

SHERIFF'S EXPECTATIONS

April 1, 2007

Since taking office I've been reviewing the policies, practices, and personnel rules outlined in the KCSO General Orders Manual. I'm sure you are also aware I have been closely reviewing the investigations and the recommended discipline on the relatively rare occasions when these policies are violated.

I am very pleased to see that the vast majority of Sheriff's Office employees are consistently maintaining the high standards of professionalism and live and work by our Core Values of Leadership, Integrity, Service, and Teamwork. These values have been in place for nearly a decade and are vital to maintaining public trust and respect.

In the coming years there is a very real possibility we will lose jobs to annexations and incorporations. We can mitigate that loss by ensuring that we maintain the public trust. But we can only do that if we adhere to certain standards of performance.

Furthermore, I believe all of us want to belong to an organization that values professionalism. The behavior of each member of this organization reflects on all members of this organization. It is important to me that every member has a clear understanding of what is expected.

I expect every member of this organization to stay abreast of the rules and polices outlined in the General Orders Manual, and our Core Values. The following are minimum standards of behavior that I consider vital to maintaining public trust. Because these standards are so critical for the success of the entire organization, failure to adhere to them will not be tolerated, and will result in serious discipline which may include termination.

1. Members of this organization are expected to abide by the laws that we enforce. There is no tolerance in this office for criminal activity of any kind, on or off duty.
2. Honesty is expected in the performance of all duties. Any employee who lies in official matters, including IIU investigations, harms the

credibility of the investigation and the entire organization. Dishonesty will not be tolerated.

3. Police officers are granted extraordinary authority in order to effectively protect the community. Abuse of authority, including excessive force, undermines the integrity of the entire profession, destroys public trust and will not be tolerated.
4. Members of this organization are expected to conduct themselves in a manner that maintains public confidence in the integrity of the Sheriff's Office. Conduct Unbecoming includes actions that diminish public confidence in the Sheriff's Office, such as dishonesty, personal association with criminals, etc.
5. Members of this organization are expected to treat the people we serve with dignity and respect their civil rights. Deliberate violations of civil rights, illegal profiling, discrimination, or harassment will not be tolerated.
6. Members of this organization are expected to comply with legal orders and directives from supervisors and managers. Insubordination undermines the effective functioning of the organization.

Again, my purpose for sharing these expectations is to ensure that every member of this organization clearly understands my expectations for conduct, as well as the consequences for failing to meet those standards, which includes serious discipline and possible termination.

My overall goals are threefold: to maintain and protect the integrity and reputation of the King County Sheriff's Office; to maintain the trust and support of the community we serve and those we will serve in the future; and to ensure an organization which reflects the professionalism all of you want and deserve.

Thank you to everyone for your hard work, dedication, and commitment to the people we serve.

-Sue Rahr, King County Sheriff