



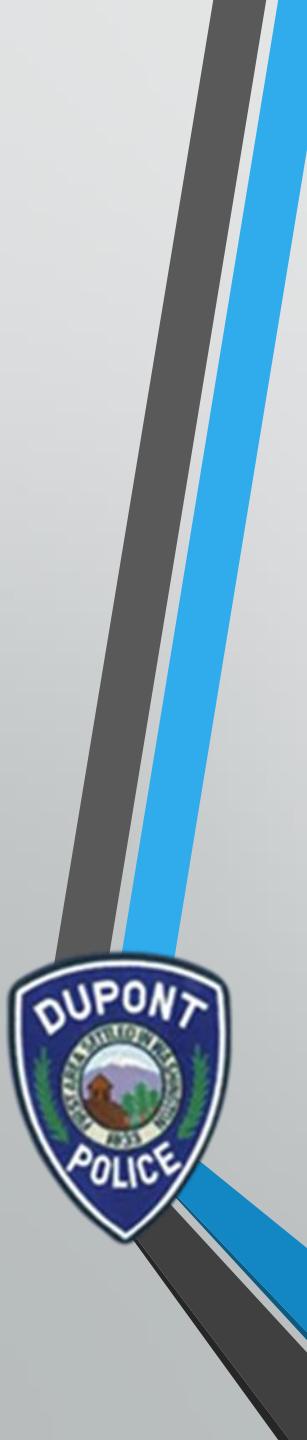
# Chief's Expectations for New Employees

*Overview of the in-person brief provided to  
every new police department employee.*

- The basic mission for which the police exist is to prevent crime and disorder.
- The ability of the police to perform their duties is dependent upon public approval of police actions.
- Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
- The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
- Police seek and preserve public favor not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.
- Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.
- Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the **public and the public are the police**; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
- Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.
- The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

**Sir Robert Peel's "Nine Principles of Policing" , 1829**  
Robert Peel established the London Metropolitan Police Force,  
and is regarded as the father of the modern British police.

