

CLOVIS

POLICE DEPARTMENT

2020



21st Century Policing

REPORT TO THE COMMUNITY

To those we serve, we want to be the best!

WHAT'S IN THE REPORT?

Police Chief's Message to the Community 3

Pillar 1: Building Trust and Legitimacy..... 4

Pillar 2: Policy and Oversight..... 6

Pillar 3: Technology and Social Media 8

Pillar 4: Community Policing and Crime Reduction..... 11

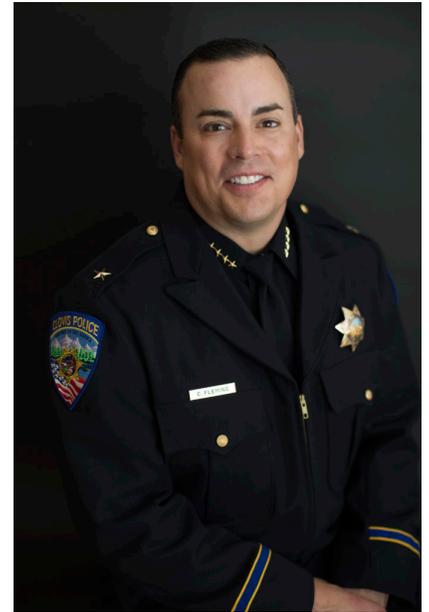
Pillar 5: Training and Education..... 15

Pillar 6: Officer Wellness and Safety 17

A Message to the Community of Clovis

We are proud to present our very first 21st Century Policing Report to the Community! The 21st Century Policing task force was created to identify best practices and offer recommendations to help agencies reduce crime, connect with our communities, and take better care of officers. As you read this report, it will give many examples of how the Clovis Police Department has already employed these recommendations.

Our department is dedicated to serving the citizens of Clovis. We are committed to fighting crime through all traditional and creative means feasible to protect our residents and visitors. Our goal is to remain the “Safest City” in the Central San Joaquin Valley.



The Clovis Police Department serves a community of 117,000 people. The “Clovis Way of Life” is not just a motto, but also a culture and a belief. The success of the Clovis Police Department comes directly from its citizens, professional staff and the dedicated officers who patrol the streets.

We are proud to be ranked as the safest city in the Central Valley, and listed in the top ten percent of cities in national rankings. Clovis was also recently named as the #1 “Best City in California to raise a family.” These are true testaments to all of the employees and volunteers who work diligently to provide a secure community for us all.

I thank the citizens of Clovis for their ongoing support of the Clovis Police Department. Together we continue to make our city a great place in which to live. It will always be the mission of this department to provide superior protection and service in a manner that builds public confidence and improves the quality of life in our community.

Curt Fleming
Chief of Police

PILLAR 1: BUILDING TRUST & LEGITIMACY



The Clovis Police Department has a long history of community policing. We value the strong relationships we've built over the years within our community, and we look forward to developing new relationships in 2020 and beyond. We truly believe that Clovis remains the Safest City in the Valley because of the long-standing relationships we have with our residents and community groups. Working together, our department remains committed to building partnerships and trust.

Here's a few examples of what we're doing to help build trust and legitimacy:



In a 21st century police agency, transparency is a must!

Transparency builds trust

The Clovis Police Department enjoys a great relationship with local media outlets, and we make our staff available upon request. We believe transparency builds trust. Several other examples of our transparency efforts include our community smartphone application with interactive crime maps, annual "Facebook Live" Q&A sessions with the Chief, and our commitment to providing information daily via various social media outlets. The department has also developed new methods to release information quickly in response to new state transparency laws.

Annual Community Breakfast Honoring Reverend Dr. Martin Luther King, Jr.

*The Dream 2020:
The Future Begins Today*

Keynote Presentation
Delivered by Deborah Ikeda
Trustee, SCCCD, Area 6



Saturday, January 18th, 2020
Breakfast at 9:00 a.m.
Program at 9:45 a.m.

