

F-5

6



# BROWARD SHERIFF'S OFFICE EMPLOYEE EMERGENCY NOTIFICATION

Date: 11/09/04

Employee Name: AROSTA, D. J.  
CCN: 10185

### IN CASE OF EMERGENCY, NOTIFY:

Name: [REDACTED]  
Address: [REDACTED]  
City, State, Zip: [REDACTED]  
Telephone Number: [REDACTED] Relationship: BROTHER

Name: [REDACTED]  
Address: [REDACTED]  
City, State, Zip, Country: [REDACTED]  
Telephone Number: [REDACTED] Relationship: SISTER

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip, Country: \_\_\_\_\_  
Telephone Number: \_\_\_\_\_ Relationship: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip, Country: \_\_\_\_\_  
Telephone Number: \_\_\_\_\_ Relationship: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip, Country: \_\_\_\_\_  
Telephone Number: \_\_\_\_\_ Relationship: \_\_\_\_\_

Please attach additional sheets if necessary.

I understand submittal of this form supercedes any and all other Emergency Notification Forms (AP#27) I have submitted.

Signed: [Signature]  
BSO AP#27 (Revised 10/04)

✓  
PM

NOV 19 2004

WARD SHERIFF'S OFFICE  
INFORMATION VERIFICATION FORM

LOCATION: Dist. 11<sup>TH</sup>

EMPLOYEE NAME: SAHEL JOSE ACOSTA ✓

CCN: 10185

SSN: [REDACTED] ✓

ADDRESS 1: [REDACTED] ✓

ADDRESS 2: \_\_\_\_\_

CITY/ZIP: \_\_\_\_\_

TELEPHONE NUMBER [REDACTED]

BEEPER NUMBER: \_\_\_\_\_

BLOOD TYPE: AB+ ✓

MARITAL STATUS: Single

EMERGENCY CONTACT [REDACTED] ✓

RELATIONSHIP: MOTHER ✓

EMERGENCY PHONE #: [REDACTED] ✓

DRIVER'S LICENSE #: [REDACTED] ✓

SECOND LANGUAGE: READ ONLY: Spanish WRITE: Spanish ✓  
SPEAK: Spanish UNDERSTAND: Spanish

RACE: WHITE BLACK HISPANIC  ASIAN NATIVE AMERICAN

NATIONAL ORIGIN: U.S.

SIGNATURE: [Signature]

DATE: 5/30/00



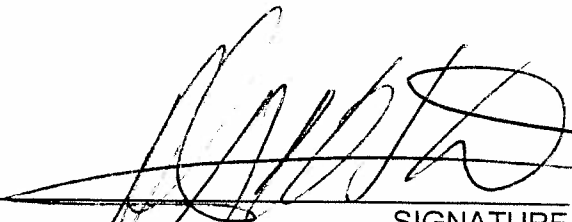
## SHERIFF'S POLICY MANUAL

### RECEIPT

My signature below acknowledges my receipt of the 2005 edition of the Sheriff's Policy Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

Acosta, Danel

  
\_\_\_\_\_  
SIGNATURE  
Acosta 10185  
\_\_\_\_\_  
NAME (PRINTED) AND CCN  
10/11/05  
\_\_\_\_\_  
DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS THROUGH THEIR CHAIN OF COMMAND TO HUMAN RESOURCES.

ROWARD SHERIFF'S OFFICE  
DEPARTMENT OF LAW ENFORCEMENT  
STANDARD OPERATING PROCEDURES

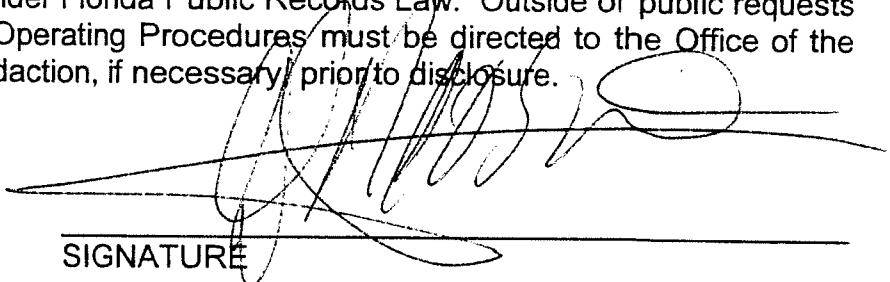
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**RECEIPT**

My signature below acknowledges my receipt of the 2005 Department of Law Enforcement Standard Operating Procedures. I have read this Standard Operating Procedures and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of this Standard Operating Procedures. I agree to be responsible for staying current with revisions and/or updates to the Standard Operating Procedures and deletion of any obsolete material therein.

I recognize that the Standard Operating Procedures is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that at any time the Department of Law Enforcement may alter, supplement, delete, or amend any portion of this Standard Operating Procedures at the Department of Law Enforcement Executive Director's sole discretion.

This Standard Operating Procedures is considered law enforcement sensitive and contains certain information that is exempt under Florida Public Records Law. Outside or public requests for information from this Standard Operating Procedures must be directed to the Office of the Inspector General for review and redaction, if necessary, prior to disclosure.

  
A large, stylized handwritten signature in black ink is written over a horizontal line.

SIGNATURE

ACOSTA 10188  
NAME (PRINTED) AND CCN

10/11/05  
DATE

---

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE STANDARD OPERATING PROCEDURES. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS TO HUMAN RESOURCES.

**Club Mira Lago**

1060 Coral Ridge Drive  
Coral Springs, Florida 33071  
(954) 752-4852

*Please respond immediately*

**EMPLOYMENT VERIFICATION**

Company Name: Broward Sheriff's Office Fax # 954-765-4005

Attention: H/R

Department: Law Enforcement

Income Verification for: Deputy S. J. Acosta cen 10185  
(The undersigned employee has applied for an apartment home at Club Mira Lago. All income of a prospective resident must be verified. Please indicate below the employee's current annual income from wages, overtime, bonuses, commissions or any other form of compensation on a regular basis.)

Employed From: 5/30/2000 (M/Y) To: Current (M/Y)

Annual Wages: \$ 51,282.40

Overtime: \$ Cannot Verify

Bonuses / Commissions: \$ N/A

Total Annual Income: \$ 45,816.09 year to date 8/26/2005

*I hereby certify that all the above is true and completed to the best of my knowledge.*

Employer's Signature: Michelle Boxwell

Title: Human Resources Specialist

*I hereby grant permission to disclose my income to Club Mira Lago.*

Employee's Signature: [Signature]

**Please fax response to: (954) 752-6805.  
THANK YOU FOR YOUR PROMPT RESPONSE.**

Leasing Agent: Marcia S.

09/07/2005  
14:11:04

Broward County Sheriff's Office  
YEAR TOTAL REPORT  
BY EMPLOYEE NAME

PAGE 1  
prhisrpt

REPORT DATES: 01/01/2005 to 09/07/2005

EMP #	NAME	LOC	JOB	CHECK DATE	CHECK #	SALARY
10185	ACOSTA, DAHEL	3445 D3 AIRPORT	298 DEPUTY SHE	01/14/2005	1715785	3,532.53
		3445 SPECIAL DE	298 DEPUTY SHE	01/28/2005	1718833	264.00
		3445 D3 AIRPORT	298 DEPUTY SHE	01/28/2005	1722167	3,479.61
		3445 D3 AIRPORT	298 DEPUTY SHE	02/11/2005	1728585	3,293.27
		3445 D3 AIRPORT	298 DEPUTY SHE	02/25/2005	1735015	2,446.43
		3445 SPECIAL DE	298 DEPUTY SHE	03/11/2005	1738030	352.00
		3445 D3 AIRPORT	298 DEPUTY SHE	03/11/2005	1741391	2,068.21
		3445 SPECIAL DE	298 DEPUTY SHE	03/25/2005	1744535	258.50
		3445 D3 AIRPORT	298 DEPUTY SHE	03/25/2005	1747932	1,987.73
		3445 SPECIAL DE	298 DEPUTY SHE	04/08/2005	1750958	352.00
		3445 D3 AIRPORT	298 DEPUTY SHE	04/08/2005	1754336	1,881.87
		3445 D3 AIRPORT	298 DEPUTY SHE	04/22/2005	1760723	1,881.87
		3445 SPECIAL DE	298 DEPUTY SHE	05/06/2005	1763750	176.00
		3445 D3 AIRPORT	298 DEPUTY SHE	05/06/2005	1767109	2,164.14
		3445 SPECIAL DE	298 DEPUTY SHE	05/20/2005	1769538	176.00
		3445 D3 AIRPORT	298 DEPUTY SHE	05/20/2005	1773000	2,375.86
		3445 SPECIAL DE	298 DEPUTY SHE	06/03/2005	1776003	308.00
		3445 D3 AIRPORT	298 DEPUTY SHE	06/03/2005	1779377	2,164.15
		3445 SPECIAL DE	298 DEPUTY SHE	06/17/2005	1782429	66.00
		3445 D3 AIRPORT	298 DEPUTY SHE	06/17/2005	1785773	2,068.21
		3445 DLE-OAS	298 DEPUTY SHE	07/01/2005	1789572	597.26
		3445 D3 AIRPORT	298 DEPUTY SHE	07/01/2005	1793306	2,289.49
		3445 SPECIAL DE	298 DEPUTY SHE	07/15/2005	1796346	66.00
		3445 D3 AIRPORT	298 DEPUTY SHE	07/15/2005	1799626	2,785.36
		3445 D3 AIRPORT	298 DEPUTY SHE	07/29/2005	1805912	3,334.69
		3445 SPECIAL DE	298 DEPUTY SHE	08/12/2005	1808949	88.00
		3445 D3 AIRPORT	298 DEPUTY SHE	08/12/2005	1812221	2,849.42
		3445 SPECIAL DE	298 DEPUTY SHE	08/26/2005	1815276	220.00
		3445 D8 - WESTO	298 DEPUTY SHE	08/26/2005	1819188	2,289.49
			YEAR	2005	TOTAL	45,816.09
			EMP	10185	TOTAL	45,816.09

