



## LAW ENFORCEMENT FAMILIES PARTNERSHIP



### Ideas for Performance Reviews

Throughout an officer's career, Performance Reviews provide supervisors and administrators a unique opportunity to check on the well-being of an officer. During this time supervisors and administrators can discuss any concerns that have been brought to their attention, as well as discuss and concerns the officer may have. Supervisors and administrators should use this time to examine past behavior to attempt to identify any concerning behavior, particularly behavior that may indicate a risk for domestic violence. They should also explore issues of job stress with an officer and encourage the officer to use the Employee Assistance Program as necessary.

If during the Performance Review the supervisor notices a pattern of behavior that may indicate the officer needs help, he or she should address this concern IMMEDIATELY. Below is an example of how this conversation could evolve:

*"Deputy Jones, your coworkers and I have noticed some concerning patterns in your behavior. Several citizens have filed "Excessive Force" complaints against you. You have also been uncharacteristically tardy on several occasions. At this point there is no punitive action required for these behaviors, but in general we are concerned about you. Beyond your performance on the job, we are also concerned that these behaviors may affect your personal life. We strongly encourage that you use the aid of the Employee Assistance Program to help you through this time, not as punishment, but as a way to continue your positive contributions to our agency."*

The supervisor should efficiently and professionally handle the situation. As a valued member of the force, the officer who is exhibiting these warning signs should not feel intimidated or threatened. Instead, it should be clear that the agency is genuinely concerned about the officer's well-being, and the well-being of his or her family.