*** New Location ***
Regency Event Center
1600 Willow Avenue
Clovis, CA 93612

Hosted by the
Clovis Police Department

Celebrating culture and integrating with our community

As Clovis grows, so does our diversity. Our department strives to connect with different cultures in our community. As an example, we take great pride in hosting and organizing the annual Fresno County Dr. Martin Luther King Day community breakfast. Working in collaboration with community leaders, clergy, and volunteers, this event is just one way our department celebrates the diversity within our community.

A+ Service

Honest feedback from those we serve lets us know how we're doing. We send surveys to all victims of crime in our city. We consistently reach our goal of providing service above the 90% level on each survey!

BUILDING TRUST & LEGITIMACY

Ensuring our staff reflects the diversity within our community

The Clovis Police Department staff is a very diverse group of employees from all backgrounds. We believe that our workforce should mirror the diversity of our community. Located in the Central Valley, we are fortunate to have a culturally diverse applicant pool. During our recruiting efforts, we strive to recruit only the best employees. Our recruitment team works daily to ensure our staff has the values and diversity our community has come to expect. Currently, 35 percent of our police officers come from a diverse background. While we still have work to do in this area, we continue to make great strides.



A diverse workforce that mirrors our community

Community interaction is key to problem solving and building relationships

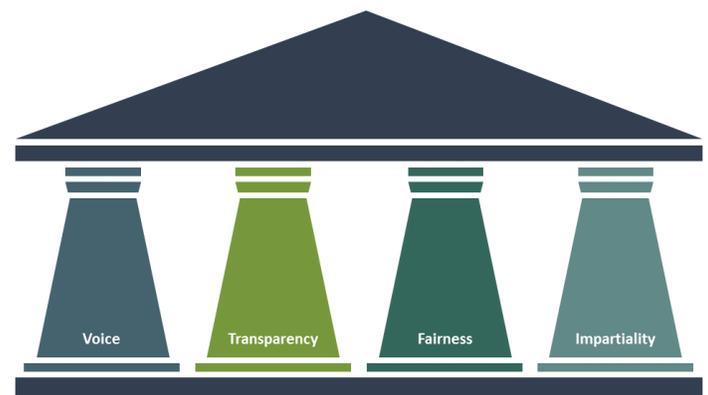
Policing in the 21st century is so much more than just enforcing the law. Building bridges and making community connections are key to our success. Programs such as Coffee with a Cop, Neighborhood Community Watch, and our Beat Corporal program allow for two-way conversations with our staff in a comfortable non-enforcement setting. On average, our officers and volunteers attend non-enforcement related community events on a daily basis in Clovis. A public smartphone application allows community members to have direct access to the CPD staff member in charge of their area.



Positive non-enforcement connections: Coffee with a Cop

Procedural justice: voice, transparency, fairness, impartiality

We place a high value on fairness and respect in all of our professional interactions. We operate under the advice of former City Council member Harry Armstrong: "always do the right thing!" Our community expects nothing less from our staff. In our role as guardians of our community, it's imperative our staff understands that unequal treatment, bias, and discrimination will not be tolerated. The principles of procedural justice— transparency, fairness, impartiality providing voice for others to be heard, are vital to earning community support and legitimacy. Our staff, both civilian and sworn, receive annual training on important topics such as implicit bias, crisis intervention training, tactical communication, and other procedural justice principles. These principles are also practiced internally by our leadership within the walls of the police department as well.



PILLAR 2: POLICY & OVERSIGHT



Our policies guide our staff on how to perform certain tasks and set rules and regulations for our employees to follow. Our goal is to hire people who see the big picture in life, have a global vision, and are compassionate crime fighters. Many situations are not covered by a specific policy, and we must always try to “do the right thing” as our community expects.

