

Exhibit A

CALIFORNIA HIGHWAY PATROL

GENERAL ORDER 0.8

REVISED SEPTEMBER 2018

PROFESSIONAL VALUES

1. **GENERAL.** This General Order defines the professional values of the California Highway Patrol. Internalization of these values provides a foundation to enhance public trust within the Department while accomplishing an overriding pledge of providing the highest level of Safety, Service, and Security to the people of California. This pledge can only be upheld when all employees clearly understand the Department's expectations and commitment to service.

2. **PURPOSE.** The purpose of this order is to accomplish the following:
 - a. To identify and adopt a motto of professional values (Annex A), which is the foundation for our commitment to serve the public and fellow employees.
 - b. To apprise departmental personnel of the standards and values that are expected of them.
 - c. To have a departmental motto that is easy to remember by all employees.

3. **EMPLOYEE RESPONSIBILITY.** All employees, regardless of rank, classification, position, or assignment are expected to:
 - a. Present themselves in a manner that exemplifies the traits described in this order.
 - b. Review this order and sign an acknowledgment of receipt when reporting as a new or transferring employee and during the annual evaluation period. This is accomplished by signing a copy of Annex A or designated area of the annual personnel evaluation and placing a copy in the employee personnel file.
 - c. Have a general knowledge of the motto (CHP PRIDE) and the meaning behind it.
 - d. Abide by these values in order to maintain their personal professionalism and to preserve the integrity of the Department.

e. Understand that increasing authority is accompanied by increasing responsibility and each employee is accountable for the use of delegated authority in a manner consistent with departmental values.

4. SUPERVISOR AND MANAGER RESPONSIBILITIES.

a. Managers and supervisors shall learn the motto, internalize and support it, and thereafter serve as a model for subordinates to emulate.

b. As a model for subordinates, managers and supervisors shall lead, recognize, and support employees in everyday ethical decisions.

c. Managers and supervisors are accountable for the activities of the employees under their immediate control and shall reinforce the professional values concepts by frequently discussing them with employees in a variety of forums in order to achieve an environment of CHP PRIDE.

5. COMMANDER RESPONSIBILITIES. Commanders shall:

a. Review this order with newly hired and transferred employees.

b. Ensure the meaning and the importance of adherence to the motto is conveyed to all employees through training and periodic discussions on the topic.

c. Emphasize the importance of the professional values as they apply to the continued successful operation of the Department.

OFFICE OF THE COMMISSIONER

ANNEX A

OPI: 003

ANNEX A

PROFESSIONAL VALUES



COURAGE
Stand for what is right despite the threat of adversity.

HONESTY
Uphold the truth, and maintain the trust and confidence placed upon us by the citizens of California.

PROFESSIONALISM
Constantly strive for quality and excellence.

PRINCIPLES
Adhere to the highest conduct which promotes moral and ethical ideals.

RESPECT
Display a positive and service-oriented attitude towards the public and each other.

INTEGRITY
Be honorable, open, and fair; this is the cornerstone of our profession.

DEDICATION
Commit to the mission of the Department and our oath.

ESPRIT DE CORPS
Encourage personal and organizational success through group effort and team spirit.

Safety, Service, and Security

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