

# STRATEGIC PLAN

2026 - 2030



**Leesburg  
Police Department**

65 Plaza Street NE, Leesburg, VA 20176



Photo provided by the LPD UAS Team

# Message from Chief Pirnat



Leesburg is a remarkable community—growing, vibrant, and deeply connected. As our Town continues to evolve, so do the expectations for public safety. The Leesburg Police Department is committed to meeting those expectations with professionalism, accountability, and compassion.

This 2026–2030 Strategic Plan outlines how we will continue to serve our community while preparing for the future. It reflects careful assessment of our current operations, thoughtful planning for growth, and meaningful input about what matters most to those we serve.

At its core, this plan focuses on five priorities: strengthening our use of technology and data to improve service; advancing public safety through prevention and partnership; investing in the wellness and development of our employees; planning responsibly for sustainable growth; and deepening community engagement and trust.

***“Our evolution as a police department is driven by innovation, guided by compassion, and rooted in community partnership.”***

*-Chief Pirnat*

Public safety is strongest when it is built on collaboration. We recognize that safety is not achieved by enforcement alone—it is strengthened through relationships, transparency, and shared responsibility. We will continue working closely with residents, businesses, schools, and community organizations to address concerns, prevent crime, and enhance quality of life throughout Leesburg.

We are also committed to accountability. This plan includes measurable goals and clear performance indicators to ensure we remain focused on results. Our community deserves not only effective service, but transparency in how we deliver it.

Most importantly, this plan reflects the dedication of the men and women of the Leesburg Police Department. Every day, they serve with integrity and a genuine commitment to the people of this Town. Supporting them with the right training, tools, and leadership ensures they can continue to serve safely and effectively.

Leesburg’s future is bright. We are proud to serve this community, and we remain steadfast in our mission to protect, to partner, and to lead with professionalism and respect.

A handwritten signature in black ink that reads "James M. Pirnat".

# Executive Summary

The Leesburg Police Department's 2026–2030 Strategic Plan establishes a clear framework to guide public safety services over the next five years. As the Town continues to grow, this plan ensures the Department remains responsive, accountable, and prepared to meet increasing service demands.

The plan is built around five strategic priorities designed to strengthen operational effectiveness, support employees, and enhance community trust:



## Technology, Data, & Innovation

Modernize systems, expand analytical capabilities, and leverage data to improve decision-making, efficiency, and transparency.

## Public Safety & Community Wellbeing

Advance proactive policing strategies, strengthen partnerships, and enhance prevention efforts to improve safety and quality of life.

## Employee Development & Wellness

Invest in training, leadership development, recruitment, retention, and wellness initiatives to sustain a healthy and high-performing workforce.

## Organizational Growth & Staffing Balance

Align staffing, deployment, and professional support functions with increasing service demands and long-term community needs.

## Community Engagement & Trust

Strengthen transparency, communication, and collaboration to reinforce confidence in the Department and its services.



Each priority includes defined objectives, key initiatives, and measurable performance indicators. Progress will be evaluated regularly to ensure accountability and to support data-informed adjustments when needed.

This Strategic Plan serves as both a roadmap and a performance framework. It ensures that resources are aligned with community priorities, operational practices reflect best standards in modern policing, and the Department remains adaptable in a dynamic environment.

Through disciplined execution and strong partnerships, the Leesburg Police Department will continue delivering professional, effective, and community-focused public safety services.

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# About the Town of Leesburg

Founded in 1758, the Town of Leesburg serves as the county seat of Loudoun County and encompasses approximately 13.03 square miles in Northern Virginia. With a population of nearly 50,000 residents, Leesburg remains a vibrant and historically significant community within the Washington metropolitan region.



Leesburg is widely recognized for its preserved historic downtown district, civic institutions, and longstanding neighborhoods that reflect the Town's deep roots in American history. At the same time, continued residential development, business expansion, and thoughtful annexation have shaped a modern and growing community.