\*\*\* END OF REPORT \*\*\*



Broward Sheriff's Office

## Performance Evaluation

Department of Law Enforcement  
Uniformed Sworn Deputy

### General Instructions:

This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

### SECTION 1: Employee Information

Review Type (check one)

Probationary (monthly)  Promotional (monthly)  Non-probationary (annual)

Employee Name: \_\_\_\_\_ Acosta \_\_\_\_\_ Dahel \_\_\_\_\_  
(last) (first) (middle)

CCN: \_\_\_\_\_ 10185 \_\_\_\_\_ Rank or Position: \_\_\_\_\_ Deputy Sheriff \_\_\_\_\_

Assignment: \_\_\_\_\_ DLE Dist. 3 \_\_\_\_\_

This employee is being evaluated from the period of \_\_\_\_\_ 6/1/04 \_\_\_\_\_ to \_\_\_\_\_ 6/1/05 \_\_\_\_\_  
Month/Day/Year Month/Day/Year



**SECTION II: Performance Criteria**

**Instructions:** In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will then use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

<b>Reliability</b>		
<b>Attendance, Punctuality</b>		
<b>Unacceptable</b> <input type="checkbox"/> The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	<b>Marginal</b> <input type="checkbox"/> The employee is occasionally tardy and absent.	<b>Acceptable</b> <input checked="" type="checkbox"/> The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

**RATING DEFINITIONS:**

1  
**FAILS TO MEET EXPECTATIONS**  
 Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2  
**APPROACHES EXPECTATIONS**  
 Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3  
**MEETS EXPECTATIONS**  
 Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4  
**EXCEEDS EXPECTATIONS**  
 Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5  
**SIGNIFICANTLY EXCEEDS EXPECTATIONS**  
 Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

**Performance Criteria: Appearance**

The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

**COMMENTS:** Deputy Acosta is usually well groomed and presents a professional appearance.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Performance Criteria: Cooperation**

The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

**COMMENTS:** Deputy Acosta completes his job assignments as needed. He does not volunteer to assist with anything else than what is required of him. He does not interact with staff or coworkers beyond accomplishing his job tasks.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Operation and Care of Equipment**

The deputy sheriff operates and takes care of equipment in an efficient manner.

**COMMENTS:** Deputy Acosta has signed for his General Orders and maintains his assigned equipment.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Public Contact**

The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

**COMMENTS:** Deputy Acosta displays well-oriented knowledge and usually projects a professional attitude towards the citizens he comes in contact with.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Quality of Reports**

The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

**COMMENTS:** Deputy Acosta completes appropriate reports and work product but has been reminded several times to turn his reports and dailies in on time this reporting period. Occasional errors appear however they are corrected once reviewed.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Initiative**

The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

**COMMENTS:** Deputy Acosta usually works independently getting the job task completed as necessary. While working here at D-3 he has not taken on any additional initiatives or suggested any new ideas.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Policies and Procedures**

The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

**COMMENTS:** Deputy Acosta shows that he is somewhat knowledgeable in the area of State law, BSO policy and procedures. He has become more familiar with airport procedures and security issues that are relevant to the airport.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Performance Criteria: Dependability**

The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

**COMMENTS:** Deputy Acosta has had to be reminded several times this reporting period to get his reports and dailies in on time. He usually completes assignments accurately.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Judgment and Decision Making**

The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

**COMMENTS:** Deputy Acosta usually makes sound decisions and can be trusted to maintain an acceptable standard.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Maintains Safety**

The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

**COMMENTS:** Deputy Acosta maintains sound safety and tactical measures in the implementation of his duties.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Instructions:** Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

**WEIGHTED RATINGS:**

Appearance	<u>15</u>	Quality of Reports	<u>30</u>	Judgment &	
Cooperation	<u>30</u>	Initiative	<u>45</u>	Decision Making	<u>45</u>
Operation &		Policies &		Maintains Safety	<u>15</u>
Care of Equipment	<u>30</u>	Procedures	<u>15</u>		
Public Contact	<u>30</u>	Dependability	<u>45</u>		

Add ALL Weighted Ratings: 300 ÷ 100 (Total Weights) = FINAL RATING: 3.00

**SECTION III: Overall Performance Summary**

**Instructions:** In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

**OVERALL PERFORMANCE SUMMARY** (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Acosta is a well-rounded deputy and brings with him all of his years of experience in Law Enforcement. Deputy Acosta is bi-lingual and is called upon, by his peers, for assistance and advice about job related functions. He usually displays a positive attitude towards the citizens he comes in contact with.

**SECTION IV: Performance Expectations, Career Development, Additional Assignments**

**Instructions:** In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

**PERFORMANCE EXPECTATIONS** (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Acosta is a well- rounded Law Enforcement professional and has expressed a strong desire to career path into a more active district within the Broward Sheriff's Office.

**CAREER DEVELOPMENT** (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)  
 Deputy Acosta is an accomplished Law Enforcement professional.

**ADDITIONAL ASSIGNMENTS** (List other assignments for which the employee might be suitable)  
 BSO district Road Patrol assignment.

**SECTION V- Signatures**

**Instructions:** The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance.  
 Check if Documentation Attached

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. Check if Documentation Attached

*[Signature]* 1545  
 5/31/05  
 EVALUATOR SIGNATURE Date  
 SGT. MIKE McDERMOTT #1545

*[Signature]* 6/2/05  
 EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

*[Signature]*  
 LT. WILLIAM O'BRIEN 9358  
 06/08/05  
 REVIEWER SIGNATURE Date

*[Signature]* 11261  
 6/9/05  
 DIVISION SIGNATURE Date  
**CHIEF ROY H. LIDDICOTT**

Distribution:  
 Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

**FOR HUMAN RESOURCE USE ONLY:**

Date Received by Human Resources:	Date Processed by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office  
 2601 West Broward Boulevard  
 Fort Lauderdale, FL 33312



## NINETY (90) DAY NOTIFICATION

### UPCOMING PERFORMANCE EVALUATION

<b>EMPLOYEE NAME: (CCN)</b> Dahel Acosta 10185	<b>TITLE:</b> Deputy Sheriff	<b>DIVISION:</b> D-3 Airport Division
<b>ANNIVERSARY DATE:</b> 06/01/2005		<b>TODAY'S DATE:</b> 03/04/05

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

**PERFORMANCE IMPROVEMENT AREA(S):** These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

---

To improve on his report writing and timely submission of dailies and reports.

---

Signature of Supervisor	Signature of Employee
CCN 1545	CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee    1<sup>st</sup> Copy -Attach to Completed Annual Evaluation    2<sup>nd</sup> Copy \_ Supervisor's File

May 24, 2005

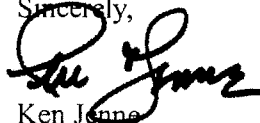
Deputy Dahel Acosta  
District III

Dear Deputy Acosta,

It is with great pleasure and privilege that I present you with your Uniformed Longevity Service Bar for five years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your ribbon bar proudly. Thank you for the great work you do every day.

Sincerely,



Ken Jones  
Sheriff

KJ/yl

cc: Employee Personnel File  
Attachment

*State of Florida*

# Department of Law Enforcement

*Criminal Justice Information Services*

*Awards this certificate to*

# FDLE

**DAHEL J ACOSTA**

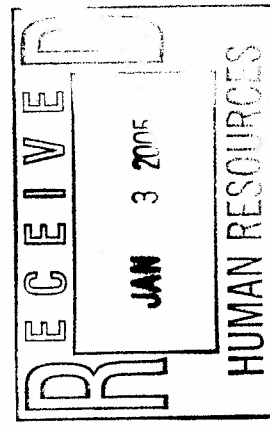
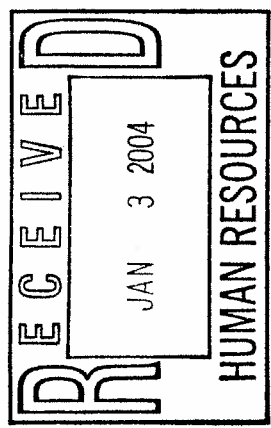
*As evidence of the successful completion of*

***FCIC Certification***

*Given this the 24 day of November, 2004.*

*This certificate expires two years from the date of issuance.*

*[Signature]*  
Commissioner, Florida Department of Law Enforcement



*[Handwritten initials]*





RECEIVED

JUL 22 2004

Major Edward Werder

Broward Sheriff's Office

# Performance Evaluation

Department of Law Enforcement  
Uniformed Sworn Deputy

### General Instructions:

This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

### SECTION 1: Employee Information

Review Type (check one)