Here’s a few examples of what we’re doing in regards to policy and oversight:



The Clovis PD Motto "do the right thing"

A good policy protects both the community and the officers that serve it

We’ve worked hard throughout the years to ensure our policy does both. Our police department works with Lexipol, an organization of public safety professionals and attorneys, to make sure our policies are up to date, based on best practices, and meet current standards. A Police Lieutenant is tasked with reviewing the policy on a monthly basis. Through review boards, community meetings, and officer input our policy is a living document that changes with new legislation and new community values.



Promptly releasing information builds trust

When force is used, transparency is essential

The Clovis Police Department has recently updated our policy and procedures to allow for greater transparency and information release related to critical incidents or use of force situations. AB 748, a new California law, requires our department to release body worn camera footage of a critical incident within 45 days of a request. We’ve gone a step further. After a critical incident, our department will be providing a full press briefing within 72 hours of the incident speak about the incident in its entirety and show body worn camera footage when available. The briefings are open to all credentialed media and will be live-streamed on various social media outlets for the community to view.

FAST FACT: CPD Policy is 598 Pages Long!



POLICY & OVERSIGHT

Data collection helps us move towards evidence-based policing

Clovis Police Department policy prohibits racial or bias-based profiling. From the start of academy training, our staff is trained that their contacts should be based on behavior and not personal characteristics. Anything else is unacceptable. Our police department is preparing to start collecting data on each and every enforcement contact we make. Beginning in 2022, the Clovis Police Department will begin collecting specific data points such as perceived race, perceived age, reason for the stop, and 13 other data points. These data points will be reported to the state as part of the Racial and Identity Profiling Act of California. The data will help our department and the state have a better understanding why people are being stopped by law enforcement and will increase transparency and trust within the community.



Increased data collection will increase trust and transparency

Use of force review boards evaluate officers' actions

In Clovis, each time an officer must use force that results in a serious injury or death, a use of force review board is convened. The board is comprised of various Clovis PD staff including trainers, supervisors, and command staff. They are charged with objectively evaluating the circumstances surrounding the use of force. Once the board has gathered all of the known facts, the board reports their findings to the Chief of Police for review. The goal of this board is to determine best practices, identify training needs, and provide solutions if deficiencies are found. While our officers are highly trained, we know there is always going to be an opportunity to improve.



In Clovis, we objectively evaluate each use of force

Did you know?

When a Clovis Police Officer is involved in an officer involved shooting, we always request the assistance of the Fresno County District Attorney's Office. Their investigators conduct an independent investigation to help maintain trust within the community.

PILLAR 3: TECHNOLOGY & SOCIAL MEDIA



The Clovis Police Department places a high value on technology in law enforcement. Over the years, we've found that various technologies have made our daily work more efficient and safer for our staff. Our agency continues to embrace technology that allows us to work smarter and safer—all with the support of our community! As you'll see, our social media program and other technology tools have allowed us to build trust and credibility with those we serve.

Here's a few examples of what we're doing in regards to technology and social media:

Technology Keeping Clovis Safe



License Plate Cameras on a Patrol Vehicle

License Plate Recognition Camera Network

Keeping our city safe is priority #1. When technology can be used to help accomplish that, we try to take full advantage. Over the past few years, we've built a network of license plate recognition cameras that alert officers to stolen vehicles, wanted felons, kidnapping suspects and much more. Officers are only alerted to license plates that are entered into a "hotlist" for reasons such as being involved in a crime or an investigation. Our staff uses the system on a daily basis to close cases, make arrests, and recover stolen vehicles. As we continue to build the network, we hope to eventually cover all major intersections and ingress points around the city with fixed cameras.



Over 450 CCTV cameras help keep Clovis safe

CCTV Cameras are Crime-Fighting Force Multipliers!

For over 10 years, the Clovis Police Department has continued to invest in a network of over 450 CCTV cameras. Our cameras have been placed in strategic locations throughout the city and on almost all major intersections. Two highly skilled technicians maintain the cameras and the enormous amount of storage they require. Our police dispatchers monitor the camera system during their shift, often capturing the suspects on camera before the patrol officers arrive. Since the beginning of this program, our cameras have helped to determine fault in traffic collisions, identify suspects, assist in court, and proactively police major events such as Big Hat Days, Clovis Fest, and the Clovis Rodeo.