Today, Leesburg reflects a distinctive blend of historic charm and contemporary development. Established neighborhoods sit alongside new residential communities, and a strong small-business presence complements expanding commercial corridors. This combination of tradition, accessibility, and modernization defines the Town's character and contributes to its continued appeal as a place to live, work, and visit.



# About the Leesburg Police Department



Law enforcement in Leesburg traces its origins to the Town's founding in 1758, when constables and marshals were responsible for maintaining order in a growing community. By the mid-1800s, the position of Town Sergeant was established to oversee public safety responsibilities. In 1964, Leesburg formally transitioned to a modern police department with the appointment of its first Chief of Police.

Today, the Leesburg Police Department is a full-service municipal agency comprised of 87 sworn officers and 24 civilian professionals who provide patrol operations, criminal investigations, communications, records management, and administrative support services.

Core functions include 24-hour patrol response, traffic enforcement, special event coordination, investigative services, and collaboration with local and regional public safety partners. The Department operates a 24-hour Emergency Communications Center as a secondary Public Safety Answering Point (PSAP).



The organization maintains specialized capabilities including school resource officers, crime analysis, bicycle patrol, unmanned aircraft systems, and K-9 operations. Personnel receive structured training, including in crisis intervention, to enhance response to behavioral health emergencies. Volunteer and community-based programs—including a youth cadet program, Citizen Support Team, and chaplain program—support engagement and organizational wellness.



**The Department is accredited by the Virginia Law Enforcement Professional Standards Commission (VLEPSC) and adheres to established standards for policy, training, and accountability.**



# Mission, Vision, & Core Values

## MISSION STATEMENT

The mission of the Leesburg Police Department is to ensure public safety and enhance the quality of life for our community.

## VISION STATEMENT

Guided by our core values of Leadership, Engagement, Accountability, and Dedication, we strive to provide exceptional police services with integrity and professionalism. Through active community engagement and a commitment to fairness, we work collaboratively to build trust, uphold justice, and create a safe, thriving environment for all residents, businesses, and visitors.

## CORE VALUES: L E A D



### LEADERSHIP

We exemplify excellence in law enforcement through our commitment to ethical conduct and integrity. We lead by example, fostering a culture of continuous improvement and innovation.



### ENGAGEMENT

We actively engage with our community, building trust and partnerships through transparent communication, collaboration, and responsiveness to the needs and concerns of residents, businesses, and visitors.



### ACCOUNTABILITY

We hold ourselves to the highest standards of professionalism and service. We are committed to transparency in our actions and taking responsibility for our decisions to maintain public trust.



### DEDICATION

We are dedicated to providing exceptional police services that enhance the safety and well-being of our community. Our commitment drives us to serve with compassion, respect, and fairness for all.

**These principles guide the Department's strategic direction and inform the priorities outlined in the following section.**

# Strategic Priority 1

## Technology, Data, & Innovation

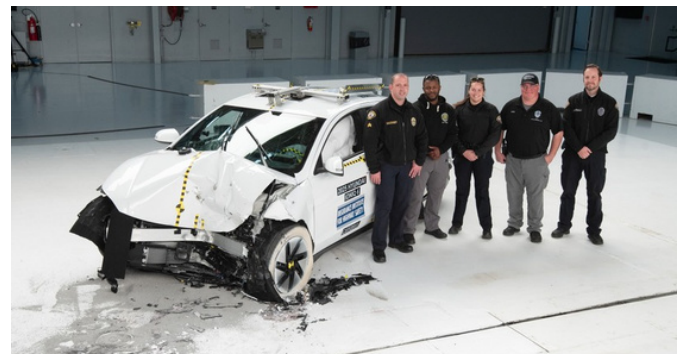
### Strategic Intent

This priority focuses on strengthening technological infrastructure and expanding real-time information capabilities to enhance operational effectiveness, officer safety, and informed decision-making. By integrating existing resources and leveraging current personnel expertise, the Department will improve situational awareness, data accessibility, and service delivery.



