

Mission Statement, Goals, and Objectives

200.1 VERSION

Review Date	Effective Date	Approving Authority
04/08/2021	7/9/18	Gabriel Camacho, Interim Chief of Police

200.2 POLICY AND PURPOSE

This directive sets forth a general statement of department goals and defines its objectives to guide Harrisonburg Police Department employees in their law enforcement activities. The goals of the Harrisonburg Police Department and each employee thereof includes the protection of life, individual liberties and personal property; the preservation of peace; the prevention of crime and disorder; the detection and arrest of violators of the law; and the enforcement of federal and state laws and city ordinances within Departmental jurisdiction.

200.3 ACCOUNTABILITY STATEMENT

All employees are expected to fully comply with the guidelines and timelines set forth in this policy. Responsibility rests with the supervisor to ensure that any violations of policy are investigated and appropriate training, counseling and/or disciplinary action is initiated. This directive is for internal use only, and does not enlarge an employee's civil liability in any way. It should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violation of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

200.4 DEPARTMENT VISION

We will uphold our core values in behavior and demeanor with loyalty, honesty, integrity, poise and control. We will strive to master our skill sets and constantly seek knowledge.

200.5 MISSION STATEMENT

The Harrisonburg Police Department will partner with our community to reduce crime, solve problems and improve quality of life.

200.6 GOALS AND OBJECTIVES

The Chief of Police or the authorized designee should establish goals and objectives for the Harrisonburg Police Department. The plan should specify a time period and should include, but is not limited to:

- (a) HPD will maintain accreditation
 1. Complete annual policy review
 2. Successfully complete mock assessments

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- (b) Provide a safe city for residents and visitors by focusing on particular crimes that may be plaguing the city
 - 1. HPD will strive to reduce overall crime (based on a rolling five year average)
- (c) HPD will strive to increase staff by 7% in the next 3 years due to the population increase, services to the city and to better serve the community.
 - 1. Create sufficient staffing for increased programs and responsibilities
 - 2. Will strive to acquire 2 more school resource officers for the new high school upon completion
- (d) HPD will strive to provide opportunities for our youth to stay engaged in athletics and build relationships with law enforcement.
 - 1. Maintain current youth programs
 - 2. Two sporting events annually
- (e) HPD will work with HFD to improve operating space over the next 3 years to accommodate staff and resources
 - 1. Improve and add operating space
 - 2. Parking lot security
- (f) HPD will strive to increase diversity by 8% over the next 4 years for sworn staff
 - 1. Improve diversity of staff to mirror the community we serve
 - 2. Bring different ideas and thought processes to the organization
 - 3. Improve communication with our citizens by hiring bilingual/multi-lingual officers
- (g) HPD will increase the diversity of our vehicle fleet to meet the needs of the department
 - 1. Increase fleet by 6 vehicles over 2 years
- (h) Strive to better brand HPD to the public and applicants
 - 1. Social Media
 - 2. Improve record keeping and highlighting activities
- (i) HPD will strive to increase employee retention
 - 1. HPD will strive to implement an employee pay scale

Goals and objectives should be reviewed annually by the Chief of Police or the authorized designee and updated as required.

Commanders are responsible for the planning and research function. This function is essential to effective agency management and includes careful research of operational alternatives and the planning of future programs. Commanders should ensure that goals and objectives for their assigned Bureaus are established, assessed for progress, reviewed and updated annually, and distributed to all affected employees.

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200.7 CORE VALUES

These values guide how we treat each other and the public we serve. We use these as the basis for our actions, including training, reinforcement, rewards and consequences, and alignment of policies.

- **Integrity**
 - Our moral and ethical principles are reflected in our actions, words and conduct.
- **Accountability**
 - We are obligated and willing to accept responsibility for our own actions, and the outcomes of actions we direct from others.
- **Honor**
 - Honor is the foundation of our character, it is the quality that empowers us to exemplify uncompromising moral and ethical behavior.
- **Leadership**
 - Through motivation, inspiration and mentorship (and through leading by example) we inspire employees to accomplish our mission.
- **Diversity**
 - We are committed to create a diverse workforce and reflect the community we serve through inclusion, compassion and understanding.