

# SPECIAL ORDER



DISTRICT OF COLUMBIA

Subject  
**Performance Standards for Sworn Members in the Rank/Position of Civil Service Sergeant, Investigative Personnel, Officer and Reserve Officer**

Series	Number
<b>06</b>	<b>17</b>

Effective Date  
**October 1, 2006**

Expiration Date  
**October 1, 2007**

Related to  
**GO-PER-201.20 (Performance Management System (PMS) for Sworn Members in the Rank/Position of Civil Service Sergeant, Investigation Personnel, and Officer), Effective Date April 13, 2006**

**GO-OMA-101.03 (Organization, Authority, and Roles of the Metropolitan Police Department Reserve Corps), Effective Date March 28, 2006**

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## I. BACKGROUND

Under the Performance Management System (PMS) the job performance of sworn members at the ranks/positions of Civil Service Sergeant, Investigative Personnel, and Officers are evaluated against job-related performance standards contained in the applicable manual.

These performance standards have been revised, and will be implemented in the FY 2007 performance cycle that starts on October 1, 2006 and closes on September 30, 2007. Additionally, beginning in the FY 2007 performance cycle, the performance standards for the rank of "Officer" will apply to Reserve Officers, the performance standards for the rank of "Sergeant" will apply to Reserve Sergeants.

## II. INSTRUCTIONS

- A. Raters, Ratees, and Reviewers shall receive and review the revised performance standards that are applicable to themselves and/or the members that are under their command, including Reserve Officers and Reserve Sergeants.
- B. Raters shall ensure each member under their command receives the revised performance standards.

- C. Raters shall, during the FY 2007 Initial Performance Management Conference, review the revised performance standards with their subordinates.
- D. Raters shall, during the FY 2007 Initial Performance Management Conference, ensure that their subordinates understand the performance standards against which the subordinate's job performance will be evaluated.
- E. Members will be notified by teletype regarding date and time the manuals are to be picked up from the Testing and Standards Unit, and will be required to sign for the manuals upon pickup.

### III. PROVISION

The expiration of this Special Order on October 1, 2007, does **NOT** exempt members from using the revised performance standards contained in the applicable manuals, and referenced in this order.

Members are to use these in conjunction with GO-PER-201.20 [Performance Management System (PMS) for Sworn Members in the Rank/Position of Civil Service Sergeant, Investigative Personnel, and Officer].

### IV. CROSS REFERENCES

- A. Performance Management System *Officer* Performance Standards (Revised, October 2006)
- B. Performance Management System *Sergeant* Performance Standards (Revised, October 2006)
- C. Performance Management System *Investigative Personnel* Performance Standards (Revised, October 2006)

//SIGNED//

Charles H. Ramsey  
Chief of Police

CHR:SPC:LAC