

Bowie Police Department - General Orders



TITLE: GOALS AND OBJECTIVES	NUMBER: 105
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AUTHORITY Chief John K. Nesky	ACCREDITATIONS STANDARDS CALEA STANDARDS: 15.2.1 , 15.2.2	TOTAL PAGES 4
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I. PURPOSE

The purpose of this General Order is to establish procedures for the formulation, annual updating, and distribution of the goals and objectives of the Department. Input from all Departmental personnel is encouraged. Obtaining input from Departmental personnel has great value in ensuring the relevancy and competency of goals and objectives. Also, this process encourages the accurate perception in all members of the Department that they are able to contribute to its management and operation.

II. POLICY

The Bowie Police Department has a duty, through the City Ordinances and applicable statutes, to provide for the security, safety, and well-being of the residents of the City. The establishment of goals helps to ensure that police services are provided to residents in an effective and efficient manner, and fosters the general mission of the Bowie Police Department.

III. VALUE STATEMENT

Most organizations have a set of values by which they operate; however, few have taken the time to articulate those values. The Bowie Police Department feels an obligation to the community it serves to state its values in written form. Value statements serve the purpose of informing both the community and the Department of the foundation upon which an efficient and effective police service must be based. The Bowie Police Department's value statements are located in the Preface of the General Order Manual and General Policy Statements.

IV. GOALS AND OBJECTIVES (CALEA 15.2.1):

A. Division Commanders are responsible for developing and submitting goals and objectives for the units within their divisions to the Chief of Police, via chain-of-command, on an annual basis February 1st.

B. Department goals and objectives are established by the Chief of Police and/or command staff. All Department employees are encouraged to offer input in formulating Department goals and objectives. Once established, annual Goals and Objectives are distributed to all Department employees.

C. Distribution

A copy of the Department's current goals and objectives will be distributed to all members of the Department. Members of the Department will be briefed on all organizational goals and objectives by their immediate supervisors.

D. Input

Input toward the compilation of these goals and objectives shall be gathered through suggestions and recommendations for improvements from all levels within the Department. Department employees are encouraged to use the internal Memorandum system whenever they have ideas or suggestions which they would like considered for implementation.

1. An employee who feels that he or she has an idea worthy of consideration should submit a Memorandum through his or her supervisor to the Chief. The Memorandum should include financial considerations, agency benefits, lists of all persons directly affected, and any other pertinent information which may be of use in evaluating the idea. Ideas can be of a law enforcement nature or broad in scope as to affect the entire City of Bowie.

2. The immediate supervisor shall review the suggestion, make any appropriate comments, and forward the Memorandum to the Chief.

3. After receiving the Memorandum with supervisory comments, the Chief may take one of the following actions:

a. Submit the idea to appropriate staff for review;

b. Submit the idea to a committee for study;

c. Send to an appropriate Department employee for further research;

d. Approve and assign for implementation;

e. Disapprove the suggestion;

f. Forward the idea to the City Council for review, if appropriate.

4. Once the suggestion has been evaluated, a copy will be returned to the originating member for their information. This allows the employee to know the status of their idea.

5. Should a particular idea result in substantial financial savings, or significantly improve the efficiency and effectiveness of the organization, the Chief of Police may choose an appropriate award/recognition.

V. PROGRESS TOWARDS GOALS AND OBJECTIVES:

Annually, written evaluations of progress made toward the attainment of goals and objectives will be prepared and submitted, to ensure that the Chief of Police is informed on a regular basis of progress. A written evaluation is required by each organizational component. (CALEA 15.2.2)