

Extra or Supervisory Duties

This standard evaluates an officer's performance of extra or supervisory duties in accordance with department expectations. Extra duties could include Field Training Officer, department trainer, special tactics or other responsibilities not shared by all employees.

Meets Standards: Yes

Officers who accept extra duties as Field Training Officers, department trainers, special tactics operators or other responsibilities not shared by all employees remain proficient and educated in these duties. Extra duties are performed enthusiastically, regularly and directly benefit the department. Officer maintains the added responsibility for a time period appropriate for the amount of investment the department made in training or equipping the officer for the extra duty. Officer gives the Chief of Police enough notice to allow for the training of a replacement when the extra duty is no longer desired.

The supervisor enthusiastically assists the Chief of Police in the administration and running of the department. Supervisor discusses items of concern regarding the department with the Chief of Police and supports the chief's policies or decisions once they have been set. Supervisor leads by example in all Performance Assessment Categories and assists in the supervision, training, evaluation and improvement of all employees. Supervisor remains budget conscious and performs job responsibilities with the benefit of the community in mind. Supervisor remains committed to and actively involved in self and department improvement.

Meets Standards: No

Officers who accept extra duties as Field Training Officers, department trainers, special tactics operators or other responsibilities not shared by all employees fail to remain proficient or educated in these duties. Extra duties are not performed enthusiastically, regularly or do not directly benefit the department. Officer does not maintain the added responsibility for a time period appropriate for the amount of investment the department made in training or equipping the officer for the extra duty. Officer does not give the Chief of Police enough notice to allow for the training of a replacement when the extra duty is no longer desired or has to be removed from such responsibility. Officer has to be removed from the extra duty prematurely.

The supervisor does not enthusiastically assist the Chief of Police in the administration or running of the department. Supervisor does not discuss items of concern regarding the department with the Chief of Police or support the chief's policies or decisions once they have been set. Supervisor fails to lead by example in all Performance Assessment Categories or assist in the supervision, training, evaluation and improvement of all employees. Supervisor does not remain budget conscious or perform job responsibilities with the benefit of the community in mind. Supervisor does not remain committed to or actively involved in self and department improvement.