MISSION PROFILE	PERFORMANCE REQUIREMENTS

17.0 Determine consitancies.
-

17.0 Determination of consistancies
between police advancement policy and
and police advancement criteria is
accepted and approved by the city
manager, and final approval by city
council (majority vote).

18.0 Determine change requirements.
D

18.0 Determination of change requirements
between police advancement policy and
police advancement criteria is accepted
and approved by the city manager and
final approval by city council (majority vote).

19.0   List police advancment
requirements.

19.0 Police advancement requirement list
as accepted by city manager, and approvaed
by city manager with final approval
by the city council by a majority vote.

20.0 Determine total requirements
necessary to achieve parity in police
hiring and advancement.

20.0 Determination of total requirements
necessary to achieve parity in police
hiring is accepted by approal of the
city manager,

21.0 Reconcile 20.0 with toatal matches and mismatches
between 8.0-9.0 and 14.0-15.0.

21.0 Reconcilationof tatal matches and
and mismatches between 8.0-9.0 and 14.0-15.0
is approved by city manager.

22.0 List mismatches.

22.0 List of mismatches is accepted by
by approval of city manager.

23.0 List matches.

23.0 List of matches to be approved by
city manager
                AMB?

24.0 Determine reconcilliation pro-
cedures requirements.

24.0 Reconcilliationp precedure re=
quirements are accepted by approval of
city manager.

25.0 Select reconcilliation procedure.

25.0

26.0   . Obtain approvals

26.0 Approvals of reconcilliation pribcedures
by the city manager with final approved
by majority votexfx of the city concil.

27.0 Determine field interrotation
policy.

27.0 Determination of field interrogation
policy is accepted and approved by city
manager.

28.- Determination of field interrogation
criteria is accepted and approved by city
manager.

28.0 Determination of field interrogation
discrepencies is accepted and approved
by city manager.

29.0 Determine discrepencies.

29.0 Determination of filed interrogation
discrepencies is accepted and approved by
city manager.

30.0 Determinines consistancies.

30.0 Determination of field interrogation
consitancies is accepted and approved by
city manger!

31.0 Determine change requirements.

31.0 Alist of field interrogation change
requirements is accepted and approved by the
city manager.

32.0 List field interrogation
requirements.

32.0 A list of field interrogation
requirements is accepted and approved
by the city manager with final approval
by the city council.

MISSION PROFILE	PERFORMANCE REQUIREMENTS
33.0 Determine arrest policy.	33.0 The determination of arrest policy accepted and approved by city manager.
34.0 Determine arrest criteria.	34.0 Tje determination of arrest policy accepted and approved by city manager.
35.0 Determine discrepancies.	35.0 The determination of discrepencies of in arrest policy accepted by and approved city manager.
36.0 Determine Consistancies.	The determiantion of consistancies in arrest policy accepted by and approved by city manager.
37.0 Determine change requirements.	37.0 The determination of arrest police change requirements accepted by and approvedd by city manager.
38.0 List arrest requirements.	38.0 A list of arrest requirements accoepted by and approved by city manager.
39.0 Determine immediate release policy.	39.0 The determination of immediate release policy accepted by and approved by city council.
40.0 Determine discrepencies	40.0 The determination of immediate release criteria accepted by and approved by city council.
41.0 Determine discrepencies	41.0 Determinastion of release discrepencise accepted and approved by city manager.
42.0 Determine immediate release criteria	42.0 Determination of release consistances approved by city manager.
43.0 Determine change requirements.	43.0 Determination of change release requirements approved by city manager.
44.0 List immediate release requirements.	44.0 LIST OF IMMEDIATE RELEASE REQUIRE - ments approve by city manager.
45.0	45.0

all this side in caps ‹handwritten›

PERFORMANCE REQUIREMENTS

Function ‹handwritten›   *Performance Req* ‹handwritten›

1.1 Determine City Manager
Requirements

1.1-1.4 All same—Report from the
City Manager and City
Attorney (which includes
police and community
agencies) which also
containing methods/means
and cost. The report must
received and approved
by majority of the City Council. ‹handwritten›

Requirements are contained in a ‹handwritten›

1.2 Determine City Attorney
Requirements

1.3 Determine Police Requirements

1.4 Determine Community and Agency
Requirements

1.5 Determine Total Matches/Mismatches

1.5 None required

1.6 Reconcile Discrepencies

1.6 Same – Council Study and
discussion leading, under-
standing of final action
which is, vote by council

1.7 Determine City Council
Approval requirements

1.7 Requirements are consistent with
City Charter requirements for City
Council approval. ‹handwritten›

1.8 Obtain City Council Approval

1.8 Council Votes to approve
(must have affirmative
vote by at least 5 members
of Council.

2.1 Determine City Council
Requirements

2.1 Same as 1.8

2.2 Determine City Attorney
Requirements

2.2 Same as 1.1 - 1.4

2.3 Determine City Attorney
Requirements

2.3 Same as 1.1 - 1.4 ‹handwritten›

2.4 Determine Police
Requirements

2.4 Same as 1.1 - 1.4 ‹handwritten›

2.5 Determine Community and
Agency Requirements

2.5 Same as 1.1 - 1.4 ‹handwritten›

2.6 List Discrepencies

2.6

A. Each entry must be a documen-
ted gap in outcomes as ap-
proved by project Manager

The completed discrepancy list on ‹handwritten›

B. Examined and accepted by
City Manager. (Review) ‹handwritten›

2.7 List Consistancies

2.7 Each entry verified and ~~accepted~~ *approved*
by Manager. *(City)*

2.8 Determine Reconciliation
Procedure ~~Requirements~~

2.8 *City* ↑ *Manager* appoints three persons
to examine documents.