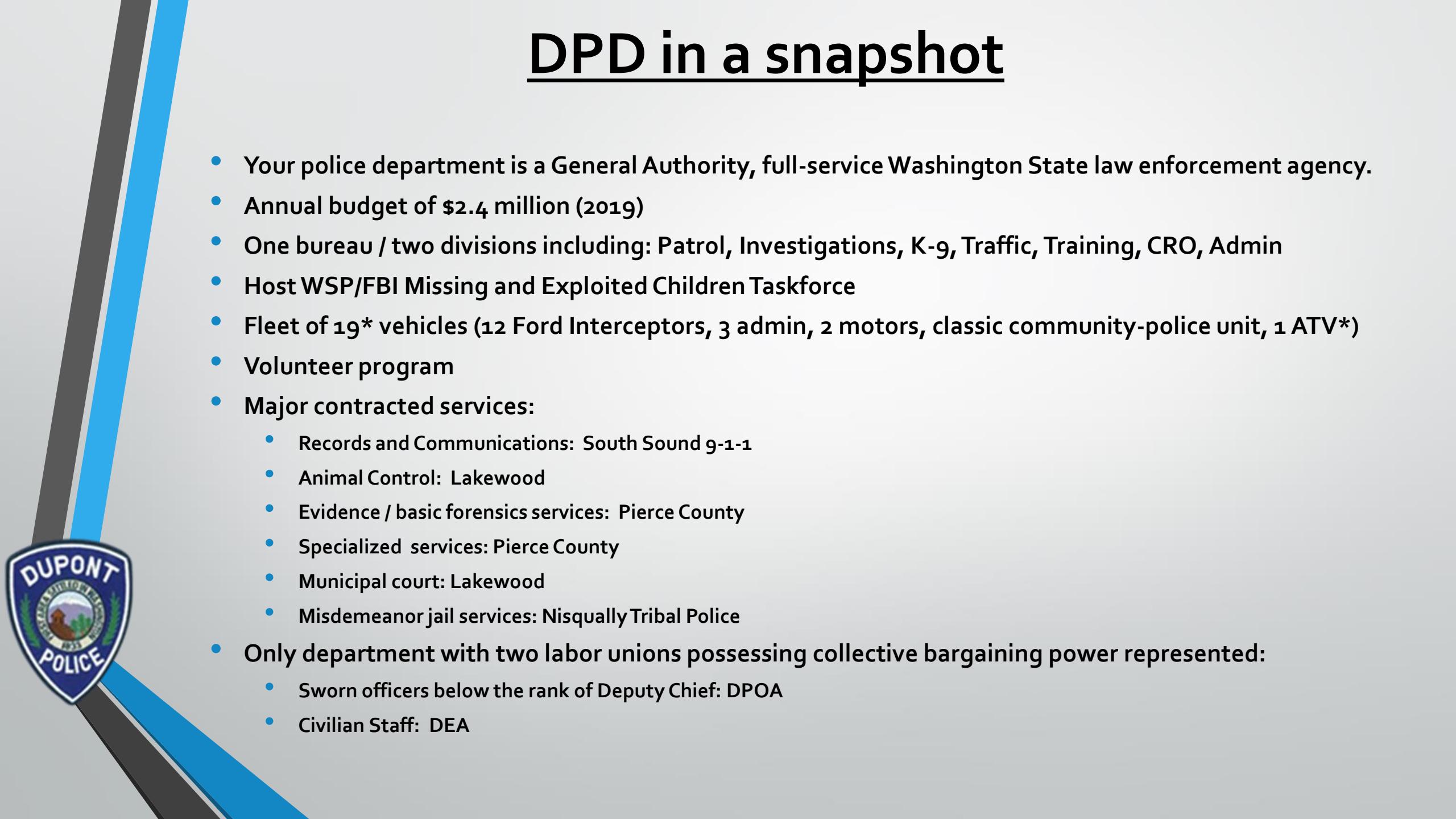




# Context:

- Over 700,000 sworn law enforcement in the U.S. (down 23,000 from 2013) .
- On average, **one police officer is killed in the line of duty every 58 hours** or 150 per year.
- There were 100 law enforcement officers killed in 2013....164 in 2018. As of this date, 118 police officers have been killed in the line of duty in 2019.
- **Your police department is the highest liability department in the City.**
- **We are one of two departments that run 24/7 – 365 shifts.**
- **Of that, we are the only agency that conducts 24-hour *proactive* operations.**





# DPD in a snapshot

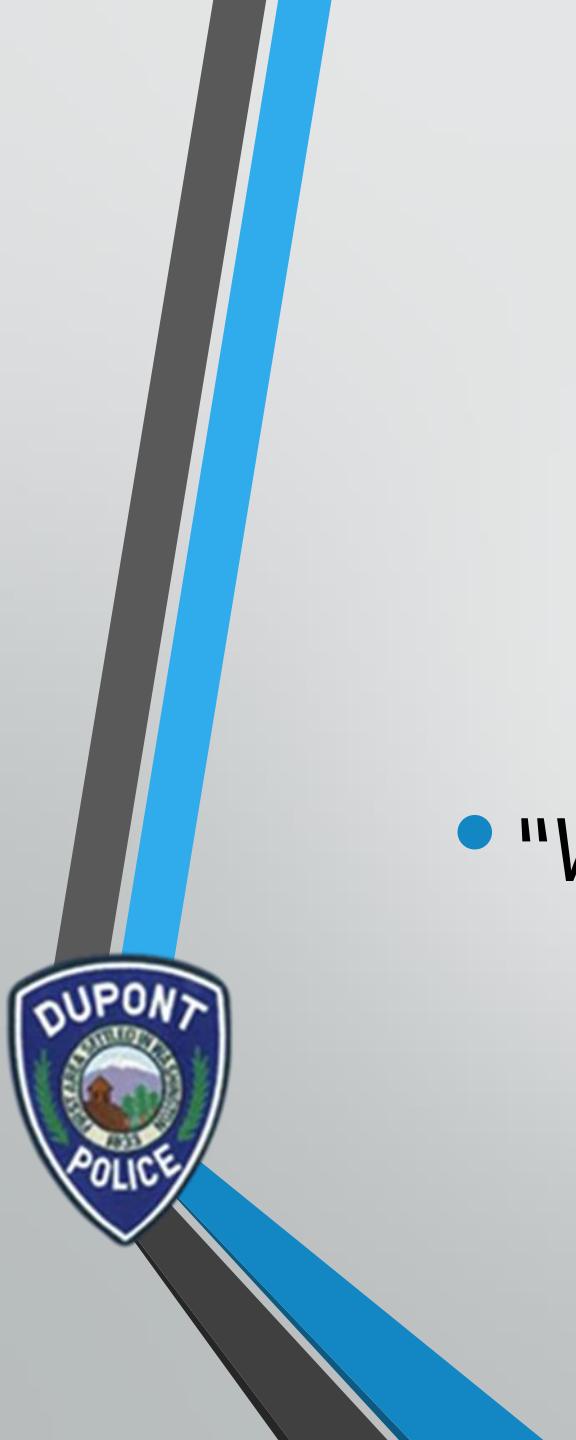
- Your police department is a General Authority, full-service Washington State law enforcement agency.
- Annual budget of **\$2.4 million (2019)**
- One bureau / two divisions including: Patrol, Investigations, K-9, Traffic, Training, CRO, Admin
- Host WSP/FBI Missing and Exploited Children Taskforce
- Fleet of **19\*** vehicles (**12 Ford Interceptors, 3 admin, 2 motors, classic community-police unit, 1 ATV\***)
- Volunteer program
- Major contracted services:
  - Records and Communications: South Sound 9-1-1
  - Animal Control: Lakewood
  - Evidence / basic forensics services: Pierce County
  - Specialized services: Pierce County
  - Municipal court: Lakewood
  - Misdemeanor jail services: Nisqually Tribal Police
- Only department with two labor unions possessing collective bargaining power represented:
  - Sworn officers below the rank of Deputy Chief: DPOA
  - Civilian Staff: DEA