Probationary (monthly)  Promotional (monthly)  Non-probationary (annual)

Employee Name: \_\_\_\_\_ Acosta \_\_\_\_\_ Dahel \_\_\_\_\_  
(last) (first) (middle)

CCN: \_\_\_\_\_ 10185 \_\_\_\_\_ Rank or Position: \_\_\_\_\_ Deputy Sheriff \_\_\_\_\_

Assignment: \_\_\_\_\_ DLE Dist. 3 \_\_\_\_\_

This employee is being evaluated from the period of \_\_\_\_\_ 6/1/03,5 \_\_\_\_\_ to \_\_\_\_\_ 6/1/04 \_\_\_\_\_  
Month/Day/Year Month/Day/Year

*9/23/04*  
*\* IN FUTURE*  
*FAILURE TO SIGN*  
*90 DAY NOTICE*  
*WILL BE*  
*FOR*  
*INSURANCE*

*WV*

## SECTION II: Performance Criteria

**Instructions:** In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will then use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
<b>Attendance, Punctuality</b>		
<b>Unacceptable</b> <input type="checkbox"/>	<b>Marginal</b> <input checked="" type="checkbox"/>	<b>Acceptable</b> <input type="checkbox"/>
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

### RATING DEFINITIONS:

1  
**FAILS TO MEET EXPECTATIONS**

Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2  
**APPROACHES EXPECTATIONS**

Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3  
**MEETS EXPECTATIONS**

Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4  
**EXCEEDS EXPECTATIONS**

Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5  
**SIGNIFICANTLY EXCEEDS EXPECTATIONS**

Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

**Performance Criteria: Appearance**

The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

**COMMENTS:** Employee is always well groomed and presents a professional appearance.

**WEIGHT: 5 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating:** 20

**Performance Criteria: Cooperation**

The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

**COMMENTS:** Employee works well with others and cooperates with organizational action.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Operation and Care of Equipment**

The deputy sheriff operates and takes care of equipment in an efficient manner.

**COMMENTS:** Employee takes care in the operation of BSO equipment.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Public Contact**

The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

**COMMENTS:** Employee displays well-oriented professional knowledge and projects a positive attitude towards the citizens he comes in contact with.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating:** 40

**Performance Criteria: Quality of Reports**

The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

**COMMENTS:** Employee completes appropriate reports and work product.

**WEIGHT: 10 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 30

**Performance Criteria: Initiative**

The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

**COMMENTS:** Employee demonstrates an acceptable level of initiative and requires occasional supervisory encouragement.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Policies and Procedures**

The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

**COMMENTS:** Employee is knowledgeable in the area of State law, BSO policy and procedures.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Performance Criteria: Dependability**

The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

**COMMENTS:** Employee is dependable and accurate in carrying out responsibilities to a successful conclusion.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Judgment and Decision Making**

The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

**COMMENTS:** Employee makes sound decisions and can be trusted to maintain an acceptable standard.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Maintains Safety**

The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

**COMMENTS:** Employee maintains sound safety and tactical measures in the implementation of his duties.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Instructions:** Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

**WEIGHTED RATINGS:**

Appearance	<u>20</u>	Quality of Reports	<u>30</u>	Judgment &	
Cooperation	<u>30</u>	Initiative	<u>45</u>	Decision Making	<u>45</u>
Operation &		Policies &		Maintains Safety	<u>15</u>
Care of Equipment	<u>30</u>	Procedures	<u>15</u>		
Public Contact	<u>40</u>	Dependability	<u>45</u>		

Add ALL Weighted Ratings: 315 ÷ 100 (Total Weights) = FINAL RATING: 3.15

**SECTION III: Overall Performance Summary**

**Instructions:** In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

**OVERALL PERFORMANCE SUMMARY** (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Acosta is an experienced Law Enforcement Officer. Deputy Acosta has the potential to be an exceptional Deputy. Deputy Acosta is bi-lingual and is routinely utilized to translate at FLHIA, which is an international airport. The fact that he is bi-lingual is an asset he routinely volunteers to the district, helping resolve language barriers. Deputy Acosta has occasionally been late and inconsistent in notifying the Shift Sergeant of issues that delay him in reporting for duty. These issues were addressed in his 90 Day Notice, are being monitored and are improving. These issues will continue to be monitored, and corrective action taken if needed.

**SECTION IV: Performance Expectations, Career Development, Additional Assignments**

**Instructions:** In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

**PERFORMANCE EXPECTATIONS** (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Acosta is a well- rounded Law Enforcement professional and has expressed a strong desire to career path into a more active district within the Broward Sheriff's Office.

**CAREER DEVELOPMENT** (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Acosta is a Law Enforcement professional and is pursuing his Bachelor's Degree.

**ADDITIONAL ASSIGNMENTS** (List other assignments for which the employee might be suitable)

SID Narcotics / Street Crimes.

**SECTION V- Signatures**

**Instructions:** The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

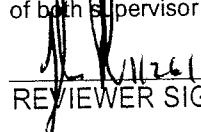
This evaluation is based on my observations and knowledge of the employee's performance.  
Check if Documentation Attached

 #5257  
6/1/04  
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. Check if Documentation Attached

 10185  
6/1/04  
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

 11261  
7/20/04  
REVIEWER SIGNATURE Date

 7-20-04  
DIVISION SIGNATURE Date  
CHIEF ROBERT WARGIN

**Distribution:**

Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

**FOR HUMAN RESOURCE USE ONLY:**

Date Received by Human Resources:	Date Processed by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office  
 2601 West Broward Boulevard  
 Fort Lauderdale, FL 33312



## NINETY (90) DAY NOTIFICATION

### UPCOMING PERFORMANCE EVALUATION

<b>EMPLOYEE NAME: (CCN)</b> Acosta, Dahel	<b>TITLE:</b> Deputy Sheriff	<b>DIVISION:</b> DLE/District 3 Airport
<b>ANNIVERSARY DATE:</b> May 30, 2004		<b>TODAY'S DATE:</b> 3/1/2004

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

**PERFORMANCE IMPROVEMENT AREA(S):** These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

On numerous occasions you have been seen sitting inside of your marked vehicle when heavy vehicular and pedestrian traffic was

was present, in your view on your assigned post. In this instance you must take the initiative to clear the vehicles that are not being

actively loaded and manage the vehicular traffic in a manner that is safe and ensures a proper flow of traffic. In addition you have

been observed utilizing the telephone, while on post, when pedestrian and vehicular traffic was present.

*[Handwritten Signature]*  
 Signature of Supervisor

CCN

*[Handwritten Signature]*  
 Signature of Employee

CCN

Signature of Supervisor

WITNESS: *[Handwritten Signature]* 2802

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee

1<sup>st</sup> Copy - Attach to Completed Annual Evaluation

2<sup>nd</sup> Copy \_ Supervisor's File

BSO AP-8-R (Revised 8/00)

*[Large handwritten note:]* Read document in presence of *[Handwritten Names]*



**KEN JENNE  
SHERIFF  
BROWARD COUNTY  
P.O. BOX 9507  
FORT LAUDERDALE, FLORIDA 33310**

**RW04-154**

**DATE:** June 27, 2004

**MEMO TO:** Deputy Dahel Acosta  
District 3 - Airport

**FROM:** Chief Robert Wargin *RW*  
District 3 - Airport

**SUBJECT:** COMMENDATION

---

I received a letter from Alberto Garrido expressing his appreciation for the assistance you provided him during his recent visit to the Fort Lauderdale/Hollywood International Airport. Mr. Garrido was unable to locate his vehicle and after an unsuccessful attempt by the parking attendant you were able to locate Mr. Garrido's vehicle within minutes.

I want to take this time to express my appreciation for a job well done! Your caring and professionalism sets-forth an example to be emulated. You are an asset to District 3 – Airport and to the Broward County Sheriff's Office.

RW:ja

cc: Major Al Lamberti, Region I  
Department of Law Enforcement  
Lieutenant Roy Liddicott, Executive Officer  
District 3 – Airport  
Ronald Mathieu, Director of Operations  
Broward County Aviation Department  
Bureau of Human Resources ✓  
Roll Call  
District File  
File



**ALBERTO GARRIDO**

May 29, 2004

Via Regular Mail  
Broward Sheriff's Office  
Chief Wargin  
200 Terminal Drive  
Ft. Lauderdale, FL 33315

JUN 9 2004

**Re: Deputy-Acosta, D.J. #10185**

Dear Chief Wargin:

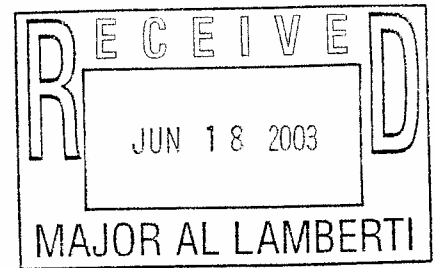
During one of my most recent stays in Fort Lauderdale, I had to drop off my friend at Terminal One, Fort Lauderdale airport at 2:52 p.m. I decided to keep her company for 30 minutes before I left.

