

CPD Performance Evaluation System (PES)

Public Hearing

May 12th 2026

CHICAGO POLICE DEPARTMENT





Why This Matters

- Standardized evaluations for sworn and civilian members
- Fair and consistent performance expectations
- Increased accountability and transparency
- Alignment with Consent Decree requirements
- Recognition of strong performance
- Identification of improvement opportunities



What is PES



Set Professional Goals



Document Performance



Provide Ongoing Feedback



Evaluate Performance
Consistently



Support Professional
Development



Identify Concerns Early



System Adopted to Implement PES





Who is Evaluated

Sworn Members

- Evaluated annually
- First Evaluation cycle began in Q1 2026

Civilian Members

- Evaluated twice annually
- Jan 1 – Jun 30
- Jul 1 – Dec 31

Probationary Civilian Members

- 3-month evaluation
- 6-month evaluation



Core Performance Dimensions

- Job Knowledge & Professional Development
- Communication
- Adaptability & Initiative
- Problem Solving & Decision Making
- Accountability, Dependability & Professionalism



Supervisor Performance Dimensions

- Leadership & Team Building
- Management & Supervisory Performance
- Analytical Supervision & Problem Solving



Rating Bands

- 4 — Outstanding Performance
- 3 — Meets Expectations
- 2 — Needs Improvement
- 1 — Unsatisfactory



Portfolio Notes

Main purposes:

- Documenting Performance
- Supporting Ongoing Feedback
- Recognizing Exceptional Work
- Identifying trends or concerns
- Ensuring Transparency and Accountability

Supervisor Notes:

- Quarterly documentation
- Coaching feedback
- Recognition
- Performance trends
- Supervisors are to document at least one portfolio note per quarter per CPD member supervised

Member Self Notes:

- Self documentation
- Attachments
- Performance highlights



Appeal Process



- Evaluation Issued



- Member Accepts OR Rejects



- If Rejected → written memo required spelling out disagreement within 7 Days

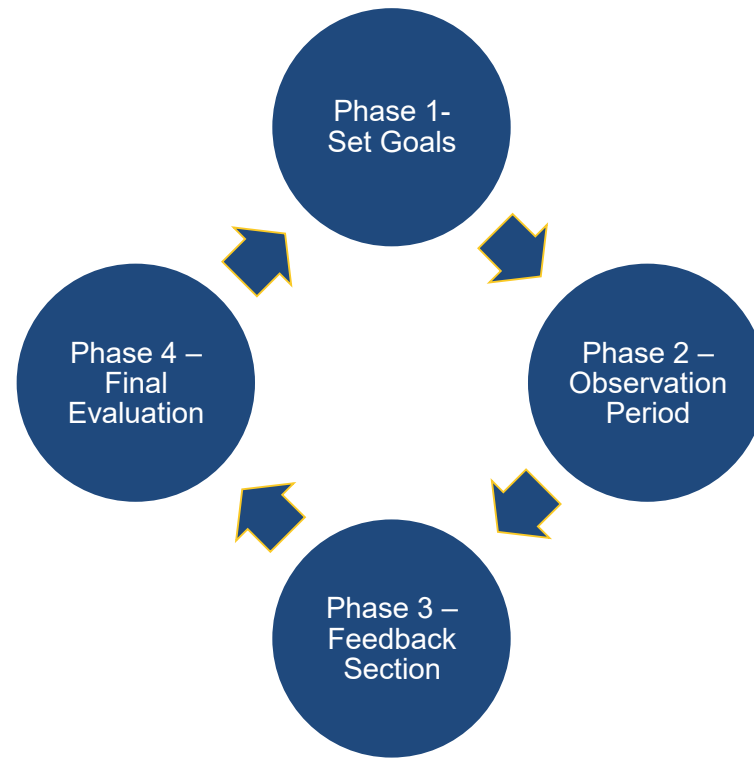


- Next-Level Supervisor Review



- Final Decision Recorded

Overall Process



- Goal topics include training, promotion preparation, special assignments, recognition, education or other career development.
- If no goal is identified, then default goal will be “Continue to meet expectations and duties of a CPD Member.”



Benefits of PES

- Fairness
- Consistency
- Accountability
- Development
- Documentation
- Transparency
- Compliance

Questions/Comments

CHICAGO POLICE DEPARTMENT