# Team DPD Mission:

*The mission of the DuPont Police Department is to protect life, fight crime, uphold individual rights and support the community.*





## Team DPD Vision:

- *Excellence in all we do:*
- *"We never terminate the pursuit of excellence"*





## Team DPD Core Values:

- *Duty*
- *Professionalism*
- *Dedication*

**“D.P.D.”**



# Team DPD Core Values:

## What we live by:

- **Duty:** *a moral or legal obligation; a responsibility.*
  - *Commitment, obedience, allegiance, loyalty, faithfulness, fidelity, respect.*
- **Professionalism:** *the competence or skill expected of a professional; not a amateur.*
- **Dedication:** *the quality of being dedicated or committed to a task or purpose.*
  - *Wholeheartedness, single-mindedness, faithfulness, devotion, enthusiasm, resolve, purposefulness, conscientiousness, perseverance, persistence, tenacity, drive.*



# Decision Making



## DuPont Police Department

### Empowerment Model

#### When Making A Decision:

- *Is it the right thing for the public and the City of DuPont stakeholders?*
- *When practical, have those being impacted by the decision been considered and consulted?*
- *Is it the right thing for the Department?*
- *Is it something for which you are willing to be held accountable for?*
- *Would you be comfortable with your family and friends hearing about your decision on the news?*
- *Is it ethical?*
- *Is it legal?*

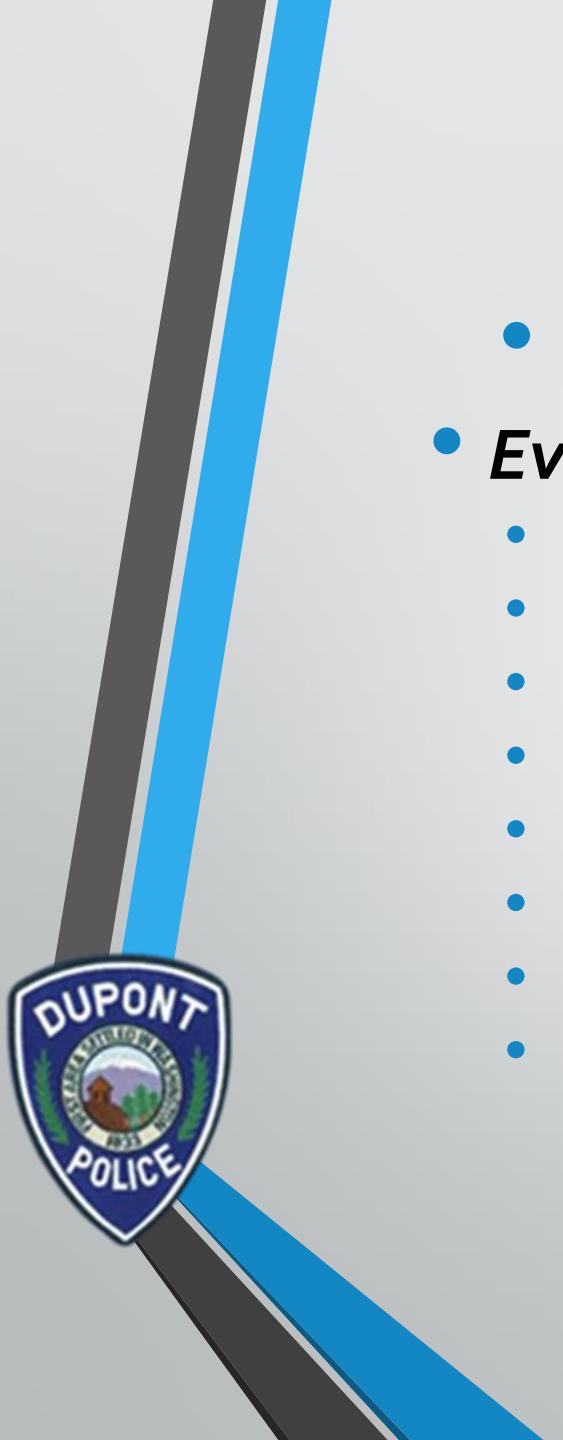
**If the answer to all of these questions is "YES", then go ahead and make the decision.**



