



EXECUTIVE ORDER

Date: December 13, 2013

TO: All Bureau Members

RE: DIR 315.30 Satisfactory Performance

ACTION: This directive has been significantly revised. Please read the attached directive carefully.

315.30 SATISFACTORY PERFORMANCE

Index: Title; Performance, Unsatisfactory

Refer: DIR 1010.00

1. STATEMENT OF PURPOSE

1.1. This directive establishes standardized procedures for performance by Bureau members.


2. POLICY

2.1. *General satisfactory performance standard:* Members shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Members shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out the functions and objectives of the Bureau. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; an unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the rank, grade or position; the failure to take appropriate action on the occasion of a crime, disorder, or other condition deserving police attention; or absence without leave.

2.2. *Prima facie evidence of unsatisfactory performance:* In addition to other indications of unsatisfactory performance, the following examples could be considered prima facie evidence of unsatisfactory performance: performance deficiencies or a written record of infractions of rules, regulations, directives or orders of the Bureau.

2.3. *Satisfactory performance during confrontation management:*

2.3.1. In this subsection, the Bureau requires that members be capable of, and apply, effective force when necessary. It also sets performance standards for



decision making during confrontations, and requires that members use sound tactics and good decision-making during a confrontation and work diligently toward applying, when practical, less force than the maximum allowed by the constitutional standard and minimizing or avoiding force when possible. This subsection also requires members to develop and display over the course of their practice of law enforcement good confrontation and force management skills.

- 2.3.2. The Bureau requires that members be capable of using effective force on behalf of the public, when appropriate, to manage the risks of confrontations.
- 2.3.3. It is the intention of the Bureau to accomplish its mission as effectively as possible with as little reliance on force as practical.
- 2.3.4. The Bureau places a high value on resolving confrontations, when practical, with less force than the maximum that may be allowed by law.
- 2.3.5. When managing a confrontation, members must make confrontation management decisions based on available options reasonably calculated to resolve the confrontation safely and effectively, with as little reliance on force as practical.
- 2.3.6. In applying this standard to a member's performance, the Bureau shall evaluate the member's decision-making from the perspective of the member at the moment the decisions were made. This confrontation management standard is separate from and does not modify the use-of-force standard in Directive 1010.00. The relevant inquiry for this confrontation management standard is whether the member pursued the Bureau's goal of resolving a confrontation safely and effectively with as little reliance on force as practical and whether there is a valid reasoning in the member's confrontation management decision-making.**
- 2.3.7. Over the course of their practice of law enforcement, members must develop and display the skills and abilities that allow them to regularly resolve confrontations without resorting to the higher levels of force allowed by the constitutional standard.

3. HISTORY

- 3.1.** Established March 1976
- 3.2.** Revision #6 (by D. Virtue)
- 3.3.** Effective December 2013
- 3.4.** Review date: December 2014
- 3.5.** Review by: Professional Standards Division

Michael Reese

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Chief of Police

MWR/mm