TECHNOLOGY & SOCIAL MEDIA

Unmanned Aerial Vehicle (UAV)

The department has been using unmanned aerial vehicles (UAVs) since 2018. We started with a hobby-grade vehicle to evaluate potential use. We have since purchased twelve state-of-the-art UAVs, including one that provides us with the same infrared technology that police helicopters do. Five of our officers have been designated UAV pilots and have received certification from the Federal Aviation Administration (FAA). Those officers work various shifts and are available to respond in a moment's notice. UAVs have afforded our department a more cost-effective means of providing our officers with an aerial view. UAVs are used to provide better intelligence for our officers so that they can do their job safer. These vehicles can get a close-up view, without putting officers in harm's way. The public's privacy is sacred. These vehicles are only used when necessary.



Computer Forensic Lab

In 2002, The Clovis Police Department began working on a large international child pornography case. One of the central distributors was a Chiropractor in Clovis. Four detectives spent over a year investigating this case, which led to the identification of 70 abusers, the arrest of over 30 suspects, and an international nexus that spanned four continents. The volume of digital media they analyzed prompted the creation of our state-of-the-art computer forensic lab. The lab has grown over the years and was maintained by the High-Tech Crimes Unit, which consists of about four sworn police officers as an ancillary assignment. We have recently hired a full-time civilian with prior law enforcement experience to keep up with the forensic advancements and provide support to patrol, investigations, specialty teams, other departments within the city, and agencies that do not have a forensic lab of their own. Retired Captain James Gentry said it well, "human interest hasn't changed; technology has." It is a priority for the Clovis Police Department to be a leader in this field.



TECHNOLOGY & SOCIAL MEDIA

Technology to Build Trust and Community

Body Worn Cameras Protect the Community and our Officers

2019 was a BIG year for our Police Department! In February, we deployed 75 AXON body worn cameras to all patrol staff. Since then, we've experienced a sharp decrease in time spent investigating citizen complaints. Additionally, our officers have spent less time in court due to the evidence captured on the cameras. Because the cameras were purchased using a federal grant, we worked closely with the Department of Justice to ensure our policy covers current best practices. All video evidence is automatically uploaded to a secure cloud server and cannot be manipulated by staff. As 21st century policing revolves around trust and transparency, these cameras will assist us in being even more transparent than ever before.



Body Cameras Automatically Upload to a Secure Server

Social Media Promotes Community Policing

Since 2012, the Clovis Police Department has been leading the way with our social media outreach program. Social networks such as Facebook, Twitter, Instagram, and Nextdoor have changed the way we communicate and connect with our community. Our large footprint in the social media world has allowed our community be more informed than ever. With over 47,000 followers on Facebook alone, we can reach out and touch so many community members. Our community stays informed daily on topics such as crime alerts, community policing endeavors, and breaking news. While some police agencies use social media as a one-way communication method, Clovis is different. We make every effort to engage in two-way communication to answer questions and comments—even when someone may be upset with us. A Police Sergeant and a civilian Social Media Manager take great pride in making sure our community stays informed!



