

LANSING POLICE DEPARTMENT VALUES

All procedure manual materials should be viewed as natural extensions of the Department Vision and Mission Statements and Goals. However, these statements, as well as the Department "Policing Strategy" and "Community Policing Philosophy," are built upon a set of values which are reflective of policing within the Lansing Police Department. These values should serve as the basis for each employee's professional beliefs and actions. Coupled with experience and training, these values should always guide employee actions when no other direction is available. If you follow these values, you will never compromise your integrity or embarrass yourself, your family, or your Department.

Our Department Values are characteristics or qualities of worth. They are non-negotiable. Although we may need to balance them, we can never ignore them for the sake of expediency or personal preference.

VALUES STATEMENT

We, the members of the Lansing Police Department, are guided by the highest ethical standards. We understand that as employees of a law enforcement agency, we have a special duty to our community and are held to a higher ethical standard than are the employees of many other organizations. We provide the highest quality of personalized services to all who live, work, and visit in Lansing, Michigan. We do this by empowering employees who build partnerships with the community to prevent and solve crime, lessen fear, and reduce neighborhood problems. We believe in and respect the dignity of all people, and we respect individual and constitutional rights in fulfilling our mission.

Police personnel comprise a special class of public employee. Because we are conspicuous and visible representatives of government, our conduct is closely scrutinized. When police behavior is found to be excessive, unwarranted, unjustified, or unlawful, this results in lost community support and respect – both necessary ingredients to the Department's capacity to perform. Therefore, in addition to complying with the various procedure manual rules and procedures, our behavior will be guided by the following ten LPD Core Values – (1) Respect and Fairness, (2) Integrity and Honesty, (3) Compliance with Laws and LPD Rules, (4) Value Diversity, (5) Customer Satisfaction, (6) Teamwork, (7) Earn Authority and Trust, (8) Efficient Resource Utilization, (9) Confidential Handling of Police Business, (10) Conduct That Reflects Positively on the Department.

The Ten LPD Core Values

In fulfilling our mission to the citizens of Lansing, all LPD employees will:

- **RESPECT AND FAIRNESS**
Enforce laws and serve our community with respect and fairness;
- **INTEGRITY AND HONESTY**
Hold ourselves to the highest standard of integrity and honesty, always be truthful in matters associated with Department responsibilities;

- **COMPLIANCE WITH LAWS AND LPD RULES**
Comply with laws of the United States and of any state or local jurisdiction, as well as, LPD rules of conduct, including adherence to lawful orders from any higher authority within the Department;
- **VALUE DIVERSITY**
Value the diversity that exists among our fellow employees and citizens and will not discriminate on the basis of personal characteristics;
- **CUSTOMER SATISFACTION**
Work within our community, sharing responsibility for making it safer and improving the quality of life (customer satisfaction).
- **TEAMWORK**
Work cooperatively with fellow employees demonstrating the principles of good teamwork through on-duty behavior that is courteous, positive and supportive of Department goals;
- **AUTHORITY AND TRUST**
Preserve the trust of the community we are sworn to serve and never abuse the authority conferred upon us;
- **EFFICIENT RESOURCE UTILIZATION**
Utilize all Departmental resources efficiently, appropriately, and respectfully;
- **CONFIDENTIALITY OF POLICE BUSINESS**
Treat the official business of the Department as confidential and respect the appropriate levels of privacy with respect to that information; and
- **CONDUCT THAT REFLECTS POSITIVELY ON THE DEPARTMENT**
Refrain from conduct which reflects unfavorably on the Lansing Police Department.

VISION STATEMENT OF THE LANSING POLICE DEPARTMENT

"Police and Community Partnerships for Progress and Excellence"

MISSION STATEMENT OF THE LANSING POLICE DEPARTMENT

The Lansing Police Department mission is to reduce crime, reduce repeat calls for service and increase citizen satisfaction through partnership with the community. It is our intent to maintain order, preserve public safety and foster a better quality of life; making our City a better place to live, work and visit.