  1. A person from the community.

  2. A person from his immediate staff

  3. A person from the Police Dept.

2.9 Select Reconciliation Pro-
cedure.

2.9 All three must agree to ~~reconci-
liation of~~ list of discrepancies
and consistencies. *as measured (Note) to reads*

City manager selects R.P. from alternatives.

3.1 Determine study sampling
requirements

3.1 Must be ~~a~~ random stratified sample ~~to~~
be approved by *a* statistician ~~in~~ City
Managers office.

3.2 Establish procedure for
identifying populations with-
in groups to be sampled

3.3 (Identify and select required
population representation
Police Administration and
officers.

3.3 Must be certified *by Police Chief & City manager as* being representa-
tive of police population in terms
of age, sex, assignment location,
ethnic background.

3.4 ~~Community Agencies~~
*Identify and select required
population representation &
Community agencies*

3.4 Must ~~be approved~~ *herefore of the* City Manager *and*
must be approved by Southeast
community agencies as being appropria-
tely representative.

3.5 ~~Community Individuals~~
*Identify and select
required population
representation community
individuals.*

3.5 Must be demographicaly, economically
occupationaly and culturally repre-
sentative of community as approved
by public opinion polling expert.

1.0 Local Government

3.6 Must be approved by City Council by 5 positive votes.

4.1 Identify possible required data selection procedures

4.1 Necessary data identification and selections procedures must be determined and approved by the City Manager or his designee.

4.2 Select required data identification procedure

4.2 *from alternative, the City manager must approve the final data identification procedure.*

5.1 Identify requirements for data acquisition

5.1 Requirements for data acquisition must be determined by and approved by the City Manager.

5.2 Identify on-hand data

5.2 Useable, accurate and adequate on-hand data must be researched, and approved for utilization by City Manager or City Manager designee.

5.3 Identify data to be acquired

5.3 Identification of data to be acquired must be by approval of City Manager.

5.4 Select advisory committee to determine possible data acquired procedures

5.4 Selection of advisory committee to determine possible data acquisition procedures must be in accordance with suitable background and knowledge and ability to determine data acquisition procedures. This committee must be appointed by the Mayor and approved by 5 positive votes of the Council.

As measured by City Council approval of candidates.

5.5 Priority list of alternative data acquisition procedures.

5.5 Prioritize list of alternatives will be provided by advisory committee, as *developed* in conjunction with police chief and City Manager.

5.6 Select Final Data acquisition procedures

5.6 Selection of final data acquisition

20.2 List Hiring requirement discrepencies

will be the result of an evaluation of varied methods pertaining to the acquisition of such data and as presented by the advisory committee, police chief and City Manager : to be combined and most workable method selected by City Manager and representative from the above group, to be presented to City Council by City Manager and approved by 5 positive votes of City Council.

6.1 Identify requirements for necessary data gathering instruments (as determined from 5.0) Content

6.1 Requirements for necessary data gathering instruments (as determined from 5.0) must be approved by the City Manager, as well as possible implementation procedures.

6.2 Identify requirements for necessary data gathering instruments (as determined from 5.0) - possible implementation procedures

6.2 same as 6.1

6.3 Select Advisory committee to determine possible data instrument alternatives

6.3 Different
{Committee same as 5.4}

6.4 Select data instruments

6.4 Same as 6.1 two data instruments must be approved by the City manager

7.1 Determine general committment and approval procedure requirements for all agencies

7.1 Procedure Community requirements must be approved by agencies and City Manager, and committments must be obtained by City Manager from such agencies.

7.2 Identify and select personnel for committment and approval committees for all groups

7.2

Identification and selection of personnel for committment recommended by City Managers in conjunction with the Mayor and City Council and approval by City Council with five (5) positive votes.

7.3 Obtain committments and approvals from selected committee city council

7.3 Committment and approval from selected committee - City Council must be obtained by City Manager, or approved by City Council with five 5 positive votes.

Obtain committments and approvals from selected committee -

7.4 City Manager

7.4 - 7.6 City Manager, City Attorney, Police Chief committments and approvals will be in accordance with City police and City Charter as obtained by City Council.

