


Date: January 31, 2022

To: Patrice V. Andrews, Chief of Police 
From: Scott J. Pennica, Professional Standards Division Commander 
Subject: Early Warning System/Professional Excellence Program Evaluation 2021

Annually, the Professional Standards Division is required to conduct an evaluation of the Professional Excellence Program to comply with *General Order 1050, Professional Excellence Program*. The evaluation is conducted to identify the yearly statistical activity; the effectiveness of the program; any recommendations for additions, subtractions or changes in the 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 2021, the statistical data indicated there were a total of two-hundred and sixty-six (266) alerts for this period. Alerts were generated in the following categories:

- Overall Alerts (2)
- Incident Type Alerts (110)
- Supervisory Alerts (126)
- Organizational Alerts (27)

There were thirty-two (32) individual officers and twenty-three (23) 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 the alerts.

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