# Chief's Community Policing Philosophy

*If the only time you want to deal with people is when you're arresting them, then I can't use you.*





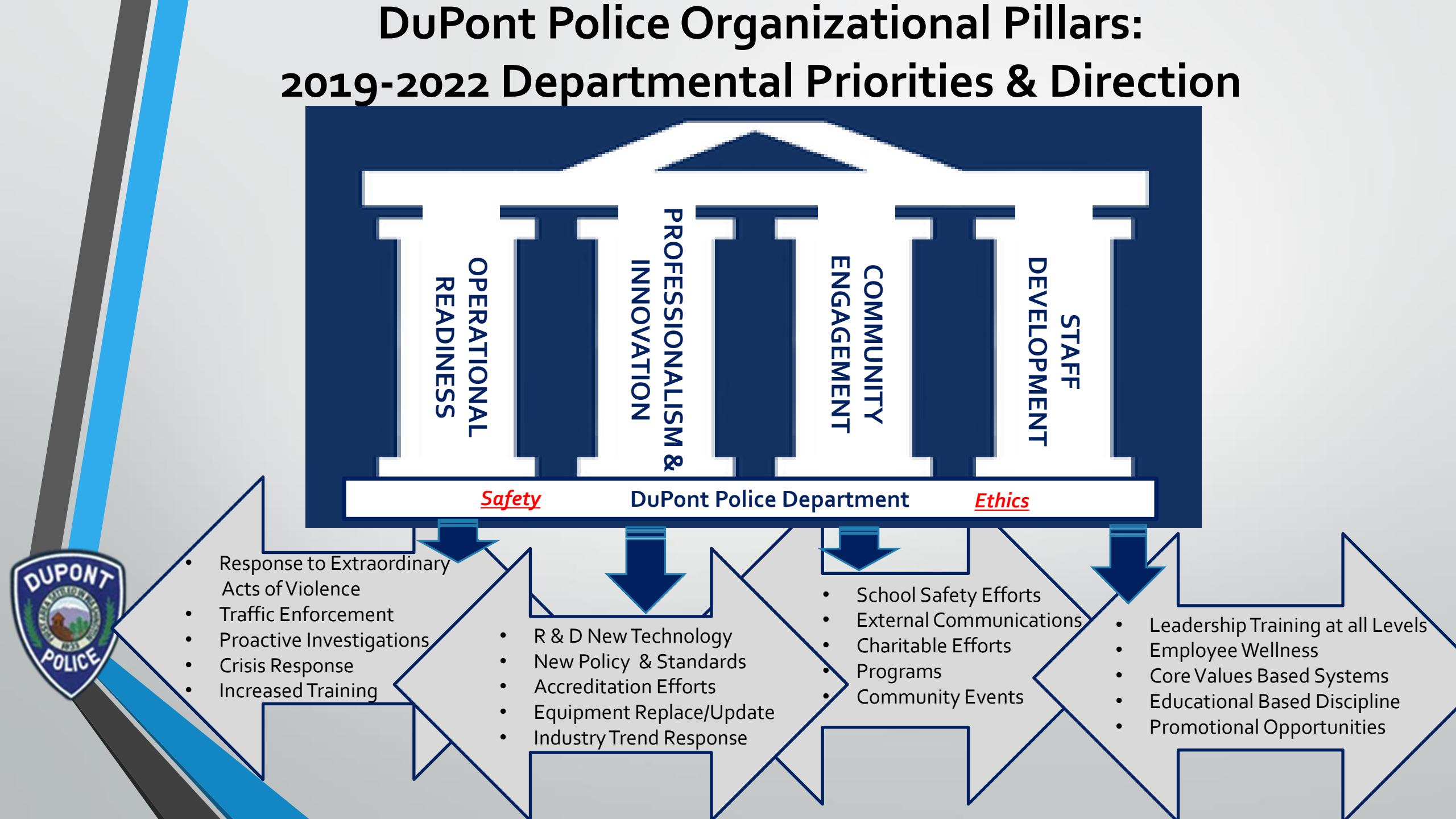
## Chief's Expectations: Command Team's Motto: "Safety first – Ethics Always"

