



DEPARTMENT PHILOSOPHY

PURPOSE:

To describe the philosophy used by the Pagedale Police Department in assessing the achievement of its goals, mission, and vision for the Department.

POLICY:

The Chief of Police is responsible to the Mayor for direction and operations of the Pagedale Police Department. It is the policy of the Chief of Police to manage the Police Department in a fair, professional manner and in accordance with the guidelines established by the city and according to the principles set forth in this General Order.

VISION STATEMENT:

The Pagedale Police Department strives to provide the highest quality of service to the residents of the City of Pagedale by working in partnership with the community through community-oriented policing with our citizens while preserving peace, maintaining order, enforcing the laws, and reducing the fear of crime.

MISSION STATEMENT:

To provide quality services while protecting all citizens of the City of Pagedale by reducing crime and building trust in partnership with our community.

REVERENCE FOR THE LAW:

The primary duty of a Police Officer is to uphold and enforce the law. The application and enforcement of the law must be accomplished in the spirit set forth by the framers of the Constitution. The rights of each individual are equal with those of the state that might accuse him. The Constitution provides for the fundamental enforcement of the law with fairness and equity.

The laws of the State of Missouri allow for their application to be made fairly and within the spirit of the law, rather than with blind adherence to the strict construction of the statute. Officers shall direct their efforts to the impartial application of the spirit of the law for the purpose set forth in the statutes.

Prior to accepting the status of a Peace Officer in the City of Pagedale, an individual must take an Oath of Office stating that they will support the Constitution of the United States and the State of Missouri, the provisions of all laws of this state affecting Charter/Class A Cities, and the

ordinances of the City of Pagedale, and that they will faithfully perform the duties of a Peace Officer.

When taking enforcement action, Officers shall not grudgingly grant the accused their rights. Rather, Officers will conduct all enforcement action in the spirit of ensuring that the rights of accused persons are protected by the Police.

In the enforcement of criminal statutes, any conduct that would violate the law shall be avoided. The commission of any crime cannot be justified to affect the expedient enforcement of the law.

Officers will display a reverence for the legal rights of all citizens and a reverence for the law itself. Officers shall not stop an individual based only on ethnicity, race, religion, national origin, gender, sexual orientation/identity, or economic/socioeconomic status.

DISCRETION:

1. When applying the law, Officers shall exercise mature, professional judgment and discretion within the limits of statutory authority and Departmental policy.
2. Officers have the following options in dealing with violators:
 - A. Physical arrest
 - B. Citation/Summons
 - C. Complaint or referral (e.g., juvenile authorities, prosecuting attorney, social agency, etc.)
 - D. Warning
 - E. No police action necessary
3. Employees are directed to adhere to Departmental orders, policies, and procedures and to strive to use proper judgment and discretion in situations not specifically covered by Departmental directives.
4. Employees may deviate from established Departmental policies and procedures when it is reasonably obvious to be in the best interests of the Department to do so.
 - A. Employees should rarely deviate from established policy.
 - B. Employees must be able to justify any deviation from policy.
 - C. Employees should obtain supervisory approval to deviate from established policy when time permits and when reasonably practical.

- D. Employees must report deviation from policy to the Chief of Police, via the chain of command, as soon as reasonably possible.
5. Supervisors may issue orders that deviate from written orders during an emergency or exigent circumstance. Such orders shall be temporary and shall remain in effect only during the emergency/exigent circumstance. Such deviations shall be reported to the Chief of Police, via the chain of command, as soon as reasonably practical.

AUTHORITY:

City of Pagedale Police Officers are sworn Peace Officers in the State of Missouri and are vested with the authority to enforce and investigate violations of State Law. The Municipal Code of the City of Pagedale vests authority in the City of Pagedale Police Officers to enforce all City Ordinances.