### Key Focus Areas

- Development of a scalable Real Time Crime & Information Center (RTCIC)
- Records and system modernization
- Data analytics and performance reporting
- System interoperability and mobile technology
- Information security and system resilience (in coordination with Town IT)



# Strategic Priority 1

## Technology, Data, & Innovation

### Objective 1:

Develop a Scalable Real Time Crime & Information Center (RTCIC)

#### KEY INITIATIVES

- Conduct feasibility and needs assessment
- Identify technology platform options and integration requirements
- Develop staffing and operational model
- Implement phased deployment plan

#### PERFORMANCE MEASURES

- RTCIC operational framework approved
- Technology platform selected and initial integrations implemented
- Measurable improvement in response efficiency and/or investigative turnaround time for targeted incidents/events supported by RTCIC
- Increased use of real-time intelligence in field operations

### Objective 2:

Modernize Records & Data Systems

#### KEY INITIATIVES

- Upgrade Records Management System
- Improve CAD and analytics integration
- Expand digital reporting and mobile capabilities

#### PERFORMANCE MEASURES

- RMS modernization completed
- Reduction in administrative processing time
- Improved data accessibility for personnel

### Objective 3:

Strengthen Technology Sustainability & Performance Oversight

#### KEY INITIATIVES

- Conduct periodic technology infrastructure assessments in coordination with Town IT
- Develop lifecycle replacement planning for critical systems
- Implement internal performance dashboards to support operational oversight

#### PERFORMANCE MEASURES

- Completion of coordinated infrastructure review
- Documented lifecycle replacement schedule
- Implementation of internal reporting dashboards

# Strategic Priority 2

## Public Safety & Community Wellness

### Strategic Intent

This priority focuses on proactive policing, targeted enforcement, and collaborative prevention strategies to enhance public safety throughout the Town. Emphasis will be placed on strategic deployment, traffic safety, crime reduction initiatives, and coordinated response to emerging public safety concerns. Through focused operations and measurable outcomes, the Department will work to reduce crime, improve traffic safety, and support overall community wellbeing.



### Key Focus Areas

- Proactive patrol and strategic deployment
- Crime reduction initiatives
- Traffic safety and enforcement
- School and youth safety
- Collaborative response to behavioral health and quality-of-life concerns



# Strategic Priority 2

## Public Safety & Community Wellness

### Objective 1:

Enhance Proactive Patrol & Crime Reduction Efforts

#### KEY INITIATIVES

- Utilize crime analysis to guide deployment strategies
- Implement targeted enforcement initiatives in identified problem areas
- Implement targeted enforcement initiatives in identified problem areas
- Conduct periodic operational reviews of patrol effectiveness

#### PERFORMANCE MEASURES

- Documented deployment adjustments based on analytical review
- Reduction in targeted crime categories
- Annual review of patrol response and workload distribution

### Objective 2:

Improve Traffic Safety & Enforcement Outcomes

#### KEY INITIATIVES

- Conduct data-driven traffic enforcement campaigns
- Increase visibility in high-collision or high-complaint corridors
- Expand public education efforts related to roadway safety

#### PERFORMANCE MEASURES

- Reduction in traffic crashes in targeted areas
- Measurable enforcement activity aligned with identified trends
- Community engagement metrics related to traffic safety outreach

### Objective 3:

Strengthen School & Community Safety Partnerships

#### KEY INITIATIVES

- Maintain active school-based officer engagement
- Conduct joint safety planning with school administrators
- Participate in regional behavioral health response coordination

#### PERFORMANCE MEASURES

- Annual review of school safety collaboration efforts
- Participation in joint safety exercises or training
- Documented coordination with partner agencies

# Strategic Priority 3

## Employee Development & Wellness

### Strategic Intent

This priority focuses on strengthening recruitment, retention, leadership development, and workforce wellness to sustain a high-performing and resilient organization. By investing in personnel development and support systems, the Department will enhance operational readiness, succession planning, and long-term organizational stability.



