

**Clayton Police Department  
Chief Pete Peterson  
May 2005**

<b>Agency</b>	<b>Process</b>	<b>Outcome</b>
Pleasant Hill P.D. Chief Dave Livingston 925-288-4650 <a href="mailto:dlivingston@ci.pleasant-hill.ca.us">dlivingston@ci.pleasant-hill.ca.us</a>	Developed in-house 360 review of supervisors/management, as well as survey of department issues: shifts, job satisfaction, career development, etc.	Survey developed at online survey site for small fee:  SurveyMonkey.com
Chief Pete Herley (Ret) Past-President CPCA 415-454-5611 <a href="mailto:PeteHerl@aol.com">PeteHerl@aol.com</a>	Developed upward appraisal/feedback form of supervisors at Tiburon P.D. Will provide info on getting "buy-in" from supervisors & subordinates.	In-house form with scaled rating and comments section.
Modesto P.D. Assist. Chief Mike Harden 209-342-6122 <a href="mailto:HardenM@ModestoPD.com">HardenM@ModestoPD.com</a>	360 review for Captains	Scaled rating form. Can be used for sergeants and lieutenants.
Claremont P.D. Capt. Paul Cooper 909-399-5418 <a href="mailto:pcooper@ci.claremont.ca.us">pcooper@ci.claremont.ca.us</a>	In-house system for peer and upward performance evaluations	Completed by e-mail.
Paso Robles P.D.	Contracts for online 360 feedback	Profile Strategies Bob Solomon P.O. Box 1227 Paso Robles, CA 93447 <a href="mailto:jobfitnow@tcsn.net">jobfitnow@tcsn.net</a> <a href="http://www.personnelinsights.com">www.personnelinsights.com</a>
Glendale P.D. Chief Randy Adams 818-568-4039	Upward performance review for command staff	
Daly City P.D. Chief Gary McLane Lt. Mike Galindo 650-991-8268 <a href="mailto:mgalindo@dalycity.org">mgalindo@dalycity.org</a>	Subordinate performance review of supervisory personnel.	Administrative Directive 3573