

*Chief of Police*  
Allen D. Aldenberg  
*Assistant Chief*  
Ryan A. Grant



*Commission*  
Scott R. Spradling, *Chairman*  
Charlie Sherman  
Manny Content  
Eva Castillo  
John G. Cronin

## CITY OF MANCHESTER

*Police Department*

To: Manchester, NH Police Department

From: Chief Allen D. Aldenberg

Date: October 30<sup>th</sup>, 2020

Subject: Vision Statement

I want to start by saying that it is a privilege to be your Chief of Police and it is a responsibility that I intend to devote my entire being to meet. In order for the agency to be successful and to provide a high level of police services to the community as a whole, I feel it is important for all of you to understand my vision for the agency.

The Manchester Police Department is a critical contributor to the tranquility, safety and stability of the community we serve. All of our people, both sworn and non-sworn make extraordinary contributions to each other and the community as a whole.

If we are to be successful at all that we are asked to do, the below pillars will serve as means to keep us on track:

- **Resiliency:** The health and welfare of all employees is my number one priority. Having said that, it is a shared responsibility of all and does not rest solely with those in a supervisory capacity. We all have a duty to one another to ensure that we are looking out for one another in a meaningful way and that we are creating an environment that encourages our people to seek assistance if they are having a difficult time. If we fail at this, then all that we do is for not. Leaders must engage!
- **Engaged Leadership:** Bottom line: Leadership is inconvenient. All leaders are expected to interact with those under their command in a meaningful way. Develop and foster relationships with your people. It has been my experience that if you have a genuine interest for the people under your command than more often than not they will work tirelessly for you. If you see your people merely as a means to your end, then they will see through you and their trust in you will be diminished. Give credit to your people

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A NATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY



when things go well and as a leader you own it when things go bad. Never take credit for the work of others.

- **Field Winning Teams:** We will strive to field the best organized, manned, equipped, and trained police agency in the State of New Hampshire to ensure that our Officers and Civilians are ready to serve our community with the utmost professionalism. That is what the people of the City of Manchester expect of us. Through our professionalism, we will make it clear why we are a premier law enforcement agency.
- **Invest in Our People:** Attracting and retaining the best talent is difficult. When we train and develop our Officers and Civilians employees, they return to their families and communities better than when they began service in our ranks. Our people are our most important asset, and investments in them deliver the greatest return for the City of Manchester.
- **Build Enduring Relationships:** We are a community-based department whose connections have local and meaningful depth. Our organization must build and maintain strong joint, interagency, academic, business, and community relationships.
- **Encourage Innovation:** We must ‘innovate’ to ‘modernize’! All personnel are strongly encouraged to think critically, be creative, and present their innovative solutions that increase efficiencies and build readiness. Leaders must encourage innovation at all levels, not be risk adverse, and share viable ideas. The best ideas often come from the end user as that is where policies and procedures are put to the test.
- **END STATE:** We are the premier provider of law enforcement services. Leaders who find and exploit untapped opportunities, risk takers that seize and retain the initiative, and leaders who do whatever it takes, legally, morally, and ethically, to achieve mission success are the bedrock of our agency.

Allen D. Aldenberg  
Chief of Police  
Manchester, NH

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