### Key Focus Areas

- Recruitment and hiring strategies
- Retention and career development
- Leadership and succession planning
- Training and professional standards
- Employee wellness and resiliency



# Strategic Priority 3

## Employee Development & Wellness

### Objective 1:

#### Strengthen Recruitment & Hiring Practices

##### KEY INITIATIVES

- Evaluate and streamline hiring processes
- Expand recruitment outreach efforts
- Enhance applicant screening and onboarding procedures

##### PERFORMANCE MEASURES

- Reduction in hiring process timeline
- Increased qualified applicant pool
- Vacancy rate maintained within defined target range

### Objective 2:

#### Enhance Professional Development & Succession Planning

##### KEY INITIATIVES

- Develop structured leadership development pathways
- Identify critical positions for succession planning
- Expand access to advanced training and specialized certifications

##### PERFORMANCE MEASURES

- Documented leadership development framework
- Identified succession plans for key roles
- Increased participation in professional training programs

### Objective 3:

#### Support Workforce Wellness & Organizational Resilience

##### KEY INITIATIVES

- Promote access to wellness resources and peer support
- Expand training in stress management and resilience
- Conduct periodic review of workload and staffing balance
- Conduct annual organizational climate assessment

##### PERFORMANCE MEASURES

- Participation in wellness initiatives
- Reduced voluntary attrition trends
- Completion of annual climate assessment and action plan

# Strategic Priority 4

## Organizational Growth & Staffing Balance

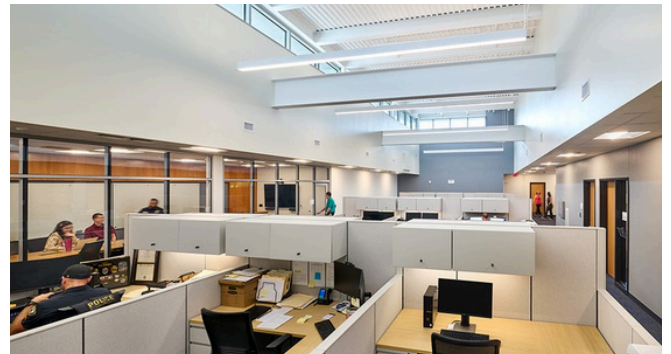
### Strategic Intent

This priority focuses on aligning staffing levels, organizational structure, and operational resources with current and projected service demands. Through workforce planning, deployment analysis, and periodic organizational review, the Department will ensure balanced workload distribution, efficient role alignment, and long-term operational sustainability.



### Key Focus Areas

- Workforce planning and staffing analysis
- Deployment and workload assessment
- Organizational structure and role optimization
- Training capacity and resource allocation



# Strategic Priority 4

## Organizational Growth & Staffing Balance

### Objective 1:

Conduct  
Ongoing  
Staffing &  
Workload  
Analysis

#### KEY INITIATIVES

- Evaluate calls for service, response times, and workload trends
- Assess patrol allocation and supervisory span of control
- Review specialty assignments for operational efficiency

#### PERFORMANCE MEASURES

- Completion of periodic workload assessments
- Documented deployment adjustments where appropriate
- Annual review of staffing alignment

### Objective 2:

Optimize  
Organizational  
Structure &  
Role Alignment

#### KEY INITIATIVES

- Evaluate opportunities for civilian role expansion where appropriate
- Review reporting structures and functional responsibilities
- Assess administrative and operational support needs

#### PERFORMANCE MEASURES

- Identification and implementation of approved structural adjustments
- Improved distribution of sworn and civilian responsibilities
- Annual organizational review completed

### Objective 3:

Evaluate and  
Enhance Training  
Space &  
Resource  
Utilization

#### KEY INITIATIVES

- Assess current firearms and K-9 training space utilization
- Explore partnership opportunities for shared training facilities
- Identify options to improve scheduling, access, and operational readiness

#### PERFORMANCE MEASURES

- Completion of training space assessment
- Identification of partnership or access improvements
- Documented enhancements to training capacity

# Strategic Priority 5

## Community Engagement & Trust

### Strategic Intent

This priority focuses on strengthening structured communication, transparent reporting, and collaborative partnerships with residents, businesses, schools, and community organizations. Efforts will focus on maintaining consistent, accessible communication and enhancing structured opportunities for public feedback to reinforce public confidence.



