

## Values

Dedication – We provide exceptional service to all people in all circumstances.

Professionalism – We perform our jobs conscientiously and to the highest standards.

Ethics – We value the public's trust and honor our commitments with honesty and integrity.

Respect – We are compassionate and attentive to the needs of our community, co-workers, and the people we serve, and we treat everyone with dignity.

## Leadership Philosophy

We the employees of the Coconino County Sheriff's Office recognize that through our own creativity, knowledge and desire to excel, we will create a work environment with clear goals and mutual support. People excel when given the opportunity for self-development, when recognized for their achievements and contributions, and when empowered to use their talents. We seek and consider input and involvement from individuals throughout our organization during decision making processes.

We encourage everyone's involvement as a team toward the accomplishment of our mission of  
*Service to the Community.*

## Commitment to Our Employees

The Coconino County Sheriff's Office recognizes our employees as the most valuable resource contributing to our organization's ability to meet our mission. We are committed to supporting staff development and encouraging professional growth. A key to our success is the respect we show our fellow employees and the community we serve.



## What We Do



- Each year Sheriff Deputies respond to approximately 55,000 calls for service.
- Our Criminal Investigations unit provides advanced investigations on an average of 300 cases annually.
- We respond to nearly 300 Search and Rescue (SAR) and Missing Person calls for service annually. SAR Volunteers donate 15,000 hours each year to search and rescue training & missions.
- Community Emergency Response Teams (CERT) and Volunteers in Policing perform 2,000 hours of training, outreach, and response to emergency events annually.
- Volunteers in our Detention Facility provide over 3,600 programs and classes to inmates each year.
- Employees throughout the agency complete annual training in professional skill development, leadership, and continuing education.
- Detention staff processes over 10,000 inmates yearly. Services including medical care and life skills training are provided to inmate population daily.
- Information Services delivers cutting edge technology, planning and coordination for public safety, and criminal justice information sharing.
- Our Dispatch, Warrants, Records, Facilities and Custodial, Information Technology, and Critical Incident services are built on joint resources to provide effective services and fiscal responsibility.

## Strategic Plan 2017

### Vision

We are committed to providing exemplary service to our public and improving the quality of life in our community. We recognize and value diversity as we constantly strive to meet future challenges with innovative and creative solutions.



### Mission

We are committed to providing responsive and effective Service to the Community. We earn and maintain the public's trust and confidence through our integrity and professionalism. We fulfill this commitment by developing professional staff, establishing partnerships within our community, and dedicating our resources and skills to these efforts.

Coconino County Sheriff's Office



# Strategic Priorities



## Cultivate Organizational Development

Objective: Attract and retain excellent employees through a robust recruitment program, training opportunities, and competitive compensation

Objective: Promote open and effective communication with stakeholders and staff

Objective: Proactively develop the organization and staff to meet emerging and evolving law enforcement trends



## Foster Effective and Innovative Use of Resources

Objective: Promote volunteer opportunities aligned with community and agency needs

Objective: Apply technological solutions to public safety & security priorities

Objective: Develop facilities plan for staffing and programming needs

Objective: Continue interagency partnerships for improved public safety services



## Promote Community Quality and Safety

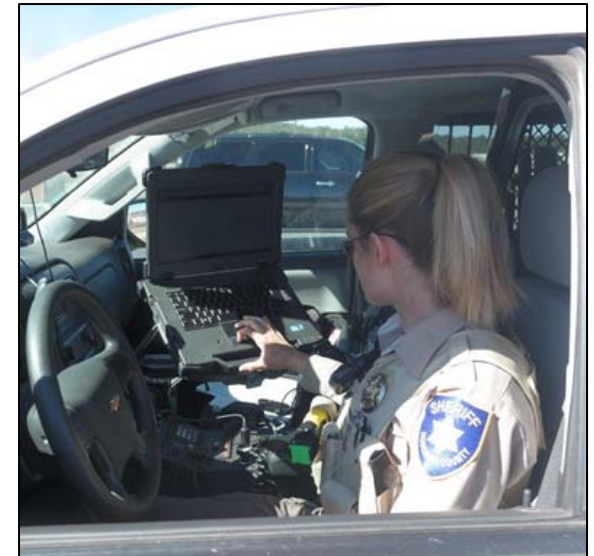
Objective: Identify and proactively respond to developments affecting community safety

Objective: Provide responsive and effective customer service, with awareness of diverse population needs

Objective: Promote public education, public outreach, and recovery programs

Objective: Advance community involvement, partnerships, and collaborations

Objective: Develop staffing plans to meet operational demands



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