



GENERAL ORDER

**DURHAM POLICE DEPARTMENT
DURHAM, NC**

NUMBER:

1004 R-2

DEPARTMENT GOALS & OBJECTIVES

Effective Date: 12/15/1995

Revision Dates: R-1 07/25/2003, **R-2 04/20/2015**

INTRODUCTION

The attainment of the goals and objectives for the Department must be readily measurable and identifiable. The development of goals and objectives serves three broad purposes. First, officers are given direction and unity of performance and can see that other efforts have direct relationship in accomplishing the specific goals and objectives of the Department. Second, each division and unit can establish measurable sub-objectives which contribute to the accomplishments of the Department. Third, members of the public are provided with a way to measure the performance of the Department.

DEPARTMENTAL GOALS

The Department's overall goals form the basis for the goals and objectives of the various bureaus and divisions within the Department. These goals and objectives are intended to be reviewed and refined on an annual basis in the form of a work plan and when needed, subject to ongoing development using input from persons at all levels of the Department. Each year's overall Department goals will be published as an attachment to this General Order and shall distributed to all personnel in the same manner as all other General Orders.¹

STRATEGIC PLAN

In cooperation with the City, the Department will engage in a strategic planning process to identify specific needs the department. The plan will be created by the department's Planning Unit and the Executive Command Staff. It will lay out specific projects to be researched and or completed over the life of the plan and tie into specific needs and goals in the plan. The Planning Unit is responsible for tracking and reporting on the progress of the strategic plan.

ANNUAL PLANNING

The following procedures will be used during the annual preparation and distribution of the Department's statement of goals:

- The Executive Command Staff will formulate and distribute a current and comprehensive work plan to all personnel annually. The Department's work plan will be informed by both the Strategic Plan and the

¹ 15.2.1

goals established for the overall management of the City for that year. The timing of this distribution should coincide with the budget cycle.

- Subsequent to formulation of the Department's goals and objectives, each bureau, division, and unit shall formulate work plans for their respective units. Individual plans within a unit may be necessary depending on the budget line of the individual function.
- Each person responsible for the formulation of a work plan should, when appropriate solicit input from personnel within that division/unit. Upon completion, all work plans will be submitted to the Assistant Chief of Operations Support. Completed work plans should also be made available to the members of the relevant unit/division.
- At the midpoint of the work plan's effective year, Division supervisors will prepare a status report and update on the goals and objectives stated in the work plan. At the discretion of the Chief, this update may be completed via a written report or a presentation made during monthly crime abatement.²



Jose L. Lopez, Sr.
Chief of Police

² 15.2.2