

GOALS AND OBJECTIVES FISCAL YEAR 2016



ROCKVILLE CITY POLICE

INTRODUCTION

GOALS AND OBJECTIVES PROCESS:

The Department's philosophy of community-oriented police service delivery is embodied in a comprehensive set of goal statements. The goal statements provide a sense of purpose and direction to the organization and its members. The overall goal of the Rockville City Police Department, to provide the most efficient and effective police service, has not changed and neither has the challenge to meet that goal. Goals have been tailored to assist the Department in accomplishing its mission:

- The provision of programs and services that foster community crime prevention awareness and participation
- The repression and reduction of criminal activity
- The identification and apprehension of offenders
- The maintenance of public order and the protection of lives and property.

The formal process of developing objectives and sub-objectives with the intention of accomplishing established goals in the crime related, service related and internal management related goal areas, is performed at each and every level, as defined by the organizational structure of the police department. This management strategy contends that employees, if allowed to influence job related decisions, tend to take a more personal interest and pride in their work. Through goal setting, job satisfaction increases because employees are able to satisfy their psychological needs for personal achievement, recognition and increased self-esteem.

ROCKVILLE CITY POLICE DEPARTMENT VALUE STATEMENTS

The Rockville City Police Department philosophy toward service delivery and an overall sense of direction for the organization can best be summarized in the department's value statements.

Most organizations have a set of values by which they operate; however, few have taken the time to articulate those values. The Rockville City Police felt an obligation to the community it serves to state its values in written form. The Value Statements serve the purpose of informing both the community and the department of the foundation upon which a mechanism of providing efficient and effective police service must be based.

The Rockville City Police Department values are as follows:

- ✓ is committed to the preservation of liberty, equality and justice for all as guaranteed by the Constitution of the United States.
- ✓ believes that the prevention of crime is its primary responsibility, it diligently pursues those who commit serious offenses against its citizenry.
- ✓ believes that integrity and professionalism are the foundation for trust in the community, therefore, we are committed to an open and honest relationship with the community which we serve.
- ✓ is committed to providing quality service delivery through the effective management of its resources.
- ✓ is committed to the suppression of illegal drug activity and aggressively pursues those who commit drug offenses.
- ✓ recognizes the value of drug education for our youth as a major factor in combating the introduction to and abuse of controlled substances.
- ✓ believes that community involvement is essential in the development and implementation of police programs which impact the community.
- ✓ believes that a comprehensive human resources development program is vital to the delivery of effective and efficient service.

OBJECTIVES

Crime Related Objectives

1. To provide in the community a sense of security that allays the fears of crime.
2. To create an atmosphere that deters or diverts individuals from committing offenses.
3. To investigate offenses reported to the police in an effort to identify and apprehend those responsible.
4. To recover property lost through criminal action and return it to the rightful owner.
5. To participate in the prosecution of those against whom criminal charges are preferred.
6. To reduce the opportunities that individuals intent on committing a crime have for carrying out their intentions.
7. To develop programs that respond to the needs of crime victims and witnesses.

Service Related Objectives

1. To facilitate the safe movement of people and vehicles.
2. To assist in the resolution of interpersonal conflicts.
3. To promote and preserve civil order.
4. To identify and address potentially serious law enforcement and governmental problems.
5. To provide police assistance to special community events.
6. To improve communication between the police and the community.
7. To provide accurate information to the community concerning matters of public record, while maintaining the individual right to privacy.

Attachment B

8. To develop and maintain emergency operations plans for natural or manmade disasters.
9. To facilitate the use of available community resources.

Internal Management Objectives

1. To improve the utilization of Department personnel
2. To develop programs designed to address specific administrative issues
3. To provide the training necessary to improve the ability of personnel to carry out their responsibilities
4. To provide quality management and operational information to Departmental personnel
5. To encourage the input and involvement of personnel at all levels in the development and implementation of programs
6. To improve the ability of the Department to respond to emergency requests for police service
7. To improve the Department's relationship with other city departments, law enforcement agencies, and agencies involved with the Criminal Justice System
8. To evaluate present police methods and programs to determine their efficiency and effectiveness
9. To provide career development opportunities for all personnel
10. To recruit and employ the most qualified persons for Departmental positions regardless of race, creed, age, sex, and national origin
11. To maintain a high level of professionalism.