**FOLLOW
US!**

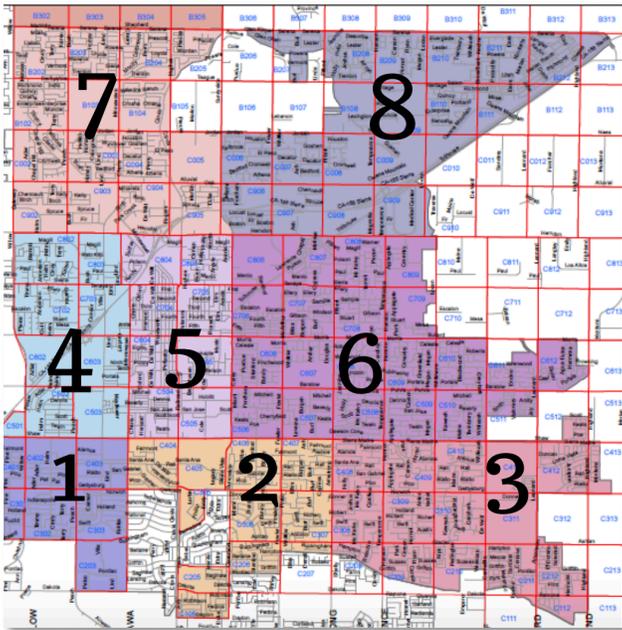


PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION



For a police department to be successful, it must first build a relationship with the community it serves. In Clovis, we're extremely proud of our support from our community. Working together, we continue to keep Clovis the safest city in the valley. On a daily basis, efforts are made by our staff to connect with those they serve and learn about crime issues within Clovis neighborhoods. We rely on our community and consider our residents as a partner in fighting crime, reducing juvenile delinquency, and making our neighborhoods safer.

Here's a few examples of what we're doing in regards to community policing and crime reduction:



CPD Patrol Beat Map

Beat Corporals Keep a Pulse on Their Assigned Area

In Clovis, our city is divided into 8 policing districts, otherwise known as "beats". Each police beat is unique and has its own set of challenges. Our Corporals, who are first-line supervisors, are each assigned as the "Chief" of their assigned beat. They are the go-to person regarding issues occurring within Clovis neighborhoods. As the "Chief" of their beat, they are expected to work closely with crime analysts, community leaders, community watch captains, and complex managers. Our Corporals have been empowered to be problem solvers! We believe in taking care of the little problems before they become bigger. Need to know who your beat Corporal is? Download our Clovis PD app to find out!



Clovis Police Chaplains

Chaplain Program

The Clovis Police Department Chaplain Program is staffed with faith-based community members. Although they represent a variety of faiths and religions, their goal is to offer longer-lasting assistance to citizens who are in need. The Clovis Police Department Chaplains assist with food, transportation, and counseling. They not only provide these services to the community but to our officers as well. They are kept on-call and can be dispatched at any hour.

DOWNLOAD THE "CLOVIS PD" APP TODAY IN THE APP STORE!

PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

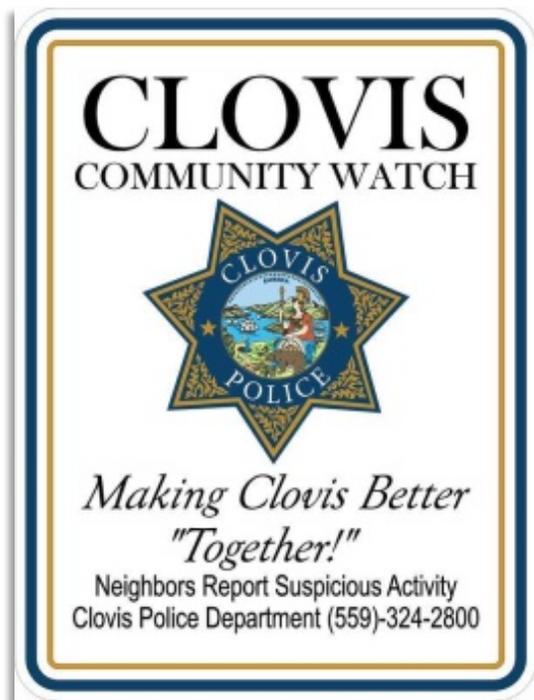
Police Volunteers

Developed in 2008, the Clovis Police Department's Volunteer Unit consists of citizens who are willing to serve their community without compensation. Volunteers can help by filing and data entry, caring for animals, and providing a visible presence on our streets. During the recent recession, our department was forced to cut back on certain services. Our volunteers were able to pick up where we were unable to. Our volunteers handle services like our community watch program and our vacation house check program. Our patrol volunteers are provided extensive training on how to conduct proper patrols, identify suspicious activity, and even issue parking and municipal code citations for select violations.



