



City Administrator's Report

September 29, 2022

Police Department Vision, Mission and Values Work

The FY22 Budget included funds for the development of a new vision, mission, and values for the Smithville Police Department. One of the goals was to engage and include every member of the department to lay a foundation for the future. Having a shared sense of purpose will increase commitment, wellbeing, and overall agency effectiveness. The process began in April with command staff working to ensure a common understanding of the scope and process. All departmental employees participated in an online survey and a series of workshops were held to develop and confirm the vision, mission and values. This process is outlined below.

- April 7- Kick off meeting with department command staff to ensure a common understanding of the scope and the process to be used to develop a new vision, mission and values.
- April 15-25- all employees participated in an online survey to gather information for future workshops.
- April 29- police officers and administrative staff came together to reflect on and develop a preliminary vision, mission and values.
- May 5 – a second group of police officers came together to reflect on and develop a preliminary vision, mission and values.
- May 31- command staff came together in a workshop to reflect and develop a preliminary vision, mission and values. The same process used for frontline employees.
- June 1- command staff gathered for a second time to incorporate the work accomplished throughout the process and coalesce around a draft vision, mission, and values for the Smithville Police Department.

The resulting vision, mission and values (outlined below) were introduced to the officers of the Smithville Police Department in a squad meeting on September 28.

Vision

The Smithville Police Department – setting the standard for modern policing and the next generation of leadership.

Mission

The mission of the Smithville Police Department is to build partnerships through innovation, professionalism, and accountability to foster a safer community for all.

Values

We will accomplish our mission and vision through upholding the shared values of:

Compassion – We believe everyone is entitled to human dignity. As individuals, each of us has a unique set of experiences and background. Leading with empathy connects us with the community, each other, and our families. Understanding the needs of others results in better outcomes for the community and increased resiliency for department members.

Integrity – We believe trust and accountability are the cornerstones of our internal and external relationships. Inclusion builds our capacity to be fair and be seen as serving in an impartial and unbiased manner. Being transparent and honest in our interactions and communication helps explain our motives and builds credibility for our actions.

Honor – We believe in the nobility of the law enforcement profession. Responding to a higher calling in a role that is bigger than each of us individually requires the courage and moral fortitude to always strive to do the right thing; for those we serve and each other.

Professionalism – We believe seeking continuous improvement is the key to our success. Improving standards and building competence through adoption of best practices, forward-thinking training, and knowledge sharing leads to increased organizational readiness and reliability. A culture of leading by example and a merit-based rewards system encourages participation in this endeavor.

Upcoming Police Department Community Events

On Wednesday, October 5, from 9-11 a.m., the Smithville Police Department will have a Coffee with a Cop event at Cornerstone Coffee in conjunction with National Coffee with a Cop Day.

On Thursday, October 6, from 4-6 p.m., the department will be at the Dollar General for Snow cones with a Cop. Life 88.5 FM and the organization Taking it to the Streets will be in attendance as well.

Personnel Updates

Alex Threlkeld has been hired as Recreation Manager. Alex comes to us from Warrensburg, where she worked with their Parks and Recreation Department. She begins work on Tuesday, October 4.

Lance McNece, a current part-time maintenance worker in the Parks and Recreation Department, has been promoted to a full-time Parks Maintenance Worker I effective October 10.

Anna Mitchell has announced her resignation. She is pursuing an opportunity with the International City/County Management Association (ICMA) - the professional organization for local government professionals. She will be their Senior Program Manager of Publications and Research. Anna will be able to stay involved with local government while working from home! Her last day with the city will be October 20.

An internal recruitment was initiated this week – the position was posted for internal applicants. An interview process is being developed. As that process unfolds, I will keep the Board updated.

Several other positions are also in recruitment:

- Wastewater Plant Operator
- Water Plant Operator
- Public Works Maintenance Worker
- Water Plant Shift Supervisor
- Recreation Coordinator
- Police Officer

Bulky Item and HHW Reminder

Residents will have the opportunity to discard up to five large and bulky items at their curbside with regular trash collection during the week of October 3.

The next Northland on-site HHW collection event is scheduled for September 10 in Liberty. A calendar of the regional HHW collection events for the remainder of the year may be found at the following link: <https://www.recyclespot.org/HHW/Mobile-Events.aspx>.