

Maple Bluff Police Department

Policy Manual

A MESSAGE FROM CHIEF

The policies in this manual are designed to provide all of us with clear guidance while performing the challenging work of Law Enforcement Officers. These policies and our adherence to them establish the baseline of our professionalism and directly reflect our department's mission, values, philosophies, and strategies. I expect all members of this department to continually seek a more complete understanding of our culture, what we stand for, and the role each of us play in service to each other, our community, and the Nation.

Mission – We passionately deliver exemplary public services and responsible governance to improve the experience and value of our community.

Core Values – Our core values are **Integrity, Compassion, Trust, and Dedication**.

Leadership Philosophy – Our leadership philosophy reinforces a unified commitment to our values, priorities, and approach to decision making. All leaders are expected to evaluate information and respond to situations through the guiding principles of authenticity, feedback, and accountability.

- **Authentic Leadership** – Provide a common vision for the future, demonstrate service to others, have a conviction of values, maintain genuine relationships, and have strong foundations of self-awareness.
- **Command and Feedback** – Decentralization of command, delegation of responsibility, and proactive approach toward two-way feedback encourages our team to perform freely within set limits, which in turn promotes independence, self-discipline, initiative, and learning among all.
- **Personal Accountability** – Pursue the **courage** to constantly remain un-wavered by physical danger, moral dilemma, or emotional strain; practice **temperance** by exercising exemplary self-control in all decisions and actions; seek **wisdom** and acknowledge that we are accountable for our thoughts, actions, and choices; strive for **justice** by honoring fairness in all aspects of life.

Management Philosophy – Department leaders share a set of management rules and obligations to instill purpose, provide direction, and reinforce cohesion. Our management approach includes a process of tasking, enabling, and providing feedback with the deliberate purpose of encouraging individual initiative, growth mindset, and example setting.

- **Individual Initiative** – Shoot for the stars, act with a purpose, and communicate always.
- **Growth Mindset** – Embrace extreme ownership, demonstrate unwavering grit, and seek constant learning.
- **Example Setting** – Inspire through actions, guide other to success, and provide continuous support.

Policing Strategies – Every police department must carefully choose what policing strategies to pursue based on the specific goals they seek to accomplish. The Maple Bluff Police Department prioritizes the following long-term goals: maintain exceptional police services, develop trusting relationships, reinforce officer competence and safety, foster team oriented professionalism, and promote criminal deterrence. In pursuit of these goals we employ strategies of Procedural Justice, Community Policing, and Problem-Oriented Policing.

- **Procedural Justice** – Fairness, Voice, Transparency, Impartiality
- **Community Policing** – Partnerships, Problem Solving, Organizational Improvement
- **Problem-Oriented Policing** – Communication, Proactivity, Presence, Rapid Response, Public Engagement, Investigative Vigor