

## **GENERAL ORDER 1.1.1**

### **Goals and Objectives**

#### **SUMMARY**

Establishes the annual formulation, implementation and evaluation of Department goals and objectives.

#### **DISCUSSION**

It is an important function in any organization to establish goals and objectives. This is necessary so that the organization remains progressive and efficient. While it is relatively simple to measure efficiency in the private sector, it is not always so in the public sector, and is extremely difficult for a law enforcement agency. The Springfield Police Department recognizes the need to establish and implement goals and objectives. The formulation and updating of Department goals and objectives will occur each year in conjunction with the annual budget process. Department goals and objectives will be included in the Office of the Chief budget program. Goals and objectives for other Departmental components shall be included in their respective programs. Goals selected should be measurable, attainable and observable.

#### **POLICY**

##### **I**

In preparation for developing the Department budget, Department command staff shall meet to formulate new goals and update existing goals for each organizational component within the Department. Department personnel will be given opportunity to review proposed goals and objectives to provide input. Copies of established goals and objectives shall be made available to all personnel.

In addition to the annual budget process, the Department may establish goals and objectives not directly linked to the budget process. In this event the goals setting process will be the same as described in the above paragraph.

Department goals must be compatible with established City Council goals.

## II

The Department command staff shall review budget expenditures and progress on the achievement of goals and objectives monthly. .

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Richard L. Lewis  
Chief of Police