



CHICAGO POLICE DEPARTMENT

PAX 501

Philip J. Cline, Superintendent of Police



VOLUME 6

14 April 2006

NUMBER 3

PERSONNEL PERFORMANCE SYSTEM

First, I want to congratulate all of you on the tremendous job you have done over the past two years in bringing down Chicago's crime rate. It is due to your efforts that Chicago is a safer city today. It reminds us once again that our greatest resource is our officers. You make us the greatest police department in the world. And that is why we must have a system in place which allows us to recognize the excellent job that you do, and to recognize where improvements can be made.

We are announcing our plan to develop a Personnel Performance System, which is a system designed to bring together all measures of an officer's performance, including but not limited to arrest activity, training, medical use and citizen complaints; no factor should be viewed in isolation. This will allow us to view your performance as a whole and identify our high performing officers and also those who need help. This is not a disciplinary system. It is an early intervention system, allowing us to provide counseling or additional training before a problem warrants discipline. The system will also allow for the recognition of successful performance and allow those who perform well to be fairly considered for better assignments.

We will continue to work closely with all of the affected unions to develop the Personnel Performance System, keeping them involved every step of the way. A great investment is made with each recruit attending training at the Academy. Our investment shouldn't stop there, though. We want our officers to develop into good leaders and this Personnel Performance System will help accomplish that goal.

Philip J. Cline
Superintendent of Police