

**CITY OF FERGUSON
OFFICE OF THE CHIEF OF POLICE**

Index as:

Goals

Objectives

GOALS AND OBJECTIVES

104.00 PURPOSE

The purpose of this General Order is to establish procedures for the development of goals and objectives for the Ferguson Police Department.

104.01 DEFINITIONS

- A. Goals are the desired outcome. Goals tend to be broad, long term guides that provide solid direction, guidance and stability for planning.
- B. Objectives are the steps utilized to achieve a specific goal. Objectives tend to be specific, measurable, obtainable statements of actions to be accomplished.

104.02 POLICY

The responsibility for the preparation of annual goals and objectives rests with the Chief of Police.

104.03 PROCEDURE

- A. The Chief of Police will annually identify specific goals for the department to include a time line for progress evaluation and updating if required. The goals will be developed during the annual budget process when the Chief of Police meets with the Captains of Police and organizational component commanders. This process usually begins in March with meetings. The Captains and component commanders will submit recommendations, suggestions and budget “wish list” items for the following year. In the period from March through June, the Chief of Police will then finalize the budget proposal as well as the department goals for the following year.
- B. When the final version of the annual budget has been approved by the Mayor and City Council, the department goals will be documented in the printed version of the City of Ferguson annual budget. The department goals will also be distributed in writing to all personnel in the form of a Special Order.
- C. Each organizational component of the department; Administration, Field Operations, Support Services and Communications, will prepare a plan and submit it to the Chief

April 26.2011

of Police containing a list of objectives which are designed to meet the specific organizational component goal(s) as established in the annual City budget. These objectives should be clear, concise, and measurable and have a time line to report progress.

- D. The organizational component commanders will distribute in writing to all of their personnel the objectives which each component is expected to achieve in order to meet the department goals. These objectives should be reviewed quarterly to ensure objectives are being met and/or modifications introduced to see that objectives are achieved.
- E. During the same budget preparation process from March through June, the Chief of Police, Captains of Police and organizational component commanders will review the goals for the current year and determine the status of those goals, with the following possible outcomes;
 - 1. Achieved
 - 2. On Target to achieve
 - 3. In Progress
 - 4. Cancelled
 - 5. Failed to Achieve

104.04 STRATEGIC GOALS

- A. The Chief of Police, at the direction of the City Manager, will periodically develop a five-year strategic plan for the police department.
- B. The five-year strategic plan will be submitted by the Chief of Police in memo form to the City Manager. The five-year plan will address the goals and objectives of the Department, anticipated workloads and population trends, anticipated personnel levels and capital improvement and equipment needs.
- C. The Chief of Police is responsible for the implementation and monitoring of the goals developed in the strategic plan. The procedure for setting organizational component objectives is the same as outlined in section 104.03.

By order of:



COLONEL THOMAS JACKSON
Chief of Police

Distribution

All Department Personnel

MPCCF Reference 1.4