

## **DEPARTMENT MISSION**

The Mission of the Fairfax County Police Department is to prevent and fight crime.

## **DEPARTMENT VISION**

Ethical Leadership through engagement with the community to:

- Prevent and fight crime
- Provide a culture of safety at work and in the community which preserves the sanctity of all human life
- Keep pace with urbanization

## **VALUES**

We believe....

- The highest moral and ethical standards are the cornerstone of the agency, and all members are expected to adhere to these standards.
- The agency, through all of our employees and volunteers, strives to uphold the public trust and maintain accountability to the public.
- Our employees are the most important asset of the Department, and only through teamwork, mutual respect, and cooperation can the community be best served.
- The role of the police is determined by the community it serves; through a partnership with the citizens, the Department improves the quality of life through control and reduction of crime.
- The police and the community share in the responsibility for crime control and public safety.
- The capability to accomplish our mission is determined by the dedication to public service, diversity and quality of the work force; therefore, we seek to recruit and retain individuals who possess those qualities.
- The agency must seek to collaborate with neighborhoods to better understand the nature of local problems and to develop meaningful and cooperative strategies to solve these problems.
- The agency must enhance the skills of all personnel to ensure motivation, creativity, dedication and professionalism, while creating an atmosphere of job satisfaction, enthusiasm, security and personal career development.
- Available resources, both personnel and financial, must be expended with maximum efficiency in order to provide optimum service to the citizens of Fairfax County.
- State-of-the-art technologies and continuous up-to-date training are essential for the maintenance and enhancement of police service delivery to the citizens of the community.
- Through the application of these commonly held values, we will achieve excellence in policing in Fairfax County.

## **COMMUNITY POLICING DEFINITION**

Community Policing is a proactive and cooperative partnership between the Fairfax County Police Department and the community to improve the overall quality of life by:

- Fostering and maintaining mutual trust and respect
- Recognizing and solving problems
- Preventing crime and disorder
- Identifying and arresting offenders

## **DEPARTMENTAL GOALS**

### **I. STRENGTHEN COMMUNITY PARTNERSHIPS**

To develop and sustain strong community partnerships, the members of the Police Department and the citizens of this community must build relationships built on mutual respect, understanding and trust. The community must have confidence both in the process of law enforcement and in the people who are sworn to administer it fairly and judiciously. The community is encouraged and empowered to identify neighborhood problems, speak out on issues of concern, and help to shape the delivery of police services. The Police Department will strive to provide real solutions to problems of crime and public safety in the community while continuously seeking substantive feedback from the community regarding the quality and methods of police service delivery.

### **II. ENHANCE COMMUNITY-BASED POLICE SERVICES**

To the extent possible, police services will be based in the community and will be delivered by Police Department professionals who have an intimate knowledge of the people, neighborhoods and cultures of that community. The Police Department will provide citizens easy access to the people and services of the Police Department and responsiveness to community issues while preserving, where justified, the economies and efficiencies of centralization, which are sometimes necessary for highly specialized and complex services.

### **III. PROMOTE RESPONSIBILITY & ACCOUNTABILITY**

The Police Department exists to fulfill the responsibilities of law enforcement by using the authority and resources vested to it by the community. The Department is accountable to the community for the efficient and effective use of those resources, and the fair, impartial and judicious exercise of that authority. The Department will achieve this goal through management practices which place responsibility and accountability, both individual and team, at the core of our organizational culture.

### **IV. MAXIMIZE OUR HUMAN RESOURCES**

At the heart of every success is a dedicated and motivated person whose courage, resourcefulness and creativity have made the difference. The Police Department will seek and hire such individuals, give them the best possible training throughout their career, empower them to make a real difference in their community, provide them with the tools necessary to succeed, and reward and recognize their accomplishments.

### **V. HARNESS PROVEN TECHNOLOGY**

The Police Department must harness and be proficient with modern technology; it is an integral part of our society and the most powerful tool available to law enforcement in the fight against crime. The Department will aggressively seek to obtain practical and proven technology at an affordable price, then utilize it effectively to reduce crime and support police services to the community.