

3. Supervisors shall give employees guidance and direction in the implementation of their programs, and the freedom and encouragement to see them succeed.
4. Management shall give employees the freedom and discretion to explore new methods of accomplishing their goals.
5. The Sheriff shall ensure that the philosophy of the department reflects the need to provide the services to the community which improves their quality of life.

B. Implementation

1. The employee who perceives a manner in which the department can better serve the community will prepare the idea and present it to his or her supervisor for discussion and evaluation. Such ideas should be geared to providing an answer to a community need while considering the following:
 - a. Input from the community
 - b. Benefit to the community
 - c. Practicality of the idea
 - d. Effects on other programs
2. The supervisor should encourage the employee in the development of his or her idea while providing feedback and support. The supervisor should ensure that ideas which are implemented are evaluated for their effectiveness. Supervisors will keep management advised of current programs.
3. Management will provide the employee and supervisor the discretion to select those programs that they feel would be most effective in providing service and benefit to the community. They will provide available resources, as needed, to implement those programs.

C. Goal

The primary goal of community policing (CP) in Nevada County will be to obtain input from the citizens, and to gear the CP activities of the department into areas that are of importance to them.

D. Evaluation

1. Evaluations, when possible, should include citizen feedback and peer evaluation to help assess the effectiveness of a program.
2. Employees developing a specific program should include a method of evaluating the impact on the citizens and the benefits that they receive.

3. Supervisors should monitor the programs developed by the employees working for them, and together they should ensure that programs which are effective are continued, and those deemed ineffective are discontinued.
4. Management shall monitor the overall implementation of Community Oriented Policing Programs to ensure that the needs of all parties are being met.