- ***Values-based, family-first destination organization.***
- ***Everyone a leader, regardless of rank, status or position.***
  - 360/up-down Accountability – You are representing more than just yourself.
  - Do your job! Be the team player. If you put team first, your career will take care of itself.
  - Nothing is beneath the Command Team, and nothing should be beneath you.
  - Assume positive intent, and be quick to forgive – Seek first to understand.
  - Mistakes will happen: Own them.
  - If you fail, fail forward.
  - Leave a little more than you take.
  - Dignity and respect for everyone.
  - ***Think "legacy" & "honor"...***

***Remember why you wanted to be a police officer.***



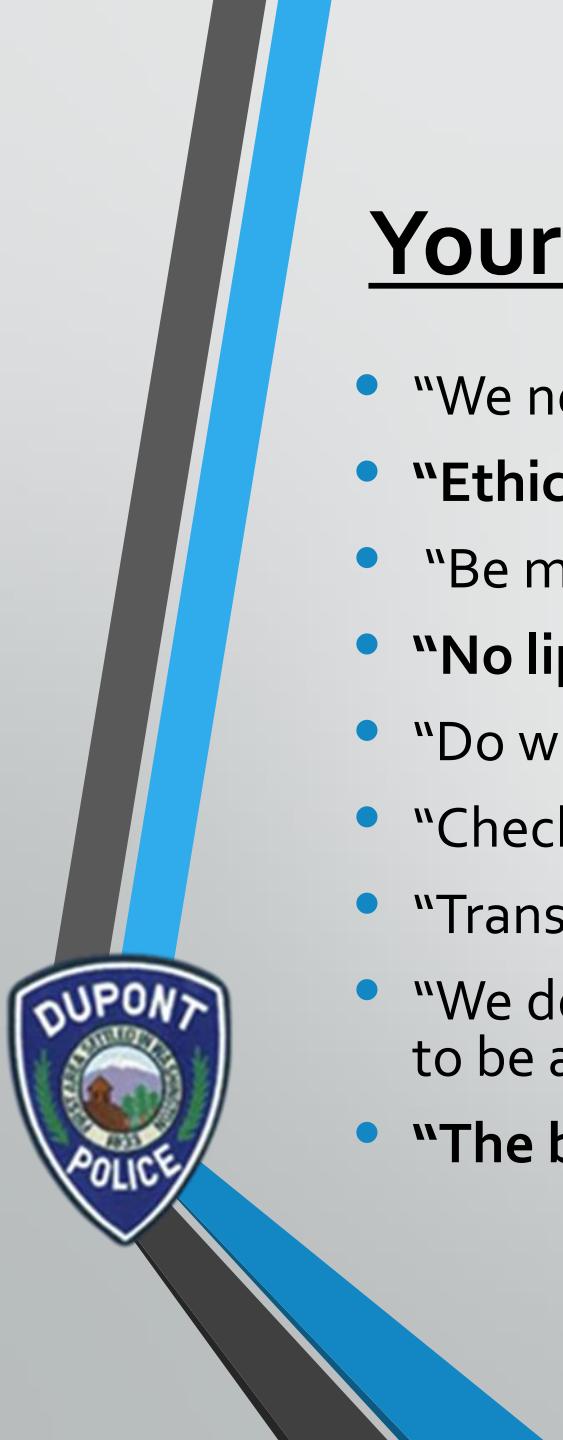
# DuPont Police Organizational Pillars: 2019-2022 Departmental Priorities & Direction