PUBLIC APPROVAL OF POLICE:

1. The ability of the police to effectively perform their duties relies upon the approval of the public. The ability of the police to secure and maintain public respect is dependent upon the actions and behavior of individual Officers and the entire police organization.
2. The police must secure the cooperation of the public to voluntarily observe the law in order to secure and maintain the respect and approval of the public. The degree of public cooperation that can be secured voluntarily diminishes proportionately with the improper use of force to achieve police objectives.
3. To ensure Department policy reflects the needs of the community, the Department will accept comments and concerns from various community-based groups. The Pagedale Police Department is committed to maintaining a positive relationship with the community and to correcting any possible adverse actions, practices, and attitudes that may contribute to community tensions and grievances. Input may include, but is not limited to, feedback from neighborhood meetings, citizen complaints, citizen surveys, request for service reports, etc.
4. Our success will be measured by the improved working relationships between police and citizens and the realization that our community is safe, viable, and attractive for commerce and community life.

COOPERATION WITH OTHER LAW ENFORCEMENT AGENCIES:

1. As crime does not have jurisdictional boundaries, it is incumbent on the members of the Department to cooperate with other law enforcement entities. It is, therefore, the policy of the Pagedale Police Department to cooperate with all other law enforcement agencies whenever possible.

2. When possible, the Department will participate in cooperative programs (e.g., major case squad, joint task forces, etc.)
3. The police alone cannot successfully resolve problems of crime. In order to serve the public, the criminal justice system relies upon the cooperation of the police with prosecutors, courts, and Correctional Officers to ensure the development of a safer community.

CODE OF ETHICS:

All members of the Pagedale Police Department will, upon their acceptance of employment, acknowledge, sign, and abide by the Law Enforcement Code of Ethics (PPD Form 78). It is expected that each person will adhere to the strictest interpretation and guidelines of this code and conduct themselves in the highest degree of professionalism at all times.

Additionally, each employee of this Department will receive training at least every two years in the expectations and adherence to the Law Enforcement Code of Ethics. This training may take the form of classroom, shift briefing, computer-based training, bulletins, or any combination of methods as determined by the Chief of Police.

All Police Department personnel are expected to abide by the following Code of Ethics:

“As a law enforcement employee, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation; and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my Department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions.

With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice of ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize my position within the Department serves as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other Police Department employees. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

*I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession — **Law Enforcement!** ””*

DEPARTMENT CORE VALUES:

The Pagedale Police Department is responsible for providing comprehensive, fair, and impartial law enforcement services to the citizens of the City of Pagedale. This simple statement has diverse and complicated implications to the men and women who comprise the Police Department.

The Pagedale Police Department is more than a law enforcement agency. It is a group of people who constantly strive to make the City of Pagedale a better place to live and work. Through community policing, the men and women of the Police Department solve problems, help those in need and address law enforcement issues.

The Pagedale Police Department believes that the Department can only be as strong and effective as the community allows it to be. Therefore, in order for the Department to be most effective, the community must have confidence in the ability of the Department's employees. In order for the community to have confidence in the Department, the Department's employees must constantly work to earn and maintain the abiding respect of the community.

The Pagedale Police Department can only achieve these goals by ensuring that people committed to ethical conduct and excellence in service become and remain members of the Department. The Department encourages and fosters the following core values in our employees through C-PRIDE:

COMPASSION

Walk a mile in their shoes. We get better results when we appreciate situations from the point of view of the community we serve.

PROFESSIONALISM

Look the part, be the part. Looking and behaving professionally helps our community develop confidence and faith in the Officers that serve them.

RESPECT

Treat others as you want to be treated. Being respectful not only of each other but with the public we work with builds trust and confidence in our community.

INTEGRITY

Actions speak louder than words. Our integrity as individuals, and as a Department, is critical for our community to view the Officers and the Department as truthful and trustworthy.

DEDICATION

All things are difficult before they are easy. Through hard work and dedication to our community, our profession, and our Department, we demonstrate that we are dedicated to the safety and wellbeing of our community.

EXCELLENCE

Always do your best, always be your best. We will always strive for quality and merit in all that we do while

This General Order supersedes all prior directives and orders inconsistent therewith.

By Order Of:

Signature on File

Colonel Anthony T. Huckleberry
Chief of Police
Pagedale Police Department

Distribution: All Police Personnel