


# HALES CORNERS POLICE DEPARTMENT

	<b>GENERAL ORDER</b>		
	<b>DEPARTMENT MISSION</b>		
	NUMBER: 20	EFFECTIVE 06/01/03	LAST REVISED 03/08/12
	REVIEW PERIOD Annual	REFERENCE	

I. PURPOSE

The purpose of this General Order is to establish a mission statement for the Hales Corners Police Department which will give direction to all employees through written goals and objectives.

II. POLICY

It is the policy of the Hales Corners Police Department to publish the mission statement, goals and objectives of the Hales Corners Police Department and its major divisions. These statements will be distributed annually to Department members.

III. MISSION STATEMENT

The **Mission** of the Hales Corners Police Department to *save lives*.

IV. VISION STATEMENT

The Hales Corners Police Department is a law enforcement organization dedicated to the *duty* of *service* to all persons. It is the **Vision** of our organization to create an atmosphere of cooperative partnership with the Community toward the common goals of protecting life and safeguarding property. Through cooperation; problems of crime or disorder can be identified, solutions found, safety improved, and quality of *life* enhanced for all persons. In these endeavors, the decisions and actions of the members of the Hales Corners Police Department shall always reflect professionalism, *integrity*, and *humility*.

V. CORE VALUES

**Core Values** guide our work and decisions and are fundamental to this Vision and our Mission.

- A. **DUTY:** We are bond by sacred oath to support the Constitution of the United States, the Constitution of the state of Wisconsin, and to fulfill the obligations bestowed upon us by the Village of Hales Corners. It establishes the standard that every Department member must fulfill their responsibilities to the best of their ability.
  
- B. **SERVICE:** Service is defined as the provision of helpful assistance to other people; therefore, we employ the resources entrusted to us to the benefit and assistance of others. Although communal in nature, we do acknowledge that service is personally satisfying. In simplest terms, we exist to help others and that is both; an obligation and a gift.

- C. **LIFE:** Above all else, we value human life.
- D. **COOPERATION:** Cooperation accounts for the greatest strength of our Nation, “E Pluribus Unum” or “Out of Many One.” It is the acknowledgement that synergy is wholly realized when the true value of diversity is understood and the dignity of all people protected. Cooperation by its nature manifests allegiance to the Department, the Village, the State, and the Country.
- E. **INTEGRITY:** Opinion, favor, impulse, or adversity shall never influence the discretion entrusted to us. We have the courage to base our decisions and actions in accordance with the highest principles applicable. It is necessary that each member never does anything to betray their relationship with the Profession, the Department, the Village, the State or the Country.
- F. **HUMILITY:** We acknowledge that while we are important, every other person is important as well. Because of this we choose to accept the obligation to put duty before self and to serve others. We understand that cooperation and integrity are the foundation for the public’s trust; which without, we lose the authority to fulfill our mission. We stand ready to protect life above all else.

VI. ORGANIZATIONAL GOALS/OBJECTIVES

- A. The employees are the greatest asset this Department has. This Department will continually strive to be the best it can be. Employees will be trained to meet that goal to ensure our responsibility to the community is achieved.
- B. Employees will treat each other with respect. Their thoughts and ideas will be solicited and utilized in the development of policies and procedures. The environment they work in will be positive so as to encourage maximum performance without unnecessary obstacles.
- C. We will provide the highest level of service possible. The satisfaction of the people we serve is critical to us if we are to accomplish our mission.
- D. We will treat all people we encounter as we would want to be treated ourselves.
- E. We will protect the lives, property and the civil rights of our citizens to the limits of our ability.
- F. Criminal and non-criminal law enforcement will be accomplished aggressively using all legal and ethical methods available to us while maintaining a sense of fairness and compassion.
- G. Assistance will be provided whenever possible to citizens of the community for problems where no other governmental agency exists or is unable to provide help.

VII. DEVELOPMENT OF POLICIES AND PROCEDURES


It is the responsibility of the Chief of Police to ensure that General Orders are promulgated in order to provide employees with guidance in the performance of their duties.

VIII. OATH OF OFFICE

It is the policy of the Hales Corners Police Department to require each sworn member to recite the Oath of Office of a Police Officer as required by the State of Wisconsin State Statute 19.01.

IX. CODE OF ETHICS

It is the policy of the Hales Corners Police Department to adopt the Village of Hales Corners Ethics Code, Article XV, (Exhibit 116) and the Law Enforcement Code of Ethics published by the International Association of Chiefs of Police (Exhibit 56). These Ethic Codes will be promulgated annually to all employees.

<p><b>ISSUED BY:</b></p>  <p>Eric R. Cera Chief of Police</p>	<p><b>HISTORY:</b></p> <p>Created: 06/03/2003 Revised: 04/01/2004 Reviewed: 07/01/2004 Review: ERC 05/07/2008 Revised: ERC 03/08/2012 Review: ERC 01/27/2015 Review: HCPD 10/08/2019</p>	
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