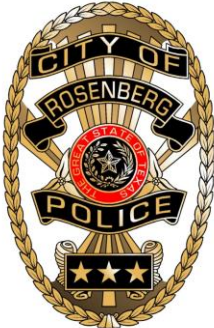



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|---|--|----------------------|
|  | <b>ROSENBERG POLICE DEPARTMENT</b>   |                      |
|   | <b>General Order 4.04 Performance Evaluations</b>  |                      |
|   | <b>Effective Date: 2-15-2013</b>   | <b>Replaces: N/A</b> |
|   | <b>Approved:</b> <br>Chief of Police |                      |
| <b>Reference: TBP: 4.08 and 4.09</b>  |  |                      |

## I. POLICY

The department bears an obligation to the public and its own personnel to hire and retain the best qualified officers. Further, the department's community-oriented policing philosophy demands that officers exhibit not only competent investigative skills but also succeed in communicating with many different individuals in a variety of contexts. To that end, the department regularly and formally evaluates the performance of officers and other employees. The evaluation system discussed herein serves both the interests of management and employees. The purposes of the evaluation system are to (1) allow fair and impartial personnel decisions; (2) maintain and improve performance; (3) provide a basis and a medium for personnel counseling; (4) assist decisions about the tenure of probationary employees; and (5) identify training needs.

## II. PERFORMANCE EVALUATIONS

All departmental employees shall refer to the City of Rosenberg Personnel Policies and Procedures Manual, Section 19.00, Performance Appraisal Program, for a complete description of the Performance Evaluation Process.