

OUR COLLECTIVE VALUES

MONTPELIER POLICE DEPARTMENT

S Supportive

We support each other, but not blindly. This includes our families. To do this, we must be open and honest with ourselves and with one another. We check egos and defensive behavior at the door. Love is giving feedback with a spirit that helps, not hurts. Family life, morale, and department readiness will crumble if we are not truly unified and supportive yet courageous to be able to have honest, empathetic and real conversations, especially we have no direct experience of someone else's lived experience.

T Technically Sound

We must be technically proficient and competent, beyond reproach ethically. We must be proactive in learning more about our jobs, the changing social environment and new concepts, continuously. This will help us be our best, hold ourselves to the highest standards, and bring solutions to problems. We will carry out our duties with the utmost in patience, empathy and professionalism.

A Accepting

We accept responsibility for our actions and do so graciously, with an awareness that we are not perfect and do not know everything in any given situation. We strive to do the right thing and own up to failings and falls to continuously do better. Those in supervisory roles: know the difference between mistakes and malice.

R Resilient

This is a marathon: we must prepare ourselves physically and mentally for its ups and downs – work or personal. We celebrate our accomplishments, take care of ourselves, our families and our community. When we need help, we ask for it. Strength lies in recognizing tough times and not pretending they don't exist. We seek to understand before seeking to be understood, knowing that the journey of a seeker is not always an easy one and resilience is built over time and through new experiences of the different, uncomfortable but necessary.

Each and every one of you is a valued member of our family. You are important and dear to me. I will strive to amplify these values in action rather than words, and I expect all of us as leaders in our communities to do the same.

Lead by example in your personal and professional lives – Lead with honor, grace and what is just, equitable and fair.

- Brian Peete, Chief of Police - Montpelier, Vermont