

JUNEAU POLICE DEPARTMENT



PROCEDURES

Title: Forward to ROM

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JPD Mission Statement

In partnership with the people of Juneau, our mission is to make our City a place where people can live safely and without fear.

JPD Vision Statement

JPD has a vision of how to accomplish the goals of the Mission Statement. The Juneau Police Department is united in a spirit of teamwork to be an open, courteous, and community-minded organization devoted to quality public service. We are dedicated to live by values reflecting a genuine desire to care for the safety and well-being of the public we serve, as well as, the professionals who provide that service.

Leadership

The principles of leadership for the Juneau Police Department are as follows:

1. Believe in, foster, and support teamwork.
2. Be committed to the problem-solving process; use it and let facts, not emotions, drive decisions.
3. When possible, seek employees' input before making key decisions.
4. Believe that the best way to improve the quality of work or service is to ask and listen to the employees who perform the work or service, promptly and fairly.
5. Strive to develop mutual respect and trust with employees.
6. Have a service orientation with a focus toward employees and citizens.
7. Manage on the behavior of most employees, not on the few who cause problems. Deal with all employees promptly and fairly.
8. Encourage creativity through risk-taking while continuing to improve systems and examine processes.

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9. Be a facilitator and coach. Develop an open atmosphere that encourages both providing and accepting feedback.
10. Apply teamwork, develop with employees agreed-upon goals and plans to achieve them.

Employees' Obligations to Department Objectives

Employees shall work to accomplish the Mission Statement of the Department. Employees are to work with citizens, other governmental agencies, and community organizations to make our City a place where people can live safely and without fear. Officers shall preserve the public peace, detect and arrest offenders, prevent crime, protect life and property, and enforce the ordinances and statutes of the City and Borough of Juneau, the State of Alaska, and the United States.

Philosophy

Crime and public safety are community problems. The community and the police must work together to solve these problems. Citizens, JPD, community organizations, and governmental agencies are equally responsible to help fulfill this mission. Each entity must be willing to work together, to become involved, to take initiative, and to cooperate with each other to help make our City a place where people can live safely and without fear.

Community policing is the heart of this direction and plan. Each member of JPD is responsible for achieving its mission. The community shares in the same responsibility.

Core Values

The core values of JPD are **Integrity, Courage, Respect** and **Service**. All of our actions and decisions should reflect back to these core values.

Integrity: is a concept of consistency of ethical actions, values, methods, measures, principles, expectations, and outcomes. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions. Integrity can be regarded as the opposite of hypocrisy, in that integrity regards internal consistency as a virtue. Integrity means doing the ethical, moral, or correct thing even when no one else will know what you have done. Decisions and actions should be made under the "bright light of day" test which assumes that all of our actions and decision making process will one day be under public scrutiny. Everything we say and do should stand on its own when opened up to public scrutiny.

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Courage: is the mental and moral strength to protect others and to promote truth and justice in the face of danger, difficulty, uncertainty, or pain without being overcome by fear. Physical courage is courage in the face of physical pain, hardship, death, or threat of death. Moral courage is the ability to act rightly in the face of popular opposition, shame, scandal, or discouragement.

Respect: is a willingness to show consideration, care and appreciation toward others with dedication to building relationships based on truth and authenticity. It is an action that denotes a positive regard or feeling of esteem for a person or other entity. Respect is both given and received. Respect cannot be imposed by suppression or flaunting of power. Respect is a deliberate action that must be earned and built over time, but that can be lost with one thoughtless or inconsiderate act. One can ask or beg for respect, but it will only be given based on others' perceived treatment by us. People who possess high moral values and show compassion and solidarity toward others are respected. To respect someone is to accept their individuality and preserve their dignity by engaging in actions and behavior that values them.

Service: is the useful, beneficial, or helpful work performed by a public servant that contributes to the welfare of others. It must be recognized that police departments are public service organizations. Whenever we interact with the public in any way, we should always strive to provide the quality and level of service we would expect for ourselves or for any member of our family.

Oath of Office

Sworn officers receive their authority from the State of Alaska and the City and Borough of Juneau, and in so doing, take an oath of office to enforce the law, uphold the constitutions of the United States and the State of Alaska, and to abide by the Law Enforcement Code of Ethics.

Obligation to Abide by Policy and Orders

Members of the Juneau Police Department shall willfully obey the lawful verbal and written rules, policies, and procedures of the City and Borough of Juneau and the Juneau Police Department. Employees shall also subordinate their personal preferences and work priorities to the lawful verbal and written rules, policies, and procedures of the City and Department as well as to the lawful orders and directives of supervisory personnel, or relayed by a supervisor's designee. An employee who receives an order that conflicts with a previous order or instruction must advise the issuer of the second order that there is a conflict. The issuer of the second order is responsible for counteracting the original order if appropriate.

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Sworn officers who are off-duty and take police action are immediately considered to be on-duty and are accountable for following the policies and procedures contained in the ROM.

Regulations and Operations Manual

This Regulations and Operations Manual is intended to serve as a guide to all employees of JPD and provides an outline of Departmental objectives and policies. It serves as a foundation on which to base the sound judgment and discretion underlying the duties of each employee. It is not intended to cover every situation that may arise in the discharge of those duties.

JPD

Ed Mercer

A handwritten signature in cursive script that reads "Ed Mercer".

Chief of Police