

OFFICE OF CHIEF OF POLICE
OAKLAND POLICE DEPARTMENT

SPECIAL ORDER NO. 8832

TO: All Personnel

SUBJECT: Update of Departmental General Order B-6,
PERFORMANCE APPRAISAL

EFFECTIVE DATE: 5 Mar 08

TERMINATION: Upon Revision of Departmental General Order B-6

The purpose of this Special Order is to remove the specific requirement for supervisors and commanders to document and track the twice per month or twice per year meetings with subordinates required by DGO B-6.

Documentation, database maintenance, and retention protocols for the Performance Review Form (TF-3256) are hereby deleted.

Supervisors and commanders are reminded that the current practice of regular and quality interaction with subordinates be maintained.

Effective immediately, Part III of this order is revised to read as follows:

III. PERFORMANCE REVIEW

- A. Supervisors, commanders, and managers shall provide on-going feedback to subordinates concerning their performance.
- B. First-line supervisors shall meet twice per month, individually with their immediate subordinates, for a review of their performance.
- C. Supervisors of members involved in the performance of field duties shall:
 - 1. Review their subordinates' performance with respect to key quantitative work activity measures. This aspect of the performance review shall minimally include:
 - a. Vehicle stops;
 - b. Walking stops;

- c. Felony on-view arrests;
 - d. Misdemeanor on-view arrests; and
 - e. Citations issued.
2. Assess qualitative aspects of their subordinates' performance pertaining to criminal intelligence in their subordinates' geographic areas of responsibility. This aspect of performance review shall minimally include:
- a. Awareness of crime hot spots;
 - b. Knowledge of persons with outstanding warrants for their arrest;
 - c. Familiarity with the identity of persons who may be involved in criminal activity (including those on probation or parole);
 - d. Review of subordinates' interaction with community members to include the required quarterly community meetings and the follow-up performed as a result of these meetings;
 - e. Professionalism and ethics; and
 - f. Compliance with Departmental policies and procedures.
- D. Commanders and managers shall meet at least twice per year with each of his/her immediate subordinates, to review performance and to coach them regarding their strengths and weaknesses.
- E. Commanders and managers shall promptly meet with all affected subordinates regarding commendations and/or complaints.

By order of

Wayne G. Tucker
Chief of Police

Date Signed: _____