When I parked my car however, I inadvertently did not look for a land mark or the number of the parking space, so when I returned for my car I was unable to locate it. After several minutes of trying to locate it, I asked for assistance from the parking attendant and which time he drove me throughout the airport in his motor car not even listening to a word I had to say. After more than one half hour of driving around and not locating the car, the parking attendant drove me to "Paul" who works in the office by the toll booth of the parking terminal. I have never felt so humiliated, degraded, and treated so poorly from a person acting under a professional capacity as I was from this gentleman, Paul. This gentleman's conduct was so poor, he even treated your Deputy Acosta with lack of respect. I would like to mention however that in spite of the mistreatment your Deputy experienced by this man "Paul", Deputy Acosta kept good manners, and treated the situation with nothing but respect and complete professionalism. Accordingly, upon my statement of facts to Deputy Acosta, he was able to assist me in locating my car in less than five minutes, which is what the parking attendant should have been able to do for me in the first place.

Hard work and professionalism sometimes goes without notice. Kindly relate my appreciation once again to Deputy Acosta. If more courteous, professional, and caring individuals like Deputy Acosta existed within our society, some problematic situations can easily be resolved.

Very truly yours,

  
Alberto Garrido



Broward Sheriff's Office

## Performance Evaluation

Department of Law Enforcement  
Uniformed Sworn Deputy

### General Instructions:

This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

### SECTION 1: Employee Information

Review Type (check one)

Probationary (monthly)  Promotional (monthly)  Non-probationary (annual)

Employee Name: \_\_\_\_\_ Acosta \_\_\_\_\_ Dahel \_\_\_\_\_  
(last) (first) (middle)

CCN: \_\_\_\_\_ 10185 \_\_\_\_\_ Rank or Position: \_\_\_\_\_ Deputy Sheriff \_\_\_\_\_

Assignment: \_\_\_\_\_ DLE Dist. 3 \_\_\_\_\_

This employee is being evaluated from the period of \_\_\_\_\_ 6/1/02 \_\_\_\_\_ to \_\_\_\_\_ 6/1/03 \_\_\_\_\_  
Month/Day/Year Month/Day/Year

## SECTION II: Performance Criteria

**Instructions:** In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will then use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
<b>Unacceptable</b> <input type="checkbox"/>	<b>Marginal</b> <input type="checkbox"/>	<b>Acceptable</b> <input checked="" type="checkbox"/>
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

### RATING DEFINITIONS:

1  
**FAILS TO MEET EXPECTATIONS**  
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2  
**APPROACHES EXPECTATIONS**  
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3  
**MEETS EXPECTATIONS**  
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4  
**EXCEEDS EXPECTATIONS**  
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5  
**SIGNIFICANTLY EXCEEDS EXPECTATIONS**  
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

<b>Performance Criteria:</b> Appearance	
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.	
<b>COMMENTS:</b> Employee is always well groomed and presents a professional appearance.	
<b>WEIGHT: 5 x RATING (Circle One):</b> 1 2 3 (4) 5 = <b>Weighted Rating:</b> 20	

<b>Performance Criteria:</b> Cooperation	
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.	
<b>COMMENTS:</b> Employee works well with others and cooperates with organizational action.	
<b>WEIGHT: 10 x RATING (Circle One):</b> 1 2 (3) 4 5 = <b>Weighted Rating:</b> 30	

<b>Performance Criteria:</b> Operation and Care of Equipment	
The deputy sheriff operates and takes care of equipment in an efficient manner.	
<b>COMMENTS:</b> Employee takes care in the operation of BSO equipment.	
<b>WEIGHT: 10 x RATING (Circle One):</b> 1 2 3 (4) 5 = <b>Weighted Rating:</b> 40	

<b>Performance Criteria:</b> Public Contact	
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.	
<b>COMMENTS:</b> Employee displays well-oriented professional knowledge and projects a positive attitude towards the citizens he comes in contact with.	
<b>WEIGHT: 10 x RATING (Circle One):</b> 1 2 3 (4) 5 = <b>Weighted Rating:</b> 40	

<b>Performance Criteria:</b> Quality of Reports	
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.	
<b>COMMENTS:</b> Employee completes appropriate reports and work product. Occasional errors appear however they are corrected once reviewed.	
<b>WEIGHT: 10 x RATING (Circle One):</b> 1 2 (3) 4 5 = <b>Weighted Rating:</b> 30	

**Performance Criteria: Initiative**

The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

**COMMENTS:** Employee demonstrates an acceptable level of initiative and requires little supervisory encouragement.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Policies and Procedures**

The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

**COMMENTS:** Employee is knowledgeable in the area of State law, BSO policy and procedures.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Performance Criteria: Dependability**

The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

**COMMENTS:** Employee is dependable and accurate in carrying out responsibilities to a successful conclusion.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Judgment and Decision Making**

The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

**COMMENTS:** Employee makes sound decisions and can be trusted to maintain an acceptable standard.

**WEIGHT: 15 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 45

**Performance Criteria: Maintains Safety**

The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

**COMMENTS:** Employee maintains sound safety and tactical measures in the implementation of his duties.

**WEIGHT: 5 x RATING (Circle One):** 1 2 (3) 4 5 = **Weighted Rating:** 15

**Instructions:** Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

**WEIGHTED RATINGS:**

Appearance	<u>20</u>	Quality of Reports	<u>30</u>	Judgment &	
Cooperation	<u>30</u>	Initiative	<u>45</u>	Decision Making	<u>45</u>
Operation &		Policies &		Maintains Safety	<u>15</u>
Care of Equipment	<u>40</u>	Procedures	<u>15</u>		
Public Contact	<u>40</u>	Dependability	<u>45</u>		

Add ALL Weighted Ratings: 325 ÷ 100 (Total Weights) = FINAL RATING: 3.25

**SECTION III: Overall Performance Summary**

**Instructions:** In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

**OVERALL PERFORMANCE SUMMARY** (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Acosta is a well-rounded deputy and brings with him all of his years of experience in Law Enforcement. Deputy Acosta is bi-lingual and is called upon, by his peers, for assistance and advice about job related functions. He displays a positive attitude towards the citizens he comes in contact with.

**SECTION IV: Performance Expectations, Career Development, Additional Assignments**

**Instructions:** In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

**PERFORMANCE EXPECTATIONS** (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Acosta is a well- rounded Law Enforcement professional and has expressed a strong desire to career path into a more active district within the Broward Sheriff's Office.

**CAREER DEVELOPMENT** (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Acosta is an accomplished Law Enforcement professional and is pursuing his Bachelor s Degree.

**ADDITIONAL ASSIGNMENTS** (List other assignments for which the employee might be suitable)

SID Narcotics

**SECTION V- Signatures**


**Instructions:** The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

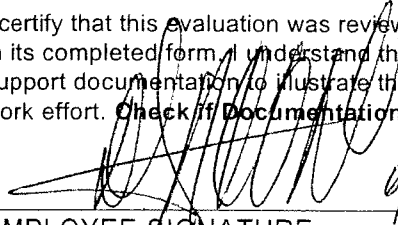
After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance.


Check if Documentation Attached


I certify that this evaluation was reviewed with me in its completed form, I understand that I can provide support documentation to illustrate the results of my work effort. Check if Documentation Attached

 2218  
EVALUATOR SIGNATURE 6/4/03 Date

  
EMPLOYEE SIGNATURE 6/13/03 Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

 11261  
REVIEWER SIGNATURE 6/16/03 Date

  
DIVISION SIGNATURE 6/16/03 Date

**Distribution:**

Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

**FOR HUMAN RESOURCE USE ONLY:**

Date Received by Human Resources:	Date Processed by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office  
 2601 West Broward Boulevard  
 Fort Lauderdale, FL 33312



## NINETY (90) DAY NOTIFICATION OF UPCOMING PERFORMANCE EVALUATION

<b>EMPLOYEE NAME:</b> Dahel Acosta	<b>TITLE:</b> Deputy Sheriff	<b>DIVISION:</b> DISTRICT III - AIRPORT
<b>ANNIVERSARY DATE: 06/01/03</b>		<b>TODAY'S DATE: 3/01/03</b>


Your annual performance evaluation is scheduled for completion. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, District/Unit objectives, BSO objectives, special assignments or projects.

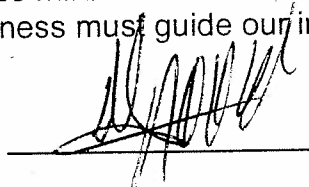
Please see the description below of any performance deficiency issues which will be addressed during the evaluation performance meeting. Progress in these areas will be reviewed at the meeting. You are encouraged to present any information that might help illustrate the results of your work efforts.

**PERFORMANCE IMPROVEMENT AREA(S):** These work behaviors and/or responsibilities must show continued improvement in order that the job requirements are being met::

No deficiencies noted.

The primary purpose of this evaluation is to assist all BSO employees in both their career and personal development. Since any evaluation process will be at times difficult for both supervisors and employees, a spirit of fair play and reasonableness must guide our interactions.

 Signature of Supervisor

 Signature of Employee

Should you have any questions, please contact your supervisor directly.





