



# Colorado Springs Police Department

## General Order

### 130 Mission and Goals of the Department

#### Section 100 – Organizational Values & Structure

Active Date: 10/29/2025

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#### **.01 Purpose**

The purpose of this directive is to outline the mission of the department, as well as the visions, values, principles, and plans that support its mission.

#### **.02 Cross Reference**

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#### **.03 Discussion**

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#### **.04 Policy**

The Colorado Springs Police Department has the following guideposts:

- A department mission statement
- A department vision statement
- Department values
- Chief's principles
- A multi-year strategic plan

#### **.05 Definitions**

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#### **.10 Department Mission**

Our mission is to promote the quality of life in Colorado Springs by providing police services with integrity and with a spirit of excellence, in partnership with our community.

## **.20 Department Motto**

Safeguarding our Community as our Family

## **.30 Values of the Department**

- We prioritize the sanctity of human life in all we do.
- We are committed to protecting the constitutional rights of all individuals.
- We are committed to treating others with fairness, respect, and dignity.
- We believe our core functions are to prioritize community safety, prevent crime, and deliver vigorous law enforcement service when crime occurs.
- We support an organizational climate that promotes employee wellness and resilience.

## **.40 Chief's Principles**

- *Responsiveness*: “Responsive to the needs of our citizens and internal customers and treat people well. Concentrate on what we can do and work to solve problems that our community cares about. The simplest of courtesies goes a long way.”
- *Excellence*: “This requires personal accountability for the work you do each day. To achieve organizational excellence, we should maintain the highest level of professional standards in all areas while striving to implement identified best practices in policing.”
- *Humility*: “Putting others before self. Remember we derive our powers from the citizens we serve. When we perform our duties with humility, we are approachable, respectful and compassionate.”
- *Honor*: “The adherence to high moral principles with the absence of deceit; conforming to what is considered morally right; resist being improperly influenced by others.”

## **.50 Department Goals and Objectives**

The department strategic plan provides a comprehensive, multi-year framework for guiding department goals and objectives. The goals in the strategic plan generally do not change during its effective period.

The Strategic Initiatives Section is responsible for the development and oversight of the CSPD strategic planning as well as its annual review processes.

The strategic plan will be developed to cover a period of at least three years and will be based on the priorities of the Chief of Police; anticipated workload; population trends; community needs; personnel, capital, and equipment needs. The planning process will consider the priorities of all CSPD bureaus and divisions (“organizational components”). The strategic direction of the department will align with the city's direction as described in its strategic plan(s).

## **Annual Goals and Objectives**

Objectives and strategies associated with the strategic plan’s goals are reviewed and updated on an annual basis. The annually updated plan is available to all department members on the intranet.

The Chief of Police and deputy chiefs assign objectives to members of Command Staff for completion. They should ensure that individual performance evaluations of members of Command Staff include measures on progress toward those portions of the goals and objectives that relate to their organizational component.

Command Staff members are responsible for ensuring each employee in their division or section has individual goals in their performance evaluations. If appropriate to an employee’s assignment, these individual goals should reflect the department and division goals and objectives.

To evaluate the progress made toward the attainment of goals and objectives, assigned members of Command Staff will provide updates in a manner determined by the Chief of Police. Examples of reporting mechanisms include briefings at meetings, updates in monthly reports, data tracking, or a periodic written report on department progress.