

Cobb County Police Department

Policy 1.06

GOALS AND OBJECTIVES

Effective Date: November 1, 2017	Issued By: Chief M.J. Register
Rescinds: Policy 1.06 (June 11, 2017)	Page 1 of 2
The words "he, his, him," which may appear in this policy, are used generically for clarity and ease of reading. These terms are not meant to imply gender and relate to all employees of the Department.	

The purpose of this policy is to require the identification of Departmental goals and objectives and the pursuit of those goals and objectives by the most effective means.

I. POLICY

The formulation and annual updating of written goals and objectives for the agency and for each major organizational component within the agency is required. Established goals and objectives will be made available to all agency personnel.

II. DEFINITIONS

As used in this policy, the following words and terms shall have the meaning ascribed:

- A. **Commander:** The ranking officer in charge of a precinct/unit.
- B. **Goals:** Generalized statements of direction for the Department. Departmental goals may include targets such as increased productivity through automation, reduction in overall crime, reduction in traffic crashes, saving lives, increasing and enhancing employee knowledge through training and education, and a means of evaluating overall productivity and its responsiveness to the needs of the community.
- C. **Objectives:** Objectives are more specific than goals, in that objectives lead to measurable results that are to be achieved within a specific time. The accomplishment of objectives leads to the achievement of goals. Objectives may include goals such as shorter dispatch and response times, reduction of specific trends, crimes, or hazards in specified areas, or the in-service training of employees in specific fields.

III. REQUIREMENTS

The annual goals and objectives form a framework for developing programs in various functional areas for enforcement efforts, strategic approaches, and Departmental planning. External factors can influence planning strategies and may include increases in calls for service, land or building development, economics, increases and decreases in population density, changes in crime trends, and recidivism. Internal factors may include

existing resources (manpower and equipment), approved budget items, hiring and promotion policies.

A. Establishing Goals and Objectives

During January each year, each organizational component will be required to submit its goals and objectives for that year to its commander. The commander will submit to the Chief of Police, or his designee, through the chain of command, the goals and objectives for the year for his respective command.

B. Line Input into Goals and Objectives

It is important for all employees to have an opportunity to offer input in formulating Departmental goals and objectives. Each commander, while determining goals and objectives, will solicit the input from all units and personnel under his command for ideas and suggestions pertaining to Departmental goals and objectives. All ideas and suggestions will be reviewed by the immediate supervisor of each unit. Specialized units will review and comment on goals and objectives that impact upon their operation.

By involving employees of the Department, it encourages all members to participate in planning future courses of action.

C. Review

The commanders will review all comments and suggestions for their merit and will compile a report and forward it through the chain of command to the Chief, or his designee. Upon review by the Chief of Police, these goals and objectives will be returned to the submitting commander for implementation and distribution to all personnel under his command.

IV. PROGRESS REPORTS OF GOALS AND OBJECTIVES ATTAINMENT

Each supervisor will maintain documentation to help determine the progress made toward attaining the yearly goals and objectives established for their areas of responsibility. It shall be the responsibility of each commander when formulating the goals and objectives for the next year, to review the goals and objectives for the past year.