CERTIFICATE OF COMPLETION

Presented to

**Dahel Acosta**

CCN 10185


for attending

**3M 7800 Respiratory**

**Training**

April 3, 2003

**1 Hour**

  
Lieutenant John Lawless, Executive Officer  
Training Division



CERTIFICATE OF COMPLETION

Presented to

**Dahel Acosta**

CCN 10185

for attending

**Nerve Agent Antidote Kit**

**Mark I Training**

April 3, 2003

**1 Hour**

  
Lieutenant John Lawless, Executive Officer  
Training Division



CERTIFICATE OF COMPLETION

*Presented to*

***Dahel Acosta***

**CCN 10185**

*for attending*

**Level C PPE Training**

**April 3, 2003**

**2 Hour**

**Lieutenant John Lawless, Executive Officer  
Traffing Division**

**Broward Sheriff's Office**

2601 West Broward Boulevard  
Fort Lauderdale, Florida 33312  
(954) 831-8900 • www.sheriff.org



August 9, 2002

Immigration & Naturalization Services  
7880 Biscayne Boulevard  
Miami, Florida 33138

To Whom It May Concern:

Please accept this letter as verification of employment for Dahel Acosta. Dahel Acosta has been an employee of the Broward County Sheriff's Office since May 30, 2000. Currently, Dahel Acosta is assigned to the Department of Law Enforcement as a fulltime Deputy Sheriff - CC with a yearly salary of 38,630.28.

If you have any questions concerning this matter, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Guerline St Vil". The signature is written in a cursive, flowing style.

Guerline St Vil  
Human Resources Specialist  
Bureau of Human Resources  
954-321-4767



## Policy & Procedures

### RECEIPT

This shall acknowledge my receipt of the 2002 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

  
SIGNATURE

ACOSTA, J. J. 10185  
NAME (PRINTED) AND CCN

6/30/02  
DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

BROWARD COUNTY SHERIFF'S OFFICE

To: Human Resources Dept.  
From: Deputy Daniel Acosta 10185

SUSPENSE DATE:

Subject

Letter of Employment

Date

8/7/02

Message

Please provide a letter of employment address to

U.S. Department of Immigration, Miami, FL.

The letter must contain: Date of employment, salary & position.

Note: This letter is required for Monday Aug 12, 2002. It is

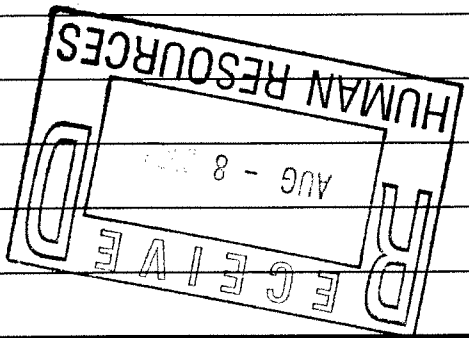
the utmost importance that I receive this letter by Friday

Aug 07, 2002. I think you in advance & would greatly appreciate your help!

SIGNED

*[Signature]*

Reply



cell: 804-5005

SIGNED THIS COPY FOR PERSON ADDRESSED





Broward Sheriff's Office

# Performance Evaluation

Department of Law Enforcement  
Uniformed Sworn Deputy

### General Instructions:

This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

### SECTION F Employee Information

Review Type (check one)

Probationary (monthly)

Promotional (monthly)

Non-probationary (annual)

Employee Name: Acosta Dael  
(last) (first) (middle)

CCN- 10185 Rank or Position: Deputy Sheriff

Assignment: District 11, Area 2 Alpha Shift

This employee is being evaluated from the period of 06/01/01 to 06/01/02  
Month/Day/Year Month/Day/Year

### SECTION III: Performance Criteria

**Instructions:** In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will then use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

#### Reliability: Attendance, Punctuality

<b>Unacceptable</b> <input type="checkbox"/> The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	<b>Marginal</b> <input type="checkbox"/> The employee is occasionally tardy and absent.	<b>Acceptable</b> <input checked="" type="checkbox"/> The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.
---	--	--

### RATING DEFINITIONS:

1  
**FAILS TO MEET EXPECTATIONS**

Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2  
**APPROACHES EXPECTATIONS**

Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3  
**MEETS EXPECTATIONS**

Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4  
**EXCEEDS EXPECTATIONS**

Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5  
**SIGNIFICANTLY EXCEEDS EXPECTATIONS**

Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.



**Performance Criteria: Appearance**

The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

**COMMENTS:**

Deputy Acosta maintains a professional appearance.

**WEIGHT: 5 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating: 20**

**Performance Criteria: Cooperation**

The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

**COMMENTS:**

Deputy Acosta interacts well with his coworkers and communicates effectively.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating: 40**

**Performance Criteria: Operation and Care of Equipment**

The deputy sheriff operates and takes care of equipment in an efficient manner.

**COMMENTS:**

Deputy Acosta maintains his assigned equipment in accordance with policy.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating: 40**

**Performance Criteria: Public Contact**

The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

**COMMENTS:**

Deputy Acosta communicates a positive image when dealing with the community.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating: 40**

**Performance Criteria: Quality of Reports**

The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

**COMMENTS:**

Deputy Acosta's reports are clear, accurate and concise.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 (4) 5 = **Weighted Rating: 40**

**Performance Criteria: Initiative**

The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

**COMMENTS:**

Deputy Acosta shows very good initiative and completes assigned tasks on time.

**WEIGHT: 15 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 60**

**Performance Criteria: Policies and Procedures**

The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

**COMMENTS:**

Deputy Acosta has a good working knowledge of Policy and Procedures of the Agency.

**WEIGHT: 5 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 15**

**Performance Criteria: Dependability**

The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

**COMMENTS:**

Deputy Acosta is a very reliable employee who needs little supervision to complete assigned tasks.

**WEIGHT: 15 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 60**

**Performance Criteria: Judgment and Decision Making**

The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

**COMMENTS:**

Deputy Acosta is very conscientious in his work and has shown good judgement.

**WEIGHT: 15 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 60**

**Performance Criteria: Maintains Safety**

The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

**COMMENTS:**

Deputy Acosta maintains a good safe work environment with the public and his co-workers.

**WEIGHT: 5 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 20**

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

**WEIGHTED RATINGS:**

Appearance	<u>20</u>	Quality of Reports	<u>40</u>	Judgment &	
Cooperation	<u>40</u>	Initiative	<u>60</u>	Decision Making	<u>60</u>
Operation &		Policies &		Maintains Safety	<u>20</u>
Care of Equipment	<u>40</u>	Procedures	<u>15</u>		
Public Contact	<u>40</u>	Dependability	<u>60</u>		

Add ALL Weighted Ratings: 395 - 100 (Total Weights) = FINAL RATING: 3.95

**SECTION III Overall Performance Summary**

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

**OVERALL PERFORMANCE SUMMARY** (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Acosta has shown good initiative and completes assigned tasks with little supervision. Deputy is a real asset to the shift and the agency. No deficiencies noted.

**SECTION IV: Performance Expectations, Career Development, Additional Assignments**

**Instructions:** In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

**PERFORMANCE EXPECTATIONS** (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Acosta has met all of the shift expectations during this reporting period.

**CAREER DEVELOPMENT** (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Street Narcotics

**ADDITIONAL ASSIGNMENTS** (List other assignments for which the employee might be suitable)

SET

**SECTION V Signatures**

**Instructions:** The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance.  
**Check if Documentation is Attached**

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached**

SGT. Burt 9395 05/15/02  
EVALUATOR SIGNATURE Date

[Signature] 5/15/02  
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

[Signature] 9309 5/15/02  
REVIEWER SIGNATURE Date

CAPT. WILLIAM KNOWLES 5-15-02  
DIVISION SIGNATURE Date

Distribution:

Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2<sup>nd</sup> Copy - Division/Unit Employee File

**FOR HUMAN RESOURCE USE ONLY:**

Date <b>Received</b> by Human Resources:	Date <b>Processed</b> by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office  
 2601 West Broward Boulevard  
 Fort Lauderdale, FL 33312



## NINETY (90) DAY NOTIFICATION

### UPCOMING PERFORMANCE EVALUATION

<b>EMPLOYEE NAME: (CCN)</b> Dael Acosta 10185	<b>TITLE:</b> Deputy	<b>DIVISION:</b> DLE, District 11 area 2, Alpha Shift
<b>ANNIVERSARY DATE:</b> 06/01/02		<b>TODAY'S DATE:</b> 03/14/02

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

**PERFORMANCE IMPROVEMENT AREA(S):** These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

No weaknesses observed during this evaluation period.

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*U. E. Stull* 9309

*Dael Acosta* 10185

Signature of Supervisor                      CCN

Signature of Employee                      CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee    1<sup>st</sup> Copy -Attach to Completed Annual Evaluation    2<sup>nd</sup> Copy \_ Supervisor's File

FannieMae



# Request for Verification of Employment

1

Privacy Act Notice: This information is being collected by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgage under its program. It will not be disclosed to any other agency or lender without your consent. You do not have to provide this information, but if you do not, your application for approval as a prospective mortgage may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (VA); by 12 USC, Section 1701 (N.C.); Section 1482b (HUD/CPD); and Title 42 USC, 1471 (S. 602), et. seq. (USDA/Farm).

