

Development of a Values Based Performance Appraisal and Evaluation System

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This paper describes current evaluation systems in place in the majority of criminal justice agencies across the United States and in Florida particularly, and their shortcomings. Based on those inadequacies, the process used by the Juno Beach Police Department to develop an appraisal and evaluation system grounded in departmental values is recounted. The paper describes the process used to originate the values and the implementation process that is characterized by high levels of employee input through self-appraisal and a committee evaluation of that appraisal.