



## CLACKAMAS COUNTY SHERIFF'S OFFICE

### Policy # 8

Printed copies are for reference only.  
Please refer to the electronic copy for the latest version.

References: CCSO Strategic Plan

## ANNUAL GOALS AND OBJECTIVES FOR COMMANDERS AND MANAGERS

1. Division Commanders and managers will formulate annual goals for their Sections, Units or work groups for the coming fiscal year. All major functional components of the Sheriff's Office shall have written goals and objectives in meeting required deliverables. When setting annual goals, Division Commanders and managers will consider at least the following:
  - a. changes in staffing levels as a result of the budget process;
  - b. anticipated workload changes or sustainment issues;
  - c. capital improvements planned for the new budget year;
  - d. equipment upgrades to be purchased, received and issued;
  - e. implementation of technology upgrades; and
  - f. other changes that will influence service delivery.
2. Division Commanders and managers will ensure the planned activities align with long-term priorities as identified in the Sheriff's Strategic Plan, outlined in [CCSO Policy # 6](#), as appropriate.
3. Division Commanders and managers will identify and align performance measures annually as part of the County's budget schedule. Tracking performance enables workgroups to measure service levels and adjust staffing and other resources as needed to realize maximum efficiency. In order for performance measures to be most meaningful, all divisions will compile results for the prior calendar year and will use consistent measures of performance.
4. Annual goals and objectives will be available in electronic form.