## Part I - Request

1. To Name and address of employer:  
**Broward Sheriff's Office**  
 Attn: Human Resources  
 PO Box 9507  
 Fort Lauderdale, FL 33310

2. From Name and address of lender:  
**Gulf Atlantic Funding Group, Inc.**  
 5400 South University, Bldg. L #603  
 Davie, FL 33328  
 954-252-1760  
 FAX 954-252-1796

I certify that this verification has been received by the employer and has not passed through the hands of the applicant or any other interested party.

3. Signature of Lender: *Shelley Collins*  
 4. Title: **SHELLEY COLLINS**  
 5. Date: **05/20/02**  
 6. Lender's No. (Optional): **6419**

7. Name and Address of Applicant (include employer or badge number):  
**Dahel J. Acost: (Police Officer)**

8. Signature of Applicant: \_\_\_\_\_

Please see attached

## Part II - Verification of Current Employment

9. Applicant's Date of Employment: **05/30/2000**

10. Present Position: **DEPUTY SHERIFF - DIE/CC**

11. Continuity of Continued Employment: **CANNOT VERIFY**

12. Annual Gross Pay Base (Itemize):  
 Annual  
 Hourly  
**\$17,546.3**

13. For Military Personnel Only:  
 Pay Grade: \_\_\_\_\_  
 Type: \_\_\_\_\_ Monthly Amount: \_\_\_\_\_

14. Overtime or Bonus is Applicable to its Compensation Base?  
 Yes  No

Type	Year To Date	Next Year
Basic Pay	\$11,639.51	\$11,676.08
Overtime	Included in Above	
Bonus	N/A	N/A
Total	\$11,639.51	\$11,676.08

15. If paid bonus, average hours per week: **40**

16. Date of applicant's next pay increase: **CANNOT VERIFY**

17. Amount of applicant's next pay increase: **CANNOT VERIFY**

18. Date of applicant's last pay increase: **10/10/01**

19. Amount of last pay increase: **3.0% COLA**

20. Remarks (If employee was off work for a length of time, please indicate time period and reason.)

## Part III - Verification of Previous Employment

21. Date Hired: \_\_\_\_\_

22. Date Terminated: \_\_\_\_\_

23. Salary/Wage at Termination Per (Year/Month/Week):  
 Base: \_\_\_\_\_ Overtime: \_\_\_\_\_ Commissions: \_\_\_\_\_ Bonus: \_\_\_\_\_

24. Reason for Leaving: \_\_\_\_\_

25. Position Held: \_\_\_\_\_

## Part IV - Authorized Signatures

26. Signature of Lender: *Shelley Collins*

27. Title: **H/R SPECIALIST**

28. Date: **05/22/02**

29. Print name of type name signed in 27: **SHARON J. HARRIS**

30. Phone number: **(954) 321-4400**

10185

# Gulf Atlantic Funding Group, Inc.

## BORROWER'S AUTHORIZATION

1. I/We have applied for a mortgage loan. A part of the application process, the lender and any investor to whom the lender may sell or consider selling my mortgage may verify information contained in my/our application and in other documents required in connection with the loan, either before the loan is closed or as part of its quality control program.
2. I/We authorize you to provide the lender, and any investor to whom the lender may sell or consider selling my mortgage any and all information and documentation they request. Such information includes, but is not limited to, employment history and income; bank, money market, and similar account balances; credit history; and copies of income tax returns.
3. I/We authorize the lender and any investor to whom the lender may sell my mortgage or consider selling my mortgage to obtain a consumer report on me/us during the review of my/our application and at any time in the future to use in extending, modifying, or otherwise reviewing my loan.
4. The lender or any investor that purchases the mortgage may address this authorization to any party named in the loan application.

A copy of this authorization may be accepted as an original.

  
Borrower's Signature

5/16/08  
Date

\_\_\_\_\_  
Borrower's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Borrower's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Borrower's Signature

\_\_\_\_\_  
Date

5400 S. UNIVERSITY DRIVE  
BLDG. L SUITE 609  
DAVIE, FL. 31123  
Phone: 954-252-6082  
Fax: 954-252-6082

**GULF ATLANTIC  
FUNDING GROUP**

# Fax

To: Human Resources From: SHELLEY COLLINS  
Fax: 954-252-6082 754-405 Date: 6/20/02  
Phone: 954-321-4400 Pages: 3  
Re: Daniel Costa CC: V.O.E.  
 Urgent     For Review     Please Comment     Please Reply     Please Recycle

•Comment :

\*\*\* PLEASE COMPLETE ALL ITEMS THAT ARE CIRCLED. ONCE COMPLETE,  
PLEASE FAX BACK TO ME AT 954-252-6082

\*\*\* PLEASE PLACE THE ORIGINAL IN THE MAIL TO THE ABOVE ADDRESS  
LISTED ABOVE.

SHOULD YOU HAVE ANY QUESTIONS, PLEASE DO NOT HESITATE TO CALL.

THANK YOU FOR YOUR COOPERATION,

SHELLEY COLLINS



05/22/2002  
11:06:14

Broward County Sheriff's Office  
DETAIL CHECK HISTORY  
From:01/01/2001 To:12/31/2001

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER	
010			OSTA, DAHEL					LOC: 3455 ORG: 23455					
Check Date: 01/05/2001													
23455	12401		3455	296	1117794	100 REGULA	8.00	125.00					
23455	12401		3455	296	1117794	100 REGULA	64.00	1,000.00					
23455	12401		3455	296	1117794	230 VACATI	8.00	125.00					
23455	12401		3455	296	1117794	240 HOLIDA	8.00	125.00					
23455	12401		3455	296	1117794	300 COMP E	12.38	0.00					
23455	15401		3455	296	1117794	800 INCENT	0.00	18.46					
			3455		1117794				3000	FIT	201.20	0.00	
			3455		1117794				9300	DIR DE	1,081.06	0.00	
23455	21401		3455		1117794				1000	FICA	86.39	86.39	
23455	21401		3455		1117794				1100	MEDICA	20.21	20.21	
23455	22402		3455		1117794				7005	HB	0.00	282.73	
23455	23401		3455		1117794				9030	DLE DI	4.60	10.72	
CHECK 01/05/2001 TOTALS:					NET:		.00	100.38			1,393.46	1,393.46	400.05
Check Date: 01/19/2001													
23455	12401		3455	296	1122520	100 REGULA	72.00	1,125.00					
23455	12401		3455	296	1122520	240 HOLIDA	8.00	125.00					
23455	15401		3455	296	1122520	800 INCENT	0.00	18.46					
			3455		1122520				3000	FIT	165.12	0.00	
			3455		1122520				9300	DIR DE	1,001.71	0.00	
23455	21401		3455		1122520				1000	FICA	78.64	78.64	
23455	21401		3455		1122520				1100	MEDICA	18.39	18.39	
23455	22402		3455		1122520				7005	HB	0.00	257.37	
23455	23401		3455		1122520				9030	DLE DI	4.60	10.72	
23455	23401		3455		1122520				9045	\$24,00	0.00	10.68	
23455	23401		3455		1122520				9100	DHMO S	0.00	10.93	
23455	23401		3455		1122520				9203	HUM HM	0.00	179.86	
CHECK 01/19/2001 TOTALS:					NET:		.00	80.00			1,268.46	1,268.46	566.59
Check Date: 02/02/2001													
23140	12402		3140	296	1124441	700 SPEC D	5.00	100.00					
23140	12402		3140	296	1124441	700 SPEC D	3.00	60.00					
23140	12402		3140	296	1124441	700 SPEC D	6.00	120.00					
23140	12402		3140	296	1124441	700 SPEC D	6.00	120.00					
23140	12402		3140	296	1124441	700 SPEC D	3.00	60.00					
23140	12402		3140	296	1124441	700 SPEC D	3.00	60.00					
23140	12402		3140	296	1124441	700 SPEC D	3.00	60.00					
			3455		1124441				3001	FIT-SD	54.97	0.00	
			3455		1124441				9300	DIR DE	480.66	0.00	
23140	21401		3455		1124441				1000	FICA	35.96	35.96	
23140	21401		3455		1124441				1100	MEDICA	8.41	8.41	
CHECK 02/02/2001 TOTALS:					NET:		.00	29.00			580.00	580.00	44.37
Check Date: 02/02/2001													
23455	12401		3455	296	1127348	100 REGULA	72.00	1,125.00					
23455	12401		3455	296	1127348	100 REGULA	8.00	125.00					
23455	12401		3455	296	1127348	240 HOLIDA	8.00	125.00					
23455	12401		3455	296	1127348	300 COMP E	4.50	0.00					
23455	15401		3455	296	1127348	800 INCENT	0.00	18.46					
			3455		1127348				3000	FIT	200.12	0.00	
			3455		1127348				9300	DIR DE	1,082.14	0.00	