Community Watch Program

Another way the Clovis Police Department partners with the community is through our Community Watch Program. Watch captains are recruited and trained in techniques to involve their neighbors in actively looking for and reporting suspicious activity in their neighborhood. Officers attend neighborhood meetings and answer questions the residents may have. The department holds quarterly meetings and training events for the watch captains. They use this forum to discuss similar crime trends, as well as successes and failures they have encountered in regards to their neighborhood involvement. The watch captains have a direct link to the corporal designated in charge of their area.



Citizen's Academy

The Clovis Citizens Academy is a program which invites residents to immerse themselves in the day to day operations of local Government and the Police Department. The Police Department participates by educating citizens in situational awareness and what it takes to remain the "safest city in the valley". Our Chief of Police provides a tour of the department and holds a question and answer forum. The multiple day course also offers a tour of the city and allows residents to learn more about the vision of our city's future.

COMMUNITY POLICING & CRIME REDUCTION

Clovis Night Out—Our Largest Community Event!

Our largest community event, Clovis Night Out, takes place annually in September. What started as a small gathering 9 years ago at Clovis High School has grown to “the” event in Clovis with attendance topping 15,000 each year. Families enjoy a large display of emergency vehicles, over 100 vendors, interaction with our staff, live music, skydivers, and fireworks! The connections made at Clovis Night Out, especially with the youth of our community, are priceless! If you haven’t attended, please join us this year!

SAVE THE DATE!

Clovis Night Out



SATURDAY
SEPT 28, 2019
4PM-DARK



Sponsored by:



COMMUNITY POLICING & CRIME REDUCTION

Preventing Youth Crime

Cops and Kids Camp

Each year in June, we host over 200 youth from our community for the Cops and Kids Sports Camp. For one week, our officers volunteer their time to coach kids from all over Clovis. We know that positive police contacts from a young age help keep kids out of trouble. We're committed to helping our youth succeed and our officers love having a hand in that!



Cops and Kids Camp 2019

Police Explorer Post #355

For over 50 years, our Clovis Police Explorer post has served the youth of our community. The cadre of 25 police explorers meet monthly and volunteer their time in the community during city events. Each participant in the explorer program is mentored and trained by sworn police officers. The goal of the post is to expose youth to an organization with strict standards, high expectations, police command structure, higher education and a career in law enforcement. We are committed to building a better tomorrow by encouraging our youth through exploring.



CPD Explorers in Uniform at a Competition

Juvenile Diversion Program

The CPD Youth Services Division handles discipline for all non-felony crimes committed by our youth in Clovis. Instead of being booked into juvenile hall and entering the court process, our diversion program aims to educate youth and promote personal responsibility. Managed by a licensed clinical social worker, the Police Department works side by side with the juvenile offender and their guardians to have a positive path forward through counseling, the community service work program, and other police department programs.



Keeping our Kids Safe While in School

Working closely with the Clovis Unified School District and their Police Department, we help keep our campuses safe from crime. Our staff meets with district administrators on a regular basis to talk about current trends and crime prevention strategies. We work hand in hand to ensure safety both on campus and off—its what partnerships are all about!



PILLAR 5: TRAINING & EDUCATION



As the law enforcement profession continues to evolve, it's imperative that our officers evolve and grow as well. The roles and responsibilities of a law enforcement officer continue to change and the community continues to expect more from our officers. Challenges such as a mental health crisis, changing legislation, technology and many others require continuous training. In Clovis, our officers are highly trained and their annual training far surpasses the minimum requirements dictated by state law.

