

# *Narragansett Police Department*

*40 Caswell Street, Narragansett, RI 02882*

**EFFECTIVE DATE:** March 16, 2008

**REVIEW DATE:** As Necessary

**REVISED DATE:** October 9, 2013

**RIPAC REFERENCE:** 1.8

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## **DEPARTMENT GOALS & OBJECTIVES (120.02)**

### **01 Purpose**

The purpose of this policy is to provide guidance for the agency on the formulation, annual updating, and distribution to all personnel of the goals and objectives of the department. Planning for a law enforcement agency should involve the development and utilization of limited personnel, equipment, and resources in ways that will favorably affect future public welfare.

### **02 Policy**

It is the policy of the Narragansett Police Department to establish a procedure for the development and annual review of goals and objectives. To provide an avenue by which all department personnel may contribute recommended goals and objectives relating to the efficient operation of their duties to clearly identify the department's mission and the delivery of police services and to set forth the program essential to achieve the mission.

### **03 Definitions**

Goal: A relatively broad statement of the end or result that one ultimately intends to achieve. A goal usually requires a relatively long time span of time to achieve and, whenever possible should be stated in a way that permits measurement of its achievement.

Objective: An objective is where an effort is intended to attain or accomplish; the goal. An objective is usually set with an accompanying explanation of means or instructions for how it can be attained or with an understanding for each person's assignment. An objective is sub-goal or an element of a goal, and, therefore, requires a shorter time to accomplish than does a goal.

### **04 Procedures**

A. Mission Statement: The Narragansett Police Department is committed to establishing a partnership with all members of our community, to pro-actively solve problems and reduce crime. The mission of the Narragansett Police Department is to enforce the laws and ordinances of our state and town with commitment to core values of honesty, integrity, dignity and excellence to promote a feeling of safety and security for all members of our community. We strive to be know as a true partner and stakeholder in our desire to make Narragansett a vibrant town supporting families, culture, tourism, academics, the arts, and our environment. We are committed to responding to the needs of the community with respect, fairness, compassion, and integrity.

B. Process of Setting Goals and Objectives

1. Every year, each Division will develop a set of short-term goals for the coming year. The goals and objectives will relate to functions performed by the divisions. Supervisors will solicit input on attainable goals from their subordinates. All levels of personnel within the department will be involved.
  - a. A memorandum will be distributed to all personnel soliciting recommendations for attainable goals and objectives for the upcoming year.
  - b. Division Lieutenants will consolidate the goals and objectives and make recommendations to the Chief of Police for review.
  - c. Goals will include measurable objectives that are attainable.
  - d. Each Division Lieutenant will report to the Chief, during pre-scheduled staff meetings, on the status of progress attained.
  - e. The Chief of Police and Command Staff will analyze and review all previously established goals prior to the adoption of new goals.
  - f. Once goals have been prepared and finalized, they will be distributed to all personnel and posted in a conspicuous location within each division.

By Order Of:

Chief of Police