# Chief's Interview: Your Expectations of the Chief / Command Staff:

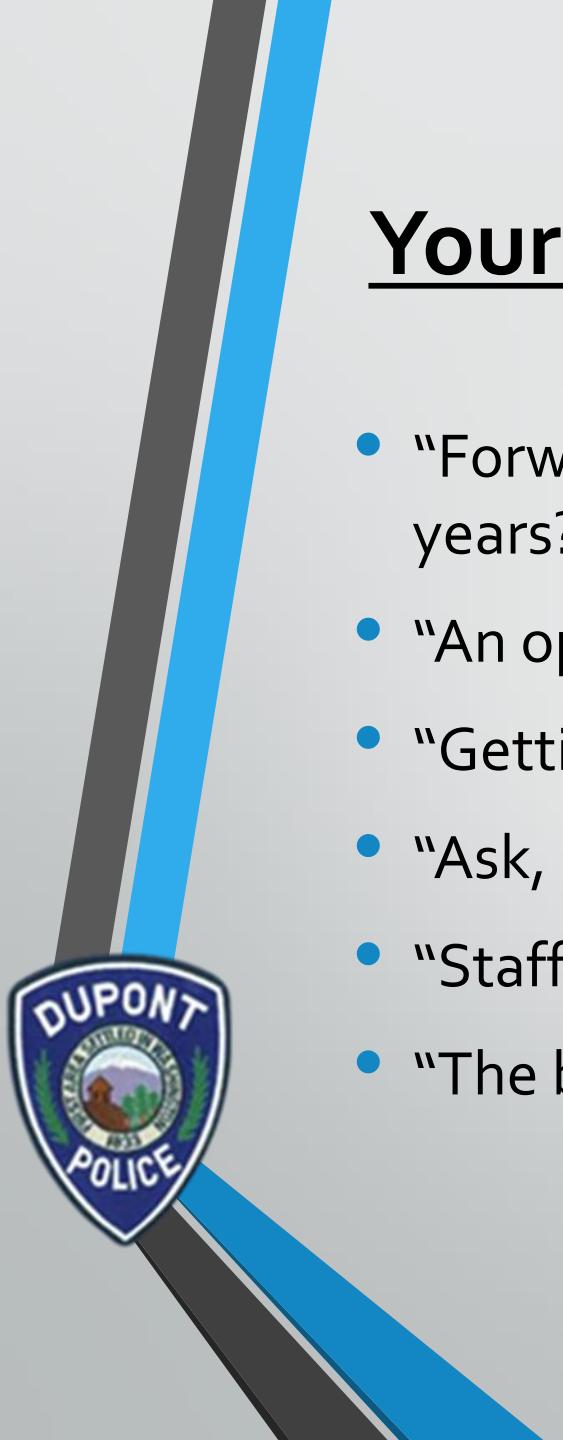
- “People should be a priority...”
- “Lead by example – always.”
- “Make sure staff is well trained. Build up their strengths.”
- “More staffing...Work harder on getting more staff.”
- “Make decisions in the best interests of the department.”
- “Don’t focus on the negative.”
- “Communication with the guys.”
- “Support, use the chain of command structure.”
- “Walk the walk. People are watching you; what kind of leader you are going to be.”



# Chief's Interview: Your Expectations of the Chief / Command Staff:

- "We need – want more mentorship."
- "**Ethical, legal – doing the right thing, and be here for the right reasons.**"
- "Be more professional."
- "**No lip service.**"
- "Do what you say you are going to do...and you are going to be honest with us."
- "Check in on us once in a while."
- "Transparent and fair."
- "We don't expect you to take calls, but we want a cop...someone who knows how to be a cop."
- "**The biggest thing is being fair.**"





# Chief's Interview: Your Expectations of the Chief / Command Staff:

- “Forward looking, outside the box. Where are we going to be in 10-15 years?”
- “An open door is truly an open door.”
- “Getting over the internal issues.”
- “Ask, and go out and seek answers.”
- “Staff development.”
- “The biggest thing is just lean-in.”





## - Homework -

**What are your expectations of me and your leadership?**