

# LA GRANDE POLICE DEPARTMENT

GARY B. BELL  
Chief of Police



## GENERAL EMPLOYEE EXPECTATIONS

As your Chief of Police, I have some general expectations for all members of this department. Each of these expectations will likely appear to be absolute common sense, however, I believe in treating others the way that I would like, or expect, to be treated. With this in mind, I want to ensure that everyone is aware of my expectations and that we are all subject to the same reasonable and fair standards.

### INTEGRITY

I have zero tolerance for lack of integrity/honesty. Everything this profession stands for and the foundation of the public safety profession is integrity/honesty. Although there are isolated violations of integrity/honesty in the profession, we all know they bring dishonor to us and erode the public's trust. I expect all of us to conduct ourselves with, and role model, the highest standards of integrity/honesty.

### MISSION AND VALUES

You are a professional and I expect you to represent yourself, the department, and the city in a manner that is in keeping with our mission and core values.

### CONDUCT

I expect all members of this department to conduct themselves in a professional manner. In addition to the obvious meaning, this includes that your position is never used for personal gain, especially the pursuit of romantic liaisons or relationships. I also expect that your off-duty personal conduct does not discredit your or the department's reputation and/or the department's operational effectiveness.

### CUSTOMER SERVICE

Our community has entrusted us and we owe it to them to keep that trust. I expect you to treat others the way you would want yourself or a member of your family to be treated. I expect competent, thorough and professional service to the public, which includes follow through and communication with victims so they are aware of their case status.

### DEPENDABILITY

Your word is your bond. If you commit to something, then follow through with it or let the person know of the delay. Job tasks and paperwork should be completed in a timely manner.

### RESPONSIBILITY

If you make a mistake, then admit it and make efforts to fix it. I look at most mistakes as fixable and a learning opportunity. If you make a decision or take action, then own up to it even when it didn't go well.

### COMPETENCY

None of us are experts in everything in this profession, including me. I do expect all of us to be reasonably well rounded and capable of performing general law enforcement duties and to strive to improve the areas we are weak in. I absolutely expect a reasonable level of tactical and officer safety competence.

### DECISION MAKING

We are placed in a high position of trust and responsibility that requires well-reasoned discretionary decision making. I expect you to be able to make quality and appropriate decisions based on the guidelines of the department and profession, and the information at hand.

**WORK ETHIC**

This is our job and I expect all of us to earn our paycheck. All of us at times have a bad day or need a temporary break and I understand that and we'll work through that. However, if you want to be "retired on duty", then retire for real or find other employment because laziness will not be tolerated here.

**COMMUNICATION**

I expect open and honest communication. You all have skills, knowledge and experience that are valuable to me and to the department. We can't improve as an organization if we don't communicate clearly and honestly. I expect that if you disagree with me or are upset with something I've done, that you will let me know. No one will ever have any repercussion from me for voicing their concerns, provided it is done in the appropriate setting (i.e. not in front of the public) and in a respectful manner. I do not like to be blind-sided. Keep me informed of significant issues and events.

**TEAM SUPPORT**

We all have strengths and weaknesses and differing opinions, however, we are all on one team. I expect all of us to make every effort to support each other and the department and treat each other with respect. We may disagree internally (within our home), but it should not be transparent to the public and other law enforcement agencies. I will support constructive criticism, respectful disagreement, and debate and I believe that these are healthy for any organization. I will not tolerate destructive behavior, chronic negative comments or personal attacks. A major component of teamwork is supporting and adhering to the department's mission and values.

**CHAIN OF COMMAND**

I expect adherence to the chain of command. If you are unable to resolve a problem through the chain of command or supervisors are not available, then I encourage you to talk with me. If you consider me to be the problem, then I ask that you give me an opportunity to address the issue. If you are not satisfied, then I encourage you to talk with the City Manager.

**ATTENTION TO DETAIL**

Attention to detail, accuracy and completeness are crucial. Your reputation is often established with those that don't know you directly, by the quality of your paperwork and documentation.

**WORK/LIFE BALANCE**

Although this is your profession, it is not your life. I expect you to have a healthy work/life balance. You are more important to me as a person than as an employee.

**BADGE**

For those that wear our badge... I expect you to take pride in your badge and know that it represents something much larger than any one of us individually. It is critical that you remain aware that our badge is not only a recognizable symbol of legal authority, it represents honor, dignity, integrity, truth, and justice. These ideals and what our badge represents is as important today as it has been throughout the history of the La Grande Police Department.

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AS CHIEF OF POLICE... MY COMMITMENT TO YOU:

**FAIRNESS / CONSISTENCY**

I will treat everyone here with respect, fairness and consistency and will insist that everyone in a leadership, supervisory or management capacity does the same.

**ACCOUNTABILITY**

I will hold everyone in the organization accountable to the standards of this department, the standards of the profession, the relevant legal guidelines and the department mission and values.

**EMPOWERMENT**

I believe in empowering employees whenever reasonable to make decisions, solve problems and participate in department-wide decisions. With that empowerment comes the responsibility for those decisions and actions.

**EMPLOYEE DEVELOPMENT**

I strongly support your development both as an individual and as a law enforcement professional. I will support you any way that I reasonably can. If you have special interests within the profession, I will help you prepare for them. I will provide as many training opportunities as I can. One of the greatest rewards for me is in seeing an employee gain new strengths, confidence and opportunities.

**COMMUNICATION**

I will tell you like it is; good, bad or indifferent. I don't believe in playing games, holding grudges or surprising you. I will give you honest and meaningful feedback and you won't have to worry about knowing where you stand with me.

**LEADERSHIP**

I will give you my absolute level best in all that I do. I am committed to you, our department, and our community. I will lead by example whenever possible. If I fail to do this, I expect you to bring it to my attention, so I can make the necessary corrections.

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I have read and understand these General Employee Expectations:

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PRINT NAME

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SIGNATURE

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DATE