



Memo

Date: April 22, 2021
To: Cerelyn J. Davis, Chief of Police
From: Captain S. Pennica, Professional Standards Division Commander *SP*
RE: Early Warning System/Professional Excellence Program Evaluation 2020

Annually, the Professional Standards Division is required to conduct an evaluation of the Professional Excellence Program to comply with General Order 1050 R-1. The evaluation is conducted to identify the yearly statistical activity; the effectiveness of the program; any recommendations for additions, subtractions or changes in program reporting criteria; any recommendations for changes to program policies; and a recommendation for or against the continuation of the program.

In reviewing the early warning alerts for 2020, the statistical data indicated there were a total of forty (40) alerts for this period. Alerts were generated in the following categories: Overall Alerts one (1), Incident Type Alerts seventeen (17), Supervisory Alerts twenty-two (22), and Organizational Alerts zero (0). There were nineteen (19) individual officers and six (6) supervisors who were under review by command staff for early warning alerts. The supervisor alerts were generated as a result of personnel under their supervision generating alerts.

The evaluation found that no officers were identified as requiring a formal Performance Excellence action.

I am recommending that the Early Warning System remain in its current status with of continued program use.