

Organized to provide exemplary service and protection...

The City of Town and Country's professional and progressive police department is accredited by the Missouri Police Chiefs Association, having met all of the professional standards required of law enforcement agencies in the 21st century. The Department consists of 29 sworn officers and one civilian Administrative Assistant/Police Clerk. These men and women are dedicated to working with the citizens, business leaders, school officials, faith-based organizations, and elected officials to keep our City safe and committed in providing exemplary service and protection. The City of Town and Country proudly remains one of the safest cities in Missouri with the understanding that public safety is a partnership between the police department and the community it serves.

Mission Statement

The mission of the Town and Country Police Department is to deliver an exemplary level of police services and protection to the City of Town and Country, its residents, businesses, schools, faith-based organizations and to all those who may visit or travel through. To accomplish this mission, we are committed to professionalism, education, prevention and enforcement without prejudice or bias. Our vision is to enhance the quality of life for our present and future community members.

The Officers of the Town & Country Police Department are guided by the "4 Pillars of Procedural Justice", the "6 Pillars of U.S. Policing", and "10 shared principles" to bridge the gap between law enforcement and the communities we serve. Our acknowledgement form can be viewed on our website, www.town-and-country.org/police.

Organizational Structure

The Town & Country Police Department is intentionally configured to allow us to achieve the departmental mission in an efficient and effective manner. Currently, the organization consists of the

- **Administrative Division**

 - Chief of Police

 - Captain/Assistant Chief of Police

 - Administrative Assistant/Police Clerk

- **Operations Division (Patrol)**

 - Two Patrol Lieutenants (Division Commanders)

 - Four Patrol Sergeants (Shift Commanders)

 - Four Patrol Corporals (Supervisors)

 - Patrol Officers

- **Support Services Division (Investigations, Fleet Management)**

 - One Lieutenant (Division Commander)

 - Investigations

 - One Detective Sergeant

 - Two Detectives

Operations Division:

The Operations Division is the largest and most visible division of the Town & Country Police Department. This Division includes the uniformed men and women assigned to patrol the City of Town & Country, providing the first line of police services 24 hours a day, 7 days a week. The Operations Division is divided into four, 12-hour shifts. Each shift is constructed of a Sergeant, Corporal, and 3 police officers. Two Lieutenants oversee two patrol shifts respectfully. The Operation Commanders (Lieutenants) report directly to the Captain/Assistant Chief of Police.

The City of Town & Country is strategically divided into two patrol districts, each patrolled by a specifically assigned uniformed officer. When staffed appropriately, each shift also has a designated traffic officer.

The goal of the Operations Division is to proactively solve problems and protect life and property through education, prevention, and enforcement. Our organization prides itself on maintaining the highest standard of trained and motivated Officers which is accomplished through continued training opportunities. To accomplish this initiative, many Officers assigned to the Operations Division assume diverse secondary roles which are supplemental to their primary duties. These roles include:

- Firearms Instructors
- Department Armors
- TASER Instructors
- Oleoresin Capsicum (OC) Spray Instructors
- 4-E Response Instructors to active killer incidents
- Defensive Tactics Instructors
- Speed Detection Instrument Instructors
- Breathalyzer Instrument Instructors
- Standardized Field Sobriety Test (SFST) Instructors
- Grant writing

The Operations Division responded to, or initiated, over 32,000 calls for service activities in 2020 (4.9% increase from 2019); these service activities include, but are not limited to, case reports, traffic crashes, area checks, business checks, school walk-throughs, vacation checks, and selective traffic enforcement duties.

An area check is defined as an extra patrol activity (either mobile or on foot) within a subdivision, business district, park area, or school property. In mid-2019, TCPD created a specific activity entitled “school walk-through”. Officers are encouraged and expected to routinely perform this duty, at all schools, within the City, daily.

Additionally, TCPD officers initiated over 7,000 traffic stops in 2020 (19% increase from 2019). Results of these traffic stops revealed a balanced ratio between citations and warnings. TCPD is and will remain committed to the beliefs of “educating, preventing, and enforcing.”

TCPD is committed in the continued partnership with our citizens, political leaders, businesses, and school officials to effectively build strategies to keep our streets safe.

Support Services Division:

The Investigations Bureau is one unit of the Support Services Division. The Investigations Bureau supports the Operations Division of the department by conducting reactive and proactive follow-up investigations of reported criminal activity. Such follow-up includes interviewing victims and witnesses, interrogating suspects, processing crime scenes and preparing criminal cases to be presented to the Municipal Prosecutor, St. Louis County Prosecutor’s office or Federal Magistrate for arrest and/or search warrants. Personnel assigned to this unit possess special knowledge and skills in interviewing/interrogating, crime scene processing, interpersonal communication and criminal law.

The Investigations Bureau consists of a Detective Sergeant and two Investigators. Detectives within the Division are on-call 24 hours a day/7 days a week and serve as active members of the Major Case Squad of Greater St. Louis and Missouri Juvenile Justice Association.

Fleet management is the final component of the Support Services Division. The Division Commander (Lieutenant) serves as the fleet manager. This Lieutenant is responsible for organizing, coordinating, and tracking the fleet of TCPD’s vehicles with goals of improving fleet efficiency, optimizing costs, and reducing risks.

Administrative Division:

The Chief of Police, Captain/Assistant Chief of Police and Police Clerk/Administrative Assistant comprise the Administration Division of the Town & Country Police Department. The primary responsibility of this Division is overseeing and managing the police department to achieve the mission and goals within available resources.

The Administrative Division gathers, interprets, and prepares data for studies, reports, and presentations to include professional recommendations to the Mayor, City Administrator, the Board of Alderman and City Department Heads. Additional functions of this division include budget preparation and review, purchasing, professional standards, accreditation, records management, and Missouri Sunshine Law.

Town & Country Police Department



*Committed to an
Exemplary Level of...*

*...Service
and Protection*



Acknowledgement and Understanding of the Organizational Mission, Vision, Values Pillars and Principles

Mission

Provide an exemplary level of service through professionalism, education, prevention and enforcement without prejudice or bias.

Vision

Enhance the quality of life for our present and future community members.

Values

We value the life of every person.

We believe all persons should be treated with dignity and respect.

We reject discrimination.

We adhere to ten shared principles to bridge the gap between Law Enforcement and the Communities we serve

We endorse the six pillars of 21st Century Policing.

We endorse the four pillars of procedural justice.

We endorse the values inherent in community policing.

We believe in developing strong ongoing relationships.

We believe that law enforcement and community leaders should encourage citizens to gain a better understanding of the law to assist them in their interactions with law enforcement officers.

We support diversity in the law enforcement profession and strive to have a diverse organization.

We endorse using de-escalation tactics to reduce the potential for confrontations and believe human life should be taken only as a last resort.

10 Shared Principles to bridge the gap between Law Enforcement and the communities we serve.

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.

9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community member; and the principle that human life should be taken only as a last resort.

6 Pillars of U.S. Policing

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community policing and crime reduction
5. Officer Training and Education
6. Officer Safety and Wellness.

Four Pillars of Procedural Justice

1. Fairness in Processes
2. Transparency in Actions
3. Provide an Opportunity for Voice
4. Impartiality in Decision Making

The below signature acknowledges the signing Officer has reviewed the above and agrees to faithfully carry out the mission, vision, values and philosophical pillars and Principles adopted by the Town and Country Police Department.

Printed Name

Signature

Date