Here's a few examples of what we're doing in regards to training and education:



College Education is Desired

Our recruiting efforts focus on hiring officers who have a college education. While all of our officers have attended some type of college, 65% of our staff have earned a 4-year college degree. 10% of our officers are currently pursuing a Master's Degree. After graduating, many of our officers continue their education by earning a graduate degree. The City of Clovis offers our staff an educational incentive allowing them to continue their education. Upon successful completion, the city covers the cost of tuition, books, and supplies. The City of Clovis benefits by having a highly educated work force with many different life experiences and talents.

On the Job Training Keeps our Officers Safe, Knowledgeable, and Effective

In Clovis, we train more than any other agency in the valley. Our patrol schedule allows our officers to train 5 hours per month on various topics such as firearms, driving skills, defensive tactics and many other important topics. In California, peace officers are required to complete a minimum of 12 hours of training within a 24-month period. In Clovis, our officers complete an average of 180 hours of training every 24 months—above and way beyond the minimum state requirements! Continual training ensures our officers are ready to professionally and effectively handled any call for service during their shift.



TRAINING & EDUCATION

Using Technology and Reality-Based Training

Exposing our staff to situations that are as close to reality as possible is important to ensure exposure to all types of possible situations. CPD recently acquired a computerized force simulator that forces our officers to make quick decisions based on the scenarios presented to them. Force simulators allow us to expose our officers to certain reality-based situations they may not get to experience on a daily basis. Training our officers to make good decisions and de-escalate under stress is very important in today's modern-day policing environment.



An officer uses a force simulator during a training exercise

Crisis Intervention Training

The lack of mental health professionals has put law enforcement on the front lines of the mental health crisis. Currently, all CPD Officers are attending C.I.T. training with the goal of reducing arrests and injuries to those in crisis.



Crisis Intervention Training

Developing Leaders Within our Ranks

In addition to the required perishable skills training, we believe that developing leaders within the agency is also extremely important. We encourage aspiring supervisors and leaders to attend leadership training whenever possible. A good leader is ethical, knowledgeable, and has the skills necessary to lead our department into the future. Our Sergeants attend the Sherman Block Supervisory Leadership Institute, an intense 8-month course focusing on decision making and leadership principles. Additionally, several members of the Clovis Police Department Command Staff are graduates of Command College and the FBI National Academy.



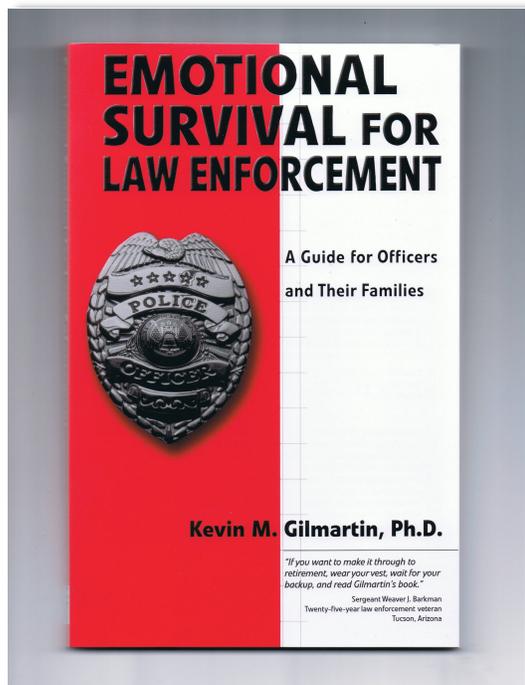
21,255

Professional development and training is so important to a 21st century police department. Last year, our staff completed 21,255 hours of continued training! We're committed to maintaining a highly trained workforce to serve our community.

PILLAR 6: OFFICER WELLNESS & SAFETY



Law enforcement is a demanding profession, both physically and mentally. Our staff sees things that most never will, nor never should. In an effort to maintain the health and wellness of our employees, the Clovis Police Department has historically made officer wellness and safety a top priority. We promote healthy lifestyle choices and provide on-the-job training and wellness opportunities for our staff.