Obtain committment and approvals from selected Committee -

7.5 City Attorney

7.7 Community agencies Committment will be obtained by the City Manager.

7.6 Police *Obtain committments and approval from selected Committee - police*

7.7 Agencies and the community

Obtain committment and approval from selected Committee - Agencies and the community

8.1 Determine data requirements for current police hiring policy

8.1 Determination of current police hiring must be by personnel Manager and City Manager as their designees.

8.2 Select Data acquisition procedure

8.2 Selection of data acquisition procedure must be by the personnel Manager and City Manager or their designees. Same as 8.1

8.3 List on hand data

8.3 Listing of on-hand data must be by the personnel manager and City manager or their designees.

8.4 List data to be acquired

8.4 Listing of data to be acquired must be by the Personnel manager and City manager or their designees

8.5 Implement data gathering procedure or instrument

8.5 Implement data gathering procedure or instrument must be by the personnel manager and City manager or their designees.

9.1 Determine data require-
ments for current police
hiring criteria

9.1 The finished
Determination of current police *the*
hiring criteria by City personnel
Manager and City Manager or their
designees.

9.2 Select data acquisition
procedure

9.2 Select data acquisition procedure
will be approved by City
personnel Same as 9.1 *manager and the*
city manager or their designees

9.3 List on-hand data

9.3 List of on-hand acquisition procedures
will be approved by city personnel
managers and the city manager
or their designees.

9.4 List data to be acquired

9.5 Implement data gathering
procedure or instrument

9.5 — Implement data gathering
procedure or instrument will be approved
by the Personnel manager and City
manager or their designees

10.1 List all data-policy
and criteria

10.1 the first Determination of discrepencies
and consistancies by City personnel
Manager and City Manager on their
designees.

10.2 List mismatches policy
and criteria

10.2 Same as 10.1

11.1 List Matches-policy and
criteria

11.1 Same as 10.1

12.1 Identify parity requirements
for each mismatch listed
in 10.1

12.1
Identification of each mismatch as
listed in 10.1, listing of parity
requirements, and the listing of
change necessary to achieve such parit
will be worked out by City Manager
staff designees and determined correc-
ted (if necessary) and approved by
the City Manager.

12.2 List parity requirements

12.2 Same as 12.1

12.3 List changes necessary to
achieve parity

12.3 Same as 12.1

will be approved
Personnel manager and city
manager or their designees.

designees.

13.1 List revised parity
requirements

the final
Its first

13.1 ~~Its first~~ Listing of revised parity re-
quirements and development of solut-
alternatives to achieve parity will
approved by the ~~by personnel and~~ City Manager desig

Techis
design

13.2 Develop solution alternatives
to achieve parity

13.2 Same as 13.1

14.1 Determine data require
ments for police advancement
policy

14.1
Same as 13.1 ~~and 13.2~~

14.2 Select data acquisition
procedure

14.2 Same as 13.1

14.3 List on hand data

14.3 Same as 13.1

14.4 List data to be acquired

14.4 Same as 13.1

14.5 Implement data gathering
procedure or instrument

14.5 Same as 13.1

15.1 Determine data requirements
for police advancement criteria

15.1 Determination of data require-
ments for police advancement
criteria will be ~~obtained from~~
approved by the police chief ~~by~~ City Manager
or designee.
his

15.2 Select data acquisition
procedure

15.2 Same as 15.1

15.3 List on hand data

15.3 Same as 15.1

15.4 List data to be acquired

15.4 Same as 15.1

15.5 Implement data gathering procedure
or instrument

15.5 Same as 15.1

16.1 List all data-policy and
criteria

16.1 The final list will be approved
~~by the City Manager or his designee~~
by the
Determination of discrepancies
and consistancies must be made
by the City Manager and personnel
Manager or their designees.

requirement

16.2   List mismatches policy
        and criteria

same as 16.1

17.1   List matches-policy and
        criteria

Same as 16.1

16.1   [*Identify party req*
        for each monthly]
        listed on 16.2

Final Identification will
be approved of the
City manage

18.2   ___

Same as 16.1

18.3   ___

Same as 16.1

19.1   ___

Same as 16.1

19.2   ___

Same as 13.1

20.1   ___

" same as

father

<u>MISSION PROFILE</u>

20.0 Determine total requirements
necessary to achieve parity in
police hiring and advancement.

<u>PERFORMANCE REQUIREMENTS</u>

same as 13.1

20.1 List hiring requirement
consistancies
        (11.0)

same as

fuction

20.0 Determine total requirements
necessary sto achieve parity in
police hiring and advancement.

20.1 List hiring requirement
consistancies
      (11.0)

listing of hiring requirement consistancies to be approved by City manager

20.2 List Hiring requirement
discrepencies
      (10.0)

a listing of hiring requirement discrepencies to be approved by city manager

20.3 List changes necessary
for parity.

listing of changes necessary for parity to be approved by city manager

20.4 List Police hiring
requirements.
      (13.0)

listing of police hiring requirement to be approved by city manager, with final approval of city council majority vote

20.5 List advancement
consistancies.
      (17.0)

listing of advancement consistancies to be approved by city manager

20.6 List advancement
discrepencies.
      (16.0)

listing of advancement discrepencies approved by city manager

20.7 List changes for
parity.

a listing of changes for parity approved by city manager

20.8 List police advancement
requirements.

listing of police advancement requirements approved