

**TOPEKA POLICE DEPARTMENT POLICY AND PROCEDURE MANUAL
1.3 VALUES, VISION, MISSION, GOALS AND OBJECTIVES**

Values, Vision, Mission, Goals and Objectives		
1.3	EFFECTIVE: 09-21-2020	<i>William Cochran</i> William Cochran, Chief of Police
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1.3.1 PURPOSE

This policy provides the Department and its members with a framework for behavior and decision-making that will aid in interpreting and understanding Department directives and expectations.

1.3.2 POLICY

The Department and its members shall be guided by the values, vision, and mission statements contained herein.

1.3.3 CORE VALUES

- A. Professionalism and integrity in all duties.
- B. Maintain a safe environment for employees, residents, and businesses.
- C. The Department respects the value of every human life and recognizes the importance of human dignity and the worth of all individuals.
- D. Plan and budget in a fiscally sound and proactive manner.
- E. Provide continuous innovation and improvement in customer service.
- F. Every citizen contact is an opportunity to demonstrate the mission and values of the City of Topeka.
- G. Encourage progressive thinking through employee involvement and teamwork.
- H. Utilize community-oriented policing to its maximum potential.
- I. Members are representatives of the City of Topeka and therefore shall be responsible for their actions and take ownership for their work.

TOPEKA POLICE DEPARTMENT POLICY AND PROCEDURE MANUAL
1.3 VALUES, VISION, MISSION, GOALS AND OBJECTIVES

1.3.4 VISION STATEMENT

The Topeka Police Department shall be committed to providing a safe environment for the citizens who live, work, and play in our capital city. We shall constantly evaluate and improve our efforts to partner with our community with the goal of improving the quality of life in Topeka, Kansas.

1.3.5 MISSION STATEMENT

The mission of the Topeka Police Department shall be to provide a safe community and faithfully serve our citizens with impeccable integrity, enduring professionalism, and immeasurable honor.

1.3.6 CODE OF ETHICS

All officers shall abide by the basic tenets set forth in the Law Enforcement Code of Ethics. All members of the Department shall adhere to the Rules of Conduct for Department employee's as set forth within this manual. Ethics training shall be provided for all personnel at least biennially.
<1.1.2>

1.3.7 AGENCY GOALS AND OBJECTIVES

A. In order to achieve the mission, the Department shall meet the following goals:

1. Create and maintain a feeling of safety and security by fostering community spirit and partnerships to ensure the safety of all persons within Topeka.
2. Maintain order and preserve public peace.
3. Regulate and facilitate the movement of traffic within the city limits and enforce traffic laws.
4. Provide a rapid response to any citizen's need for service.
5. Protect private and public property.
6. Prevent crime by predictive and responsive crime analysis in combination with the identification and apprehension of criminal offenders.
7. Provide all citizens of Topeka with a comprehensive victim/witness program.

B. Documents that may be used to evaluate achievements of goals and objectives include:

1. Quarterly reports;
2. An evaluation of the recruitment plan;

TOPEKA POLICE DEPARTMENT POLICY AND PROCEDURE MANUAL
1.3 VALUES, VISION, MISSION, GOALS AND OBJECTIVES

3. Personnel schedules;
4. Citizen survey results,
5. Reorganization goals;
6. Specialized assignment reviews;
7. Crime analysis reports;
8. Community contact quarterly reports; and
9. Training Advisory Board minutes.

Each report should also include a summary of overall findings that support the focus of the report.

- C. The Chief of Police shall annually review the above goals for the agency and approve changes as needed. This review shall coincide with the City budgeting process and shall be completed not later than May of each year.
- D. The Deputy Chief shall ensure that the Bureaus under his or her command also support those goals.
 1. Each Bureau shall make their goals and objectives available to all personnel at the time they are finalized for inclusion to the Department's budget in May.