

CAMBRIDGE POLICE DEPARTMENT

Title: *DEPARTMENT GOALS AND OBJECTIVES* **Procedure:** 1.002

Date Issued:

Revised:

PURPOSE:

To provide for the formulation, annual updating, and distribution to all personnel the goals and objectives of the Department.

POLICY:

The mission of the Police Department is to:

1. *deter crime and apprehend criminals;*
2. *maintain strong police-community relations; and,*
3. *to continually enhance the training and expertise of each member of the police force.*

PROCEDURE:

The goals of the Department are:

1. *To identify criminal activity, pursue and apprehend criminal offenders, and proceed in the prosecution of known offenders.*
2. *To maintain a proactive patrol and investigation force and thus reduce the opportunity to commit crime.*
3. *To facilitate the movement of people and vehicles through analysis and commitment of selective traffic enforcement resources.*
3. *To perpetuate a sound managerial environment that focuses upon Department goals and provides for career development through training, advancement and reward for exemplary performance.*
4. *To instill public confidence in the agency by maintaining a high degree of professionalism, dedication and expertise in the development of police service.*

The Chief of Police shall annually review, update and distribute to all personnel, written goals and objectives for the Department and each organizational component.

Information provided through monthly staff meetings and general Department meetings will assist the Chief of Police in revising or setting new goals and objectives.

Division Commanders will annually submit goals and objectives for their respective components.

Supervisors are encouraged to solicit from their subordinates ideas and suggestions pertaining to Department goals and objectives. Suggestions will be discussed at monthly Staff meetings.

Semi-annual evaluations will be submitted from each component stating progress made toward the attainment of goals and objectives.

Statistical data gathered throughout the year will be used to measure the effectiveness and the attainment of the goals of the Department. Data sources shall include, but not be limited to:

Crime Reporting Systems;
Criminal Information Systems; and,
Monthly Department Reports.