1000 GUIDING PRINCIPLES

1001 MISSION STATEMENT

A. Policy

It is the policy of the Lakewood Police Department to ensure the policies and procedures written in this manual, and the actions of its members are consistent with the mission and values of this agency.

B. Procedure

1. Mission

“The men and women of the Lakewood Police Department will protect and serve with integrity, intelligence, and initiative. Working with our community, we will bring to justice those who commit crime and cause disorder in our city.”

2. In order to carry out that mission, the department will:

   a. Engage in crime prevention and public education activities.
   b. Engage in crime interdiction and suppression by various means with emphasis on patrol services.
   c. Implement a philosophy of community oriented problem solving in which citizens are equal partners in the crime prevention effort.
   d. Provide efficient and courteous services to the public in non-criminal matters, including traffic movement, resolution of non-criminal disputes, and emergency assistance as needed.

1002 CORE VALUES THAT GUIDE OUR ACTIONS

A. Policy

From our mission flows a set of values that lay the framework for the ethical standards applied to policing in the City of Lakewood. These procedures are set forth as examples of activities and practices that the department feels are important to the successful completion of our mission. They are not all inclusive.

1. Excellence in Service

   • We will provide a level of service that exceeds the expectations of citizens, other agencies, and our co-workers.
   • We reject complacency, and are dedicated to continually pursuing the highest levels of knowledge, skill, and expertise.
   • We will endeavor to make the right decisions for the right
reasons and ensure that our actions match our words.
- We will fight crime while winning trust, without bias, brutality, or corruption.
- We recognize the inherent hazards in our profession and will not hesitate to step forward and protect those who cannot protect themselves.
- We believe in placing duty before self.

2. Pride and Professionalism

- We are proud of our profession and are dedicated and committed to our career as peacekeepers and enforcers of the law.
- We will act with honor, both on- and off-duty so as not to bring discredit upon our agency or ourselves.
- We will diligently serve with the courage necessary to meet the demands of our profession and the mission for which we are entrusted.

3. Personal Accountability

- We proudly pledge to fulfill our mission to our community, our department, and each other.
- We must have the courage to stand up for what we believe is right, admit when we are wrong, and accept the consequences for our actions.
- We will confront danger, fear, or difficulty with resolve and bravery.
- In both our personal and professional lives, we will never violate the laws we have been entrusted to enforce upon others.

1003 DEPARTMENT GOALS AND OBJECTIVES

A. Policy

The purpose of this policy is to establish a formal management process for implementation of the Department’s Mission Statement. It is the policy of this department to develop, implement, receive and evaluate goals consistent with the Mission Statement of the Police Department and the City of Lakewood.

B. Procedure

1. Definitions:
a. Goal: Any activity that supports the department’s mission, activities, which indicate leadership, ethics, attitude, development and services.
b. Outcome: The result of actions taken to accomplish the objective in a designated time period.
c. Plan: Documented identification of methods to achieve desirable goals or conditions.

2. Goals, expectations, activities and results (previous year) will be completed annually as part of the budget process. The Police Administrative Coordinator will publish the timeline, and Division Chief’s shall coordinate this process with their Budget Coordinators and submit the required documentation to Planning and Analysis.
   a. Planning & Analysis will ensure distribution of department goals and objectives to all personnel.

3. Annually, the Management Staff will meet to conduct exercises facilitating courses of action for carrying out the department’s mission.

4. A Strategic Plan will be developed for long-term goals and objectives, and the allocation of resources including anticipated capital improvements and equipment needs necessary for carrying out the plan.
   a. Data will be presented on internal and external factors and conditions, both current and anticipated that may impact strategy development.
   b. Each Division will complete a workload assessment by Section and/or Unit once every three years.
   c. The Strategic Plan will be reviewed at Management Staff meetings and updated quarterly to evaluate progress, implementation and revision of the plan.