05/22/2002  
11:06:15

Broward County Sheriff's Office  
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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYEE
23455	21401		3455		1127348				1000	FICA	86.39	86.39
23455	21401		3455		1127348				1100	MEDICA	20.21	20.21
23455	22402		3455		1127348				7005	HB	0.00	282.73
23455	23401		3455		1127348				9030	DLE DI	4.60	10.72
CHECK 02/02/2001 TOTALS:					NET:		.00	92.50	1,393.46		1,393.46	400.05
Check Date: 02/16/2001												
23140	12402		3140	296	1129281	700 SPEC D	4.00	80.00				
23140	12402		3140	296	1129281	700 SPEC D	4.00	80.00				
23140	12402		3140	296	1129281	700 SPEC D	7.25	145.00				
			3455		1129281				3001	FIT-SD	13.72	0.00
			3455		1129281				9300	DIR DE	267.95	0.00
23140	21401		3455		1129281				1000	FICA	18.91	18.91
23140	21401		3455		1129281				1100	MEDICA	4.42	4.42
CHECK 02/16/2001 TOTALS:					NET:		.00	15.25	305.00		305.00	23.33
Check Date: 02/16/2001												
23455	12401		3455	296	1132191	100 REGULA	77.25	1,207.03				
23455	12401		3455	296	1132191	230 VACATI	2.75	42.97				
23455	12401		3455	296	1132191	300 COMP E	3.00	0.00				
23455	15401		3455	296	1132191	800 INCENT	0.00	18.46				
			3455		1132191				3000	FIT	165.12	0.00
			3455		1132191				9300	DIR DE	1,001.71	0.00
23455	21401		3455		1132191				1000	FICA	78.64	78.64
23455	21401		3455		1132191				1100	MEDICA	18.39	18.39
23455	22402		3455		1132191				7005	HB	0.00	257.37
23455	23401		3455		1132191				9030	DLE DI	4.60	10.72
23455	23401		3455		1132191				9045	\$24,00	0.00	10.68
23455	23401		3455		1132191				9100	DHMO S	0.00	10.93
23455	23401		3455		1132191				9203	HUM HM	0.00	179.86
CHECK 02/16/2001 TOTALS:					NET:		.00	83.00	1,268.46		1,268.46	566.59
Check Date: 03/02/2001												
23140	12402		3140	296	1134138	700 SPEC D	3.00	60.00				
23140	12402		3140	296	1134138	700 SPEC D	8.50	170.00				
23140	12402		3140	296	1134138	700 SPEC D	4.00	80.00				
			3455		1134138				3001	FIT-SD	14.47	0.00
			3455		1134138				9300	DIR DE	271.81	0.00
23140	21401		3455		1134138				1000	FICA	19.22	19.22
23140	21401		3455		1134138				1100	MEDICA	4.50	4.50
CHECK 03/02/2001 TOTALS:					NET:		.00	15.50	310.00		310.00	23.72
Check Date: 03/02/2001												
23455	12401		3455	296	1137089	100 REGULA	64.00	1,000.00				
23455	12401		3455	296	1137089	100 REGULA	8.00	125.00				
23455	12401		3455	296	1137089	230 VACATI	8.00	125.00				
23455	12401		3455	296	1137089	240 HOLIDA	8.00	125.00				
23455	12401		3455	296	1137089	300 COMP E	5.25	0.00				
23455	15401		3455	296	1137089	800 INCENT	0.00	18.46				
			3455		1137089				3000	FIT	200.12	0.00
			3455		1137089				9300	DIR DE	1,082.14	0.00
			3455		1137089				9400	DLE DI	4.60	0.00
23455	21401		3455		1137089				1000	FICA	86.39	86.39
23455	21401		3455		1137089				1100	MEDICA	20.21	20.21

05/22/2002  
11:06:15

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23455	22402		3455		1137089				7005	HB	0.00	282.73
23455	23401		3455		1137089				9030	DLE DI	0.00	10.72
CHECK 03/02/2001 TOTALS:					NET:	.00	93.25	1,393.46			1,393.46	400.05

Check Date: 03/16/2001

23140	12402		3140	296	1139037	700 SPEC D	4.00	80.00				
23140	12402		3140	296	1139037	700 SPEC D	3.00	60.00				
23140	12402		3140	296	1139037	700 SPEC D	4.50	90.00				
23140	12402		3140	296	1139037	700 SPEC D	6.00	120.00				
23140	12402		3140	296	1139037	700 SPEC D	7.00	140.00				
23140	12402		3140	296	1139037	700 SPEC D	3.00	60.00				
23140	12402		3140	296	1139037	700 SPEC D	4.00	80.00				
23140	12402		3140	296	1139037	700 SPEC D	8.00	160.00				
23140	12402		3140	296	1139037	700 SPEC D	7.00	140.00				
			3455		1139037				3001	FIT-SD	107.47	0.00
			3455		1139037				9300	DIR DE	751.38	0.00
23140	21401		3455		1139037				1000	FICA	57.66	57.66
23140	21401		3455		1139037				1100	MEDICA	13.49	13.49
CHECK 03/16/2001 TOTALS:					NET:	.00	46.50	930.00			930.00	71.15

Check Date: 03/16/2001

23455	12401		3455	296	1142029	100 REGULA	80.00	1,250.00				
23455	12401		3455	296	1142029	100 REGULA	-8.00	-125.00				
23455	12401		3455	296	1142029	130 WORKER	7.31	114.22				
23455	12401		3455	296	1142029	135 BSO WK	0.69	10.78				
23455	12401		3455	296	1142029	300 COMP E	8.63	0.00				
23455	15401		3455	296	1142029	800 INCENT	0.00	18.46				
			3455		1142029				3000	FIT	141.11	0.00
			3455		1142029				9300	DIR DE	1,034.45	0.00
			3455		1142029				9400	DLE DI	4.60	0.00
23455	21401		3455		1142029				1000	FICA	71.56	71.56
23455	21401		3455		1142029				1100	MEDICA	16.74	16.74
23455	22402		3455		1142029				7005	HB	0.00	257.37
23455	23401		3455		1142029				9030	DLE DI	0.00	10.72
23455	23401		3455		1142029				9045	\$24,00	0.00	10.68
23455	23401		3455		1142029				9100	DHMO S	0.00	10.93
23455	23401		3455		1142029				9203	HUM HM	0.00	179.86
CHECK 03/16/2001 TOTALS:					NET:	.00	88.63	1,268.46			1,268.46	557.86

Check Date: 03/30/2001

23455	12401		3455	296	1146927	100 REGULA	80.00	1,250.00				
23455	15401		3455	296	1146927	800 INCENT	0.00	18.46				
			3455		1146927				3000	FIT	165.12	0.00
			3455		1146927				9300	DIR DE	1,001.71	0.00
			3455		1146927				9400	DLE DI	4.60	0.00
23455	21401		3455		1146927				1000	FICA	78.64	78.64
23455	21401		3455		1146927				1100	MEDICA	18.39	18.39
23455	22402		3455		1146927				7005	HB	0.00	257.37
23455	23401		3455		1146927				9030	DLE DI	0.00	10.72
CHECK 03/30/2001 TOTALS:					NET:	.00	80.00	1,268.46			1,268.46	365.12

Check Date: 04/13/2001

23140	12402		3140	296	1148872	700 SPEC D	4.50	90.00				
23140	12402		3140	296	1148872	700 SPEC D	6.00	120.00				

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYEE
23140	12402		3140	296	1148872	700 SPEC D	4.50	90.00				
23140	12402		3140	296	1148872	700 SPEC D	3.00	60.00				
23140	12402		3140	296	1148872	700 SPEC D	4.50	90.00				
23140	12402		3140	296	1148872	700 SPEC D	4.00	80.00				
23140	12402		3140	296	1148872	700 SPEC D	3.00	60.00				
23140	12402		3140	296	1148872	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1148872	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1148872	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1148872	700 SPEC D	3.50	70.00				
23140	12402		3140	298	1148872	700 SPEC D	3.50	70.00				
23140	12402		3140	296	1148872	700 SPEC D	4.00	80.00				
			3455		1148872				3001	FIT-SD	125.47	0.00
			3455		1148872				9300	DIR DE	844.20	0.00
23140	21401		3455		1148872				1000	FICA	65.10	65.10
23140	21401		3455		1148872				1100	MEDICA	15.23	15.23
CHECK 04/13/2001 TOTALS:					NET:		.00	52.50	1,050.00		1,050.00	80.33

Check Date: 04/13/2001

23455	12401		3455	298	1151876	100 REGULA	80.00	1,250.00				
23455	12401		3455	298	1151876	300 COMP E	5.25	0.00				
23455	15401		3455	298	1151876	800 INCENT	0.00	18.46				
			3455		1151876				3000	FIT	165.12	0.00
			3455		1151876				9300	DIR DE	1,001.71	0.00
			3455		1151876				9400	DLE DI	4.60	0.00
23455	21401		3455		1151876				1000	FICA	78.64	78.64
23455	21401		3455		1151876				1100	MEDICA	18.39	18.39
23455	22402		3455		1151876				7005	HB	0.00	257.37
23455	23401		3455		1151876				9030	DLE DI	0.00	10.72
CHECK 04/13/2001 TOTALS:					NET:		.00	85.25	1,268.46		1,268.46	365.12