### Key Focus Areas

- Community outreach and engagement initiatives
- Transparent reporting and public communication
- Youth and school partnerships
- Digital communication and accessibility
- Structured feedback and accountability mechanisms



# Strategic Priority 5

## Community Engagement & Trust

### Objective 1:

Expand  
Structured  
Community  
Engagement  
Efforts

#### KEY INITIATIVES

- Increase participation in community meetings and outreach events
- Enhance engagement with homeowner associations and business groups
- Support youth-focused engagement through cadet and school programs

#### PERFORMANCE MEASURES

- Documented participation in community events
- Annual tracking of outreach contacts
- Youth engagement program participation metrics

### Objective 2:

Enhance  
Transparency &  
Public  
Communication

#### KEY INITIATIVES

- Evaluate opportunities for civilian role expansion where appropriate
- Review reporting structures and functional responsibilities
- Assess administrative and operational support needs

#### PERFORMANCE MEASURES

- Maintain accessible public reporting on department performance and crime trends
- Implement administrative tracking software to enhance analysis of use-of-force and related performance data
- Evaluate opportunities to expand online access to policies, data summaries, and reporting tools

### Objective 3:

Strengthen  
Accountability &  
Performance  
Oversight

#### KEY INITIATIVES

- Utilize administrative software to support supervisory review and performance monitoring
- Develop structured early-intervention review protocols
- Conduct periodic evaluation of community feedback trends (including complaints and commendations)

#### PERFORMANCE MEASURES

- Implementation of supervisory review framework
- Documented early-intervention monitoring process
- Annual review of performance oversight metrics

# Implementation & Performance Framework

## Implementation Approach

The Leesburg Police Department will implement this Strategic Plan through a phased and structured approach aligned with the Town's annual budget cycle and operational planning processes. Each strategic priority will be assigned to designated command staff for oversight and execution, ensuring clear ownership and accountability.

Progress on objectives and key initiatives will be reviewed quarterly to assess status, resource alignment, and operational impact. Adjustments to timelines or implementation strategies may be made as necessary to reflect emerging needs, evolving conditions, or organizational priorities.

## Performance Monitoring

Baseline performance indicators will be established during the first year of implementation using the most recent available data. These baselines will inform measurable benchmarks for each objective throughout the 2026–2030 plan period.

The Department will conduct structured quarterly internal reviews to evaluate progress across all five strategic priorities. These reviews will assess measurable outcomes, identify challenges, and guide data-informed decision-making.

An annual Strategic Plan Progress Report will be published summarizing:

- Status of each strategic objective
- Key performance indicators compared to baseline
- Major accomplishments and milestones
- Adjustments made to improve alignment or effectiveness

This report will reinforce transparency and provide the community and Town leadership with a clear understanding of progress and outcomes.

## Midpoint Evaluation

At the midpoint of the 2026–2030 plan period, the Department will conduct a comprehensive evaluation of overall progress. This assessment will review performance data, organizational developments, and emerging public safety trends to determine whether adjustments to objectives or implementation strategies are warranted.

## Commitment to Accountability

This Strategic Plan is intended to serve as a living framework. Through disciplined implementation, measurable outcomes, and transparent reporting, the Leesburg Police Department will remain aligned with its mission, responsive to community expectations, and committed to continuous improvement.





## GET IN TOUCH



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Non-Emergency:  
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[www.LeesburgVA.gov/Police](http://www.LeesburgVA.gov/Police)

