delivery, reduce risk, and safeguard community privacy. This emphasis on training will both reduce risk, harm, and City liability as well as increase emergency preparedness. All of these priorities will set the stage for this City to host numerous high-profile events culminating in the 2028 Olympic and Paralympic Games. The Games will be a test of our preparation and I am certain the Los Angeles Police Department will rise to the occasion. The eyes of the world will be upon us, and the tenets laid out in this Strategic Plan will guide us to success in those critical moments as well as each and every day as we work to protect and serve the City of Los Angeles.

Stay Safe,

JIM McDONNELL
 Chief of Police

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A Preview of What's Ahead

Goals

- 1 **Employ Innovative Crimefighting and Safety Strategies**
- 2 **Enhance the Workplace to Support Success and Well-Being**
- 3 **Champion Transparency, Accountability, and Communication**
- 4 **Advocate for Vulnerable Populations**
- 5 **Revitalize Training and Elevate Technology**

Goal 1



Employ Innovative Crimefighting and Safety Strategies

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Goal 1: Employ Innovative Crimefighting and Safety Strategies

Objective: Strengthen crime prevention, investigative cooperation, partnerships, and data-driven enforcement to proactively reduce crime.

Initiative A: Strengthen Crime Prevention with Tailored Strategies

Bolster training for Area Crime and Community Intelligence Centers (ACCICs) and Community Safety Operations Centers bureau (CSOCs) regarding crime analysis and strategies. Refine existing best practices regarding crime strategy development, implementation, and tracking to leverage new technologies. Develop new strategies and refine existing ones to engage community members and address their specific quality of life concerns.

Initiative B: Improve Investigative Cooperation

Review and revise existing protocols to improve coordination between Area detectives and specialized investigative units to solve crimes faster and avoid duplicative efforts. Prioritize procedural justice principles in detective training to increase cooperation from victims.

Initiative C: Leverage Partnerships for Comprehensive Responses

Work closely with neighborhood councils, faith-based organizations, and community stakeholders to identify and address root causes of crime. Partner with community groups to provide wraparound services to victims that aid in their recovery and assist them with accessing available victims' resources. Incorporate Data Informed Policing and establish Real-Time Crime Centers (RTCCs). Enhance efficacy of RTCCs by establishing working relationships and agreements with the business community, relevant City departments, and surrounding law enforcement agencies.

Initiative D: Expand Data-Drive Enforcement Strategies

Assess the CompStat inspection process to better align with Department goals and initiatives related to data-driven policing, improving operational efficiency, and enhancing investigative strategies. Use current crime and population trends to reevaluate the Basic Car Area Map and Patrol Plan.

Initiative E: Support Regional Planning for the Safety & Security Needs of Upcoming Major Events

Focus on the preparation and planning for the safety and security needs of the upcoming events by working with other local, state, and federal law enforcement agencies as well as event organizers in the planning for the 2026 World Cup, 2027 Super Bowl, and the 2028 Olympic and Paralympic Games.

Initiative F: Focus Resources on Counter-Terrorism in Preparation for International Events

Realign Department to expand personnel assigned to counter-terrorism operations to ensure the safety of attendees at the 2026 World Cup, 2027 Super Bowl, and the 2028 Olympic and Paralympic Games. Conduct training exercises with law enforcement partners to increase event readiness and expedite multi-agency responses.

Goal 2



Enhance the Workplace to Support Success and Well-Being

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Goal 2: Enhance the Workplace to Support Success and Well-Being

Objective: Enhance employee wellness, support systems, and career development opportunities.

Initiative A: Provide Wellness and Resilience Resources

Expand wellness programs and actively encourage the use of the full complement of resources from Behavioral Science Services. Incorporate resiliency training at divisional wellness days.

Initiative B: Elevate Employees' Voices Through Peer Review Processes

Peer reviews are currently used for traffic crash and categorical use of force adjudications. Explore ways to expand the use of peer reviews into other areas.

Initiative C: Expand Civilian Professional and Sworn Mentorship Programs

Include mentorship training in Supervisor, Watch Commander, and Command Development Schools to increase the familiarity of supervisors with the mentorship process. Establish a structured mentorship program for new sworn and civilian commanding officers.

Initiative D: Focus Recruitment and Promotions on the Most Qualified Candidates

Focus recruitment efforts on programs that streamline the hiring of military veterans and recent college graduates. Highlight references and demonstration of strong work ethic and merit as the most important aspects of deciding promotions and paygrade advancements.



