

## Objectives

## Comments

### R A T I N G S

5	4	3	2	1
Far Exceeds Standards	Exceeds Standards	Consistently Meets Standards	Marginal Standards	Below Standards

3

### LEADERSHIP

- a) Instructs staff/subordinates on procedures, policies and methodologies, without any form of disciplinary action for failure to act accordingly
- b) Has provided effective career counseling to subordinates, without any documented complaint for failure to act accordingly
- c) Organize and conduct meetings with staff to facilitate information and improve unit operations. Meetings may include, but not limited to: progress, staff, special detail and organization meetings

Chief Bolton conducts weekly staff meetings to provide directions and strategies for crime prevention and the importance of community involvement.

Chief Bolton maintains an effective working relationship with county officials, civic leaders and the community to ensure that there is positive communication and information flow.

Chief Bolton has introduced a community oriented style of policing to the department. He works closely with managers as they learn to adopt his philosophy and crime prevention strategies. Chief Bolton "hands on" on management style is well received by his staff.

#### Weight Factor 200

- 5) Far Exceeds expectations met without a sustained disciplinary action
- 4) Exceeds expectations met with one documented supervisor complaint
- 3) Meets expectations met with one sustained disciplinary action
- 2) Marginal a disciplinary action that result in a suspension
- 1) Below disciplinary action(s) that results in two or more suspensions

4

### QUALITY of WORK

- a) Performs assignments in a safe manner, avoiding injury due to employee negligence
- b) Employs acceptable grammar and writing skills in his/her reports and submits them according to given deadline
- c) Makes required notification of criminal acts and critical incidents to appropriate personnel

Chief Bolton performs his duties in a professional manner. He is tenious, meticulous and very detailed oriented. During this rating period, Chief Bolton has completed several initiatives which include but not limited to implementing a Multi-jurisdictional shooting monitoring team to oversee all officer involved shootings, a internal committee to transition the department from traditional policing to a community oriented problem solving type policing. At the direction of Chief Bolton, this internal committee also identified sworn personnel that could be more effectively utilized in patrol as well as in the gang unit. Since the Multi Jurisdictional Monitoring team has been established, shooting in 2007 are down as compared to 2006.

In addition, a Duty Commander program was established to ensure adequate command presence after hours. Fifty (50) police officers and two (2) mobile police precincts were approved by the Board of Commissioners to implement the Interactive Community Policing Program after Chief Bolton presented a strong and unquestionable need for this program and these mobile precincts to combat crime. Chief Bolton presented a "Road to Success Action Plan" to the Board of Commissioners. This comprehensive plan that will be a road map for the department for the next decade.

Chief Bolton is a highly motivated and energetic leader who leads by example. He understands the benefits of hard work and sets a pace for his managers to follow and develop as leaders. Chief Bolton exemplifies honesty, integrity and good ethical behavior, which are all marks of a true leader.

#### Weight Factor 150

- 5) Far Exceeds expectations met without a sustained disciplinary action
- 4) Exceeds expectations met with one documented supervisor complaint
- 3) Meets expectations met with one sustained disciplinary action
- 2) Marginal a disciplinary action that result in a suspension
- 1) Below disciplinary action(s) that results in two or more suspensions

00011