

RECOMMENDATION 111215-8

Revise Directive 315.30, Satisfactory Performance, should be consistent with all of the COAB's recommendations for rewriting Directive 1010.00, Use of Force.

FULL TEXT:

Revise Directive 315.30, Satisfactory Performance:

Revised Directive 315.30, Satisfactory Performance, should be consistent with all of the COAB's recommendations for rewriting Directive 1010.00, Use of Force.

The mission statement and some of the core principles from rewritten Directive 1010.00 should be restated in revised Directive 315.30. For example, before resorting to the use of force to manage confrontations, officers shall use all reasonable deescalation techniques and tools which are available to them to avoid the use of force.

A comprehensive, well-functioning system to monitor officers to ensure they are performing satisfactorily should be implemented by the PPB. The system should include the use of the existing Employee Information System, as well as other management tools such as annual performance evaluations.

The Employee Information System and any other management tool used to measure satisfactory performance should have the ability to include instances of positive officer behavior, including but not limited to consistent application of best practices and singling out of exemplary performance that goes beyond enumerated policies and procedures in the service of maintaining positive community relations and engenders public trust in the objectivity and fairness of the PPB.