

	<h1>Garner Police Department</h1> <h2>Written Directive</h2>	
	Chapter: 100 – Organization	
	Directive: 110.03 – Department Goals and Objectives	
Authorized by: Chief Brandon Zuidema		Effective Date: April 1, 2017
CALEA Standards: 15.2.1, 15.2.2		Last Revision: May 1, 2014

110.3.1 - Purpose

The purpose of this directive is to list the overall goals of the Garner Police Department. The Department designs and evaluates activities based on written statements of goals and objectives using the procedural guidelines provided.

110.3.2 - Policy

Departmental goals for each year are published as part of the Department's Strategic Plan and are distributed to all personnel. The Department's goals are based on input from the various divisions within the Department as well as the priorities identified in the Town's Strategic Plan. These goals and objectives will be reviewed and refined annually and are subject to ongoing development with input from all levels of the Department.

110.3.3 - Departmental Goals

- A. Goals and objectives must be identifiable and measurable.
- B. The development of goals and objectives serves two broad purposes:
 1. Specific efforts have a direct relationship in the achievement of specific goals and objectives. This effort provides officers with direction and enhances performance unity.
 2. By using stated goals and objectives, the public is provided with a method to measure Departmental performance.

110.3.4 – Procedures (15.2.1, 15.2.2)

The following procedures will be used during the annual preparation and distribution of the Department's statement of goals:

- A. The Chief of Police will request input from Department personnel prior to formulation and distribution of a comprehensive statement of Department goals and objectives as part of the process for updating the Strategic Plan in the fall of each year. This statement will be included in the strategic plan, which is made available to all personnel.
- B. In an effort to evaluate the progress made toward achieving the Department's goals and objectives, each Division will update progress and efforts towards goals and objectives in their monthly report to the Chief of Police or the designee indicated.