GOALS OF THE LANSING POLICE DEPARTMENT

- Reduce crime, reduce repeat calls for service and increase citizen satisfaction by delivering quality police service in a lawful, sensitive, safe and professional manner in order to protect life, property and maintain public peace.
- Prevent crime and maintain order through police action; targeting specific problems.
- Enhance organizational excellence through education, training and technology.
- Identify and analyze problems, explore alternative solutions, and encourage regional cooperation.
- Create and maintain open lines of communication to promote partnerships with our community.
- Encourage and support citizen involvement and leadership to improve the quality of life at the neighborhood level.
- Employ personnel that meet standards of professional excellence and represent the diversity of our community.
- Promote job satisfaction, open communication, and team building through employee participation in decision making.
- Maximize the use of available resources.

LANSING POLICE DEPARTMENT'S POLICING STRATEGY

The Department's Vision and Mission Statements, coupled with its Goals provide our Department with attainable expectations and the necessary steps to achieve them. However, we believe that it is equally important to provide a Departmental Policing Strategy to accomplish these endeavors.

The Lansing Police Department's Policing Strategy is based on four specific areas to police effort. These efforts do not necessarily stand alone and may vary according to function, assignment, or situation. All are essential to accomplishing our Mission.

REACTIVE EFFORTS

- A major portion of our policing efforts have been and will continue to be reactive. Regardless of proactive and preventive efforts, there will continue to be considerable need for us to respond after the fact to crime, disorder, traffic accidents, and various circumstances related to the protection of life and property. However, these circumstances should not diminish our efforts in problem solving and community-based activities.

SPECIALIZED EFFORTS

- Specialized efforts within the Department are a necessary component, particularly to deal with violent and serious crime. Examples of these efforts include follow-up investigations, directed patrol services, special weapons and tactics teams, drug enforcement, and various prevention initiatives.

PROBLEM SOLVING EFFORTS

- In addition to reactive and specialized policing efforts, some crime and order maintenance incidents may also be controlled, or even prevented by means other than repeated police response or arrest. This does not mean that arrest and prosecution are unimportant. It does mean that certain crime and incident analysis and problem solving can provide a contemporary approach to the maintenance of order and crime control, instead of totally relying on repeated police response or arrest.

COMMUNITY BASED EFFORTS

- Local policing is a community based enterprise. The community must be involved in accomplishing the police mission. As police officers, our interaction and partnerships with the community is important. We need to know citizen expectations, opinions and perceptions regarding what we do. Such awareness influences our initiative, insight, and innovation in interacting with and responding to citizens. We need to recognize the significant link between our responsiveness to citizens and our success.

COMMUNITY ORIENTED POLICING PHILOSOPHY

In order to effect a community policing philosophy, fundamental changes must be made in the policing strategy. The institutionalization of the community oriented approach to policing requires an ongoing, methodical analysis of the Department and our community. In order to implement this approach, a number of organizational changes that support employee problem solving must be adopted.

The move to community policing philosophy with the Lansing Police Department must be viewed not as a quick panacea, but as a long-range effort with specific evolutionary steps.

The Lansing Police Department must come to not only recognize the merits of community involvement, but also to seek to organize and manage Departmental affairs in ways that are consistent with such belief.

Community oriented policing is comprised of a number of interrelated elements reflecting a Departmental commitment to policing that:

- Is based upon a series of organizational values that reflect beliefs clearly articulated throughout the Department as well as to the community.
- Emphasizes a commitment to resolving underlying quality-of-life issues that lead to criminal behavior, rather than simply responding to each incident as it is reported.
- Recognizes that responses to calls are not the only measure of police work, and that the organization is not "numbers" driven.
- Focuses on the City's neighborhoods as the basic level for delivering law enforcement services.
- Gives neighborhood residents partial responsibility for developing and implementing problem solving strategies.
- Increases accountability of the police to neighborhood residents, all personnel to each other, and the Department to the community.
- Empowers personnel at all levels of the organization to solve problems, not just report them, by authorizing sufficient discretion to make binding decisions and take action.
- Changes the duties and responsibilities of supervisors and managers within the Department to make them facilitators and expeditors of resources.