Emotional Survival- Every CPD Officer has a Copy

Taking Care of Mind, Body and Spirit

While physical fitness is extremely important, mental fitness is just as important. During an officer's career, they experience a great amount of trauma and tragedy. Over time, unless cared for, this can cause sleep disturbances, family problems, and depression. In addition to bringing in experts to speak with our staff, such as Dr. Kevin Gilmartin, author of Emotional Survival for Law Enforcement, our staff has multiple resources to help keep them mentality healthy. With resources within the police department and in the community, help is available when they need it. We believe that preventative care is the key to keeping our staff ready to serve our community each day.

Peer Counseling Program

Whether it's the death of a young child, a horrific car accident, or any other traumatic situation, we have a group of trained peer counselors to help lead critical incident debriefs. These debriefs allow our officers to express their thoughts and emotions and help them deal with the tough situations they face each day.

W. I.N. What's Important Now

WIN goes back to Notre Dame football coach Lou Holtz, who taught his players to ask that question 35 times per day. If they could focus on what was important for any specific moment in time, they would be able to apply their skills to that moment more effectively. This idea translates easily to law enforcement, and with the proper training and mindset, it can help each officer make the best decision possible in that particular moment. These signs are posted on each of the exit gates of the Clovis Police Department lot gates to ask the question, "What's Important Now?"

Ballistic Vests Required

Keeping our officers safe is priority #1. All CPD officers and community service officers are issued ballistic vests and helmets. When in uniform, CPD policy requires officers wear their vests.

Seatbelts Save Lives

Overwhelming evidence, and our on-the-job experience, suggest that wearing seatbelts save lives. CPD policy mandates the use of seatbelts for officers and prisoners while the vehicle is in operation.



W.I.N.--Posted at Each Parking Lot Exit

OFFICER WELLNESS & SAFETY

A Culture of Physical Fitness

For over 20 years, the Clovis Police Department has been focused on the physical well-being of our staff. Both non-sworn and sworn officers have many opportunities to keep themselves physically fit while on duty.

The Physical Fitness Program

Our police department partners with Pinnacle Fitness, a local wellness company, to provide fitness classes and seminars designed to improve the health of our staff. Beginning in 1997, all sworn staff must pass a rigorous annual fitness exam. Upon successful completion, staff have opportunities to be rewarded with fitness medals and monetary stipends. We encourage our officers to work out during their meal breaks on-duty in our modern well-equipped gymnasium at the police department. As an example of our commitment to fitness department-wide, dispatchers and professional staff are provided with exercise equipment they can use at their desks!

Baker to Vegas Relay

Each year, CPD runners and a large support staff travel to Las Vegas to compete in the Baker to Vegas relay. In 2019, our team of 20 runners did very well and had the best finish we've ever had! As we continue to improve our fitness level, we hope to keep improving our times year after year!



OFFICER WELLNESS & SAFETY

Flexible Work Schedules

Police work never stops. Our staff works 24/7 to protect Clovis. The Police Department offers several different schedules to help our employees be their best while at work and at home. As an example, patrol officers can choose to work dayshift, swing shift, or nightshift. Staff can also choose to work 10-hour or 12.5-hour shifts. For safety reasons, we limit the number of consecutive hours our officers can work in a given day.

Top-Notch Equipment Helps Keep our Officers Safe

In addition to top-notch training opportunities, our department has invested in top-notch equipment to help keep our officers safe. Years ago, typically only the SWAT team had high-tech and advanced equipment. Not today. Our patrol teams have access to equipment such as ballistic shields, entry tools, robots, and other equipment to help them carry out their missions and return to their families safe. The MRAP rescue vehicle, pictured below, has been used many times to provide cover, conduct rescues, and enhance operational safety.



Photo: The Fresno Bee

Our Mission

To provide superior protection and service in a manner that builds public confidence and improves the quality of life in our community.

To those we serve, we want to be the best!



Organizational Philosophy

*Protection | Respect for Individuals | Service | Quality | Being Close to Those We Serve
Department Members | Participation | Innovation | Teamwork | Communication*