

Cobleskill Police Department

Cobleskill Police Department Policy Manual

CHIEF'S PREFACE

The success of the Cobleskill Police Department is predicated on our ability to serve our community. Effective service requires the trust, faith, and confidence of our community. Every member of the Department holds a special position of public trust. We must strive to never violate the public's confidence in us. At the core of every action we take must be a desire to always do what is right.

The Policy Manual is a resource for us to use in our daily service to the community. It provides guidance in reaching decisions, many of which surround difficult circumstances. The Policy Manual cannot possibly address every situation we will face, but it forms a solid foundation from which we can draw.

Policies, procedures, mission statements and priority statements exist to maintain high levels of professional conduct. Deviation from these written standards may be acceptable under certain circumstances, but any such deviations must be reasonable, and any actions taken must ultimately reflect the Department's mission statement and priorities. To the extent that Department policy may contain provisions more restrictive than state or federal law, such provisions are not intended, nor may they be construed or applied to create a basis for liability against the Village of Cobleskill or any of its employees.

The Policy Manual is never complete and remains a work in progress. It reflects our best current practices and the known case law that shapes our everyday decisions. Continual updating and redrafting will be necessary and will be an ongoing part of making our Policy Manual a living document. Every member of the Department is expected to participate in this process and is obligated to bring forward issues that may need to be modified.

It is the responsibility of every member to know and understand the contents of this Policy Manual including updates, corrections, and revisions. In addition to a printed version, the Policy Manual is available in an electronic version that allows for easy access. These policies, coupled with professional training, provide us with the tools to carry out our law enforcement responsibilities and mission. The failure of an employee to know the contents of the Manual will not be a defense in the case of any member considered for disciplinary action for violation of any of the provisions contained herein. In all situations that are not specifically addressed in this manual, it is expected that all personnel will act with good judgment, common sense, and in a manner generally consistent with the purpose of this Manual.

Finally, the written publications of the Department are only a part of the direction provided to employees. Communication that is directive in nature from supervisory or management personnel has the same authority as any written policy.

Chief Jeffery Brown