

Mt. Lebanon Police Department

Policy Manual

CORE VALUES

Core Values *PLEAC-2020 - 1.4.3.a*

These are the most fundamental beliefs by which the organization operates. The values established by this organization are nonnegotiable, teachable, and are constantly on display before our employees and the community. They guide and inspire us in all we say and do. Our guiding principles toward the attainment of our mission/vision are:

- (a) **Integrity** – honesty and consistent uprightness of character; demonstrating and understanding what is right; holding true to and standing firm on values, principles and convictions; accepting accountability, acting reliably and responsibly; providing positive role models for our community; included within integrity is Trustworthiness, Ethical Behavior, and Fairness.
- (b) **Respect** – ourselves, coworkers and the community; recognition of inherent worth of all people; treating people as they should be treated; exhibiting patience, empathy, understanding and compassion; obeying the law and enforcing it without consideration of class, color, creed or condition; included within respect is Honor and Dignity.
- (c) **Service** – doing what is right for the community, the department and the members - putting these responsibilities above self-interests; performing duties to meet the needs of others; teamwork; promoting partnerships to identify problems and develop solutions; included within service is Duty and Dedication.
- (d) **Excellence** – is the standard, both personally and professionally, by which all attitudes, activities and behaviors are judged; it is a journey, not a destination; always having a vision for the future; utilizing effective and proactive planning; promote continued professional development through quality recruitment, hiring, education and training; careful, consistent, and inspiring supervision and leadership; included within excellence is Professionalism, Performance, and Quality.
- (e) **Innovation**– encourage independent ideas, action and initiative; invite creativity; embrace change as an opportunity; the timely application of necessary resources and the embracing of new technologies; included within innovation is Vision and Possibility.
- (f) **Safety** – continual compliance with established safety standards and practices; never intentionally endangering the public we serve; understand that threat perception/assessment is a continuous process; employ correct tactical decisions in a decisive manner; mental and physical conditioning; included within safety is Awareness, Alertness, Preparation and Survival.