



DEPARTMENT MISSION AND ORGANIZATIONAL VALUES

FC No.: 210

Date: 07-27-16

If a provision of a regulation, departmental directive, rule, or procedure conflicts with a provision of the contract, the contract prevails except where the contract provision conflicts with State law or the Police Collective Bargaining Law. (FOP Contract, Article 61)

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I. Policy

The Montgomery County Department of Police is dedicated to the achievement of its stated mission through a commitment to the philosophy of community policing in order to provide quality law enforcement service in a manner consistent with our vision and values. This policy articulates the department's mission, vision and values.

II. Mission Statement

The Mission of the Montgomery County Department of Police is to safeguard life and property, preserve the peace, prevent and detect crime, enforce the law, and protect the rights of all citizens. We are committed to working in partnership with the community to identify and resolve issues that impact public safety.

III. Vision Statement

We, the Montgomery County Department of Police, *in cooperation with the community we serve, will work to enhance community relations and build trust through transparency, accountability, and strong leadership. We will strive to be a premiere law enforcement agency by employing a highly educated, diverse, and technical workforce that utilizes purpose-driven technology, and effectively balancing our resources to meet our mission.*

IV. Organizational Values

The Montgomery County Department of Police remains committed to a philosophy of community policing, and pledges to provide quality service by working in partnership with the community according to these values.

These values set out the context in which we will accomplish our mission *and* also represent a statement of how we, as an organization and as individuals, wish to be judged by both the department and the public. *These* values should guide us in our actions and behavior. It is important that all members of the organization consider these values prior to taking any action, making managerial decisions, or when dealing with *the public*. Department members are encouraged to remind each other when our actions are not in conformance with our values.

Supervisors and managers must review anticipated decisions and actions to ensure that they are in compliance with *these* values and have the commitment to change those that do not conform.

Organizational Values

- Pride*** *We are committed to conducting ourselves in a manner that brings honor to ourselves, the department, and the county.*

- Respect*** *We are committed to respecting individual rights, human dignity, and the value of all members of the community and the department.*

- Integrity*** *We are committed to nurturing the public trust by holding ourselves accountable to the highest standards of professional conduct and ethics.*

- Dedication*** *We are committed to providing the highest quality of law enforcement service to the community with the goal of enhancing the quality of life within Montgomery County.*

- Excellence*** *We are committed to achieving a level of performance that exceeds all expectations.*

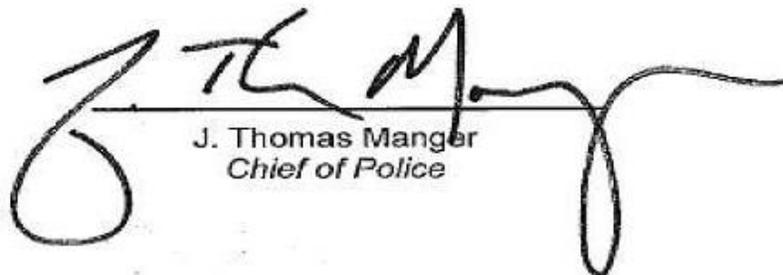
"We begin with Pride, and end with Excellence."

All functional and geographic units will be issued mission and values posters and will display these posters in prominent locations visible to both the public and our members. Requests for additional posters may be forwarded to the ***Policy and Planning Division***.

- V. CALEA Standards:** *1.1.2, 12.2.1, 45.2.1*

- VI. Proponent Unit:** Office of the Chief

- VII. Cancellation:** *This directive cancels Function Code 210, effective date 12-29-00*



J. Thomas Manger
Chief of Police