

---

**NUMBER: 1.02**

**EFFECTIVE DATE: JULY 1991**  
**REVISION DATE: DECEMBER 2010**  
**JUNE 2013**

---

**SUBJECT: GOALS AND OBJECTIVES**

---

**APPROVED:** \_\_\_\_\_

Chief's initials

Date

---

---

#### 1.02.01 POLICY

The Wheat Ridge Police Department recognizes the need to establish, disseminate, and annually update departmental goals and objectives. Such action ensures that a common directive and unity of purpose is shared by all members of the agency and each of its primary organizational components. It also serves to provide a basis upon which the department can measure its progress toward achieving these ends and demonstrate value to the public we serve.

The overall agency goals and values are defined in this document. They are designed to coincide with and complement the Department's Vision and Mission statements, general service policies and goals and objectives of the City of Wheat Ridge. All members are requested and encouraged to contribute to the refinement, redefinition or addition of goals included in this directive at any time.

A society free from crime and disorder remains a non-attainable ideal; nevertheless, consistent with the values of a free society, it is the ultimate goal of the Wheat Ridge Police Department to approach that ideal as closely as possible. In so doing, the Department's role is to enforce the law in a fair and impartial manner, recognizing both the statutory and judicial limitations of police authority, and the Constitutional rights of all persons. It is not the role of the department to legislate, punish offenders or render legal judgments.

The Chief of Police and Police Management Team shall be responsible for ensuring that specific program objectives are prepared for each major organizational component they supervise, based upon the department's goals annually. Whenever possible, the program objectives should be stated in specific terms in order to establish a baseline against which final results can be compared. The program objectives should be selected to complement and facilitate the accomplishment of departmental goals. Program objectives are published in the annual budget, department Strategic Plan, and the department goals annual report; and are available for review by all members.

#### 1.02.02 DEFINITIONS

Goal – is a broad statement intended to provide direction for change. A goal statement is used to describe desired future states or some intended change in a problem.

Objective – explicit and measurable outcomes that are planned to bring the organization toward a specified goal based on a time frame, a target population, a result or a criterion.

Performance Indicator – a measurement of how an individual or work component is performing through qualitative or quantitative measurements that demonstrate meaningful steps are being taken to achieve a state goal.

#### 1.02.03 DEPARTMENT GOALS

A. Crime Prevention and Public Education

1. It is the goal and responsibility of the Wheat Ridge Police Department to educate the public regarding their responsibilities under the law, as well as how to avoid becoming a victim of

crime; to directly or indirectly intervene to prevent crime; and when that fails, to apprehend those who violate the law. To facilitate this effort, it is essential that department members interact with the community to generate public support and mutual understanding of crime prevention efforts. Community involvement is essential to bring about a free flow of information between the public and the department, to assist in the identification of problem areas and to inform the public of current criminal methodologies and trends. Additionally, familiarity with the community is necessary so that each department employee may be instilled with a sense of community “ownership” and concern for the crime problems and law enforcement needs in their assigned area of responsibility.

B. Deterrence, Suppression and Interdiction of Crime

1. While there are certain crimes that cannot be deterred, many crimes against persons and property occur in public places and are reduced by visible police presence. These types of incidents are curbed by the potential criminal’s fear of immediate apprehension or by the increased likelihood of detection. Deterrence of crime requires aggressive investigation, within legal boundaries, of behavior which reasonably appears to be criminally directed.
2. It is a goal of the Wheat Ridge Police Department to deploy police personnel to deter crime and to inspire public confidence in the department’s ability to ensure public safety.

C. Apprehension of Criminal Offenders

1. Once a crime is committed, it is the goal of the Wheat Ridge Police Department to promptly initiate the criminal justice process by identifying and arresting the perpetrator, gathering the necessary evidence, and cooperating in the prosecution of the case.
2. Focusing on repeat offenders allows the department an opportunity to concentrate efforts on those areas of highest crime and on criminal offenders who present the greatest risk of offending.

D. Recovery and Return of Property

1. To minimize the property losses due to crime, it is the goal of the Wheat Ridge Police Department to make every reasonable effort to recover lost or stolen property, to identify its rightful owners, and to ensure its prompt return.

E. Safe Movement of Traffic

1. To facilitate the safe and expeditious movement of vehicular and pedestrian traffic, the Wheat Ridge Police Department must exercise the responsibility for traffic law enforcement and traffic safety education. To ensure compliance with traffic laws and to develop driver awareness of the causes of traffic accidents, the police will appropriately warn, cite, or arrest traffic law violators. Traffic accidents are investigated to protect the rights of the injured parties, to care for those injured, and to determine the cause of the accidents so that methods of prevention may be developed and implemented.

F. Public Accountability

1. The Wheat Ridge Police Department will respond to calls for service and render such aid or advice as is necessitated by the situation. Such services are provided in cooperation with other public and private agencies.
2. The Wheat Ridge Police Department, in recognizing that community support is essential to effective police performance, must proactively seek performance measures to determine public value.

3. Members of the Wheat Ridge Police Department shall use financial resources fairly, efficiently and effectively.

#### 1.02.04 DEVELOPMENT OF GOALS AND OBJECTIVES

1. Each Division Chief shall annually formulate, revise and distribute to its members goals, objectives and performance expectations that align with the Department's Mission, Core Values, Strategic Plan and Department Goals at the beginning of each calendar year.
2. Employees are encouraged to submit input on goals and objectives through their chain of command for the formulation of the year's objectives.
3. An annual written statement of the goals, objectives and performance indicators will be submitted at the beginning of each calendar year. A year-end review of these goals and objectives will be submitted to the Chief of Police by the end of March of the following year.