Goal 3

Champion Transparency, Accountability, and Communication



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Goal 3: Champion Transparency, Accountability, and Communication

Objective: Foster public trust through improved community engagement, transparency, and fair complaint investigations.

Initiative A: Invite the Public in Through Strengthened Community Engagement Initiatives

Expand and strengthen community engagement initiatives by continuing to prioritize frequent and meaningful interactions and conversations with community members. By fostering open dialogue, actively listening to community concerns, and promoting transparency in our operations, we aim to create a culture of shared responsibility for public safety.

Initiative B: Improve the Efficiency of Complaint Investigations and Fairness in Disciplinary Outcomes

Expand use of complaint closures on intake when the allegations are likely to require minimal investigation, in order to provide employees with a more timely resolution of their complaints. Update penalty guide with narrower ranges of penalties to provide greater certainty and consistency for employees, and ensure penalties are applied fairly and uniformly regardless of rank.

Initiative C: Continue Our Commitment to Procedural Justice

To ensure procedural justice internally and externally, the four tenets must be emphasized to our personnel at all ranks. Our unwavering understanding of these tenets are key to improving public trust.

Initiative D: Provide Timely and Easy-to-Access Public Reporting Through Website

Use Artificial Intelligence to make lapd.online more user-friendly. Currently, search terms must be manually entered to be recognized. This must be changed to help the community navigate crime reporting and find information easily. The Department's external website must be updated regularly with new information to continue to maximize public engagement with the site.



Goal 4



Advocate for Vulnerable Populations

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Goal 4: Advocate for Vulnerable Populations

Objective: Support vulnerable communities through coordinated outreach, de-escalation training, youth development, and crisis intervention.

Initiative A: Support Coordinated City Efforts to Help Persons Experiencing Homelessness

The Department plays a vital role in supporting coordinated citywide efforts to address homelessness with compassion, dignity, and respect. Recognizing that homelessness is a complex social issue, not solely a law enforcement matter, we will continue to work closely with our City partners to connect unhoused individuals with appropriate resources and services.

Initiative B: Reduce Uses of Force through Enhanced De-escalation and Mental Health

Training

Continue leveraging technology and Virtual Reality Training to enhance de-escalation techniques during use of force incidents and encounters with persons experiencing a mental health crisis. Expand the Department's cooperation with the Los Angeles County Department of Mental Health for in-service training and the continued growth of the co-response model.

Initiative C: Strengthen Youth Development Programs

Continue the development of our youth by providing a safe place to engage in educational, social, and life skills development. Create an environment where our young members of society are inspired by police officers, so they can assume leadership positions in the future. Continue to recruit a diverse group of motivated young men and women to our Cadet, Police Academy Magnet Schools, and Police Orientation and Preparation Programs.

Initiative D: Expand Crisis Intervention Initiatives

Offer more Crisis Negotiations Awareness courses to expand our crisis intervention capacity. Partner with the Mayor's Crisis Response Team to focus their efforts in new ways for particularly vulnerable populations.



Goal 5



Revitalize Training and Elevate Technology

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Goal 5: Revitalize Training and Elevate Technology

Objective: Modernize training and technology to enhance service delivery, reduce risk, and safeguard community privacy.

Initiative A: Increase Emergency Preparedness by Enhancing Training and New Technologies

Explore new technologies to train and prepare personnel for assisting individuals and the public during emergency and large-scale events. Implement innovative technologies to enhance the Department's preparedness for addressing emergencies and natural disasters.

Initiative B: Leverage Technology to Improve Service Delivery

Reduce pressures on both patrol and Communications Division as well as community members' time to report an incident by expanding access to Department services available online. Explore new technologies that improve patrol efficiencies by enhancing Departmental responses to calls for service and public safety incidents.

Initiative C: Focus Training on Reducing Risk, Harm, and City Liability

Analyze trends in traffic crashes, employee injuries, uses of force, and civil litigation to incorporate preventative measures into training of entry-level employees, in-service employees, and command staff.

Initiative D: Continue Safeguarding Community Privacy in Technology Use Policies

The Department's mandate is to adopt and use technology in a manner that protects the civil liberties of individuals and ensures that their reasonable expectations of privacy are upheld.

The updated Goals, Objectives, and Initiatives are meant to give all personnel a clear understanding of where the department is headed and what is expected. By simplifying the format, the plan will be easier to follow and more practical for daily use. As we move toward the full launch in 2026, everyone is encouraged to consider how their work connects to these priorities. The Chief's commitment to this direction is clear, and it is important that we are on the same page as we move forward together.