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Plumstead Township Police Department
Bucks County, Pennsylvania
Chief David A. Mettin

The officers and staff of the Plumstead Township Police Department do not condone or tolerate biased based policing, harsh treatment of individuals or excessive use of force. As a resident of Plumstead Township, I look to our officers as role models and supporters of individuals' rights.

Our organizational culture dictates what type of police organization we are. That begins with proper hiring and training of new officers. We cannot "teach" ethics and morals to new officers – they have to come to our department already having exhibited past ethical and moral behavior. We utilize an extensive hiring process and background investigation prior to offering employment to any individual. After a candidate is hired, a lengthy Field Training Program is followed. It is at this time, an officer's behavior, demeanor and interaction with our community are closely monitored and formally evaluated. It is also at this time that new officers learn the policies, procedures and protocols that the department follows each and every day. From the officer's first day, taking the Oath of Office, the officer swears/affirms to "uphold, obey and enforce the law without consideration to a person's race, color, sex, religious creed, sexual orientation, age, national ancestry, handicap or disability". We abide by the Law Enforcement Code of Ethics which outlines these same principles and outlines our responsibilities to our community and our fellow officers. These beliefs are outlined in the Department's first General Order – Oath of Office and Code of Ethics.

Our policies and procedures concerning using of force, de-escalation and bias based policing are taken very seriously. We are morally obligated to intervene should we see acts of excessive force. The Department is in the process of obtaining state accreditation which mandates that all of our policies and procedures follow best practices. These policies will help guide our actions when interacting with our citizens.

The mission of the Plumstead Township Police Department is to perform our functions with the highest degree of professionalism, in partnership with the community we serve, and to whom we are accountable. To effectively perform our mission, the department must maintain the confidence, trust, and respect of the community it serves.

All of our Patrol Officers and Detectives are Crisis Intervention trained, another best practice in Bucks County. Officers have attended anti-bias based policing training through state mandated training and we continue to train in this topic via on-line forums. Supervisors have attended various supervision and leadership classes which train supervisors on liability, Civil Rights violations and how to lead officers to police without violating the rights of others. It is the Supervisor's role to ensure that officers display respect to those we serve.

The integrity of the Plumstead Township Police Department depends on the personal integrity and discipline of all Department members. To some degree, the public image of this Department is determined by the professional response of the Department to allegations of misconduct against it or its members. The Department must thoroughly and professionally investigate citizen complaints and allegations of misfeasance, malfeasance, and nonfeasance against the Department and its members. Also, the results of the investigation and the follow-up taken by the Department must be communicated, at least in general terms, to the complainant and to the

community at large to ensure their confidence that complaints against the Police Department and its members are; first, taken seriously by the Department; second, thoroughly investigated; and, third, followed up with appropriate action by the Department.

Our job as police leaders involves building bonds with the community which we protect. The guiding principles of fair and impartial policing, Community Policing and developing a culture of accountability help build that trust with our community. Plumstead Township Police embodies this spirit of community policing and community involvement. Our community outreach is exceptional for a smaller police agency. Not only do officers engage in community events, but interact with community members in positive engagements each day. It is this philosophy that builds relationships with our residents and business owners and is shown in the true support we see from our community. We see our community members as allies in keeping our community safe and rely on their support to accomplish our job.

David A. Mettin

Chief of Police