Check Date: 04/27/2001

23455	12401		3455	298	1156814	100 REGULA	48.00	772.50				
23455	12401		3455	298	1156814	230 VACATI	16.00	257.50				
23455	12401		3455	298	1156814	300 COMP E	5.25	0.00				
23455	12401		3455	298	1156814	310 COMP T	16.00	257.50				
23455	15401		3455	298	1156814	800 INCENT	0.00	18.46				
			3455		1156814				3000	FIT	175.62	0.00
			3455		1156814				9300	DIR DE	1,025.83	0.00
			3455		1156814				9400	DLE DI	4.60	0.00
23455	21401		3455		1156814				1000	FICA	80.97	80.97
23455	21401		3455		1156814				1100	MEDICA	18.94	18.94
23455	22402		3455		1156814				7005	HB	0.00	264.98
23455	23401		3455		1156814				9030	DLE DI	0.00	10.72
23455	23401		3455		1156814				9045	\$24,00	0.00	10.68
23455	23401		3455		1156814				9100	DHMO S	0.00	10.93
23455	23401		3455		1156814				9203	HUM HM	0.00	179.86
CHECK 04/27/2001 TOTALS:					NET:		.00	85.25	1,305.96		1,305.96	577.08

Check Date: 05/11/2001

23455	12401		3455	298	1161925	100 REGULA	72.00	1,158.75				
23455	12401		3455	298	1161925	200 SICK	8.00	128.75				
23455	12401		3455	298	1161925	300 COMP E	8.25	0.00				
23455	15401		3455	298	1161925	800 INCENT	0.00	18.46				
			3455		1161925				3000	FIT	175.62	0.00

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3455		1161925				9300	DIR DE	1,025.83	0.00
			3455		1161925				9400	DLE DI	4.60	0.00
23455	21401		3455		1161925				1000	FICA	80.97	80.97
23455	21401		3455		1161925				1100	MEDICA	18.94	18.94
23455	22402		3455		1161925				7005	HB	0.00	264.98
23455	23401		3455		1161925				9030	DLE DI	0.00	10.72
			CHECK 05/11/2001 TOTALS:			NET:	.00	88.25	1,305.96		1,305.96	375.61

Check Date: 05/25/2001

23140	12402		3140	298	1163804	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	2.50	50.00				
23140	12402		3140	298	1163804	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	10.00	200.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1163804	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1163804	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1163804	700 SPEC D	10.00	200.00				
23140	12402		3140	298	1163804	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1163804	700 SPEC D	4.00	80.00				
			3455		1163804				3001	FIT-SD	255.15	0.00
			3455		1163804				9300	DIR DE	1,213.21	0.00
23140	21401		3455		1163804				1000	FICA	98.58	98.58
23140	21401		3455		1163804				1100	MEDICA	23.06	23.06
			CHECK 05/25/2001 TOTALS:			NET:	.00	79.50	1,590.00		1,590.00	121.64

Check Date: 05/25/2001

23455	12401		3455	298	1166948	100 REGULA	80.00	1,287.50				
23455	12401		3455	298	1166948	300 COMP E	18.00	0.00				
23455	15401		3455	298	1166948	800 INCENT	0.00	18.46				
			3455		1166948				3000	FIT	175.62	0.00
			3455		1166948				9300	DIR DE	1,025.83	0.00
			3455		1166948				9400	DLE DI	4.60	0.00
23455	21401		3455		1166948				1000	FICA	80.97	80.97
23455	21401		3455		1166948				1100	MEDICA	18.94	18.94
23455	22402		3455		1166948				7005	HB	0.00	264.98
23455	23401		3455		1166948				9030	DLE DI	0.00	10.72
23455	23401		3455		1166948				9045	\$24,00	0.00	10.68
23455	23401		3455		1166948				9100	DHMO S	0.00	10.93
23455	23401		3455		1166948				9203	HUM HM	0.00	179.86
			CHECK 05/25/2001 TOTALS:			NET:	.00	98.00	1,305.96		1,305.96	577.08

Check Date: 06/08/2001

23455	12401		3455	298	1171957	100 REGULA	8.00	128.75				
23455	12401		3455	298	1171957	100 REGULA	72.00	1,158.75				
23455	12401		3455	298	1171957	240 HOLIDIA	8.00	128.75				
23455	15401		3455	298	1171957	800 INCENT	0.00	18.46				
			3455		1171957				3000	FIT	211.67	0.00
			3455		1171957				9300	DIR DE	1,108.69	0.00

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3455		1171957				9400	DLE DI	4.60	0.00
23455	21401		3455		1171957				1000	FICA	88.95	88.95
23455	21401		3455		1171957				1100	MEDICA	20.80	20.80
23455	22402		3455		1171957				7005	HB	0.00	291.10
23455	23401		3455		1171957				9030	DLE DI	0.00	10.72
CHECK 06/08/2001 TOTALS:					NET:		.00	88.00	1,434.71		1,434.71	411.57

Check Date: 06/22/2001

23140	12402		3140	298	1173837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1173837	700 SPEC D	3.50	70.00				
23140	12402		3140	298	1173837	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1173837	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1173837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1173837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1173837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1173837	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1173837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1173837	700 SPEC D	10.00	200.00				
23140	12402		3140	298	1173837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1173837	700 SPEC D	6.50	130.00				
23140	12402		3140	298	1173837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1173837	700 SPEC D	4.00	80.00				
			3455		1173837				3001	FIT-SD	207.55	0.00
			3455		1173837				9300	DIR DE	1,103.82	0.00
23140	21401		3455		1173837				1000	FICA	88.04	88.04
23140	21401		3455		1173837				1100	MEDICA	20.59	20.59
CHECK 06/22/2001 TOTALS:					NET:		.00	71.00	1,420.00		1,420.00	108.63

Check Date: 06/22/2001

23455	12401		3455	298	1177017	100 REGULA	72.00	1,226.54				
23455	12401		3455	298	1177017	310 COMP T	8.00	136.28				
23455	14401		3455	298	1177017	160 OVERTI	1.50	38.85				
23455	15401		3455	298	1177017	800 INCENT	0.00	18.46				
			3455		1177017				3000	FIT	207.59	0.00
			3455		1177017				8000	PBA -	17.17	0.00
			3455		1177017				9300	DIR DE	1,082.13	0.00
			3455		1177017				9400	DLE DI	4.60	0.00
23455	21401		3455		1177017				1000	FICA	88.05	88.05
23455	21401		3455		1177017				1100	MEDICA	20.59	20.59
23455	22402		3455		1177017				7005	HB	0.00	288.14
23455	23401		3455		1177017				9030	DLE DI	0.00	10.72
23455	23401		3455		1177017				9045	\$24,00	0.00	10.68
23455	23401		3455		1177017				9100	DHMO S	0.00	10.93
23455	23401		3455		1177017				9203	HUM HM	0.00	179.86
CHECK 06/22/2001 TOTALS:					NET:		.00	81.50	1,420.13		1,420.13	608.97

Check Date: 07/06/2001

23455	12401		3455	298	1182535	100 REGULA	80.00	1,362.82				
23455	15401		3455	298	1182535	800 INCENT	0.00	18.46				
			3455		1182535				3000	FIT	196.71	0.00
			3455		1182535				8000	PBA	17.17	0.00
			3455		1182535				9300	DIR DE	1,057.13	0.00
			3455		1182535				9400	DLE DI	4.60	0.00
23455	21401		3455		1182535				1000	FICA	85.64	85.64

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23455	21401		3455		1182535				1100	MEDICA	20.03	20.03
23455	22402		3455		1182535				7005	HB	0.00	254.71
23455	23401		3455		1182535				9030	DLE DI	0.00	10.72
CHECK 07/06/2001 TOTALS:					NET:		.00	80.00			1,381.28	371.10

Check Date: 07/20/2001

23140	12402		3140	298	1184380	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1184380	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1184380	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1184380	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1184380	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1184380	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1184380	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1184380	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1184380	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1184380	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1184380	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1184380	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1184380	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1184380	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1184380	700 SPEC D	1.00	20.00				
23140	12402		3140	298	1184380	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1184380	700 SPEC D	3.00	60.00				
			3455		1184380				3001	FIT-SD	221.70	0.00
			3455		1184380				9300	DIR DE	1,145.08	0.00
23140	21401		3455		1184380				1000	FICA	91.76	91.76
23140	21401		3455		1184380				1100	MEDICA	21.46	21.46
CHECK 07/20/2001 TOTALS:					NET:		.00	74.00			1,480.00	113.22

Check Date: 07/20/2001

23455	12401		3455	298	1187536	100 REGULA	68.00	1,158.40				
23455	12401		3455	298	1187536	100 REGULA	8.00	136.28				
23455	12401		3455	298	1187536	230 VACATI	4.00	68.14				
23455	12401		3455	298	1187536	240 HOLIDA	8.00	136.28				
23455	14401		3455	298	1187536	160 OVERTI	3.25	84.17				
23455	15401		3455	298	1187536	800 INCENT	0.00	18.46				
			3455		1187536				3000	FIT	254.57	0.00
			3455		1187536				8000	PBA -	17.17	0.00
			3455		1187536				9300	DIR DE	1,202.85	0.00
			3455		1187536				9400	DLE DI	4.60	0.00
23455	21401		3455		1187536				1000	FICA	99.31	99.31
23455	21401		3455		1187536				1100	MEDICA	23.23	23.23
23455	22402		3455		1187536				7005	HB	0.00	295.36
23455	23401		3455		1187536				9030	DLE DI	0.00	10.72
23455	23401		3455		1187536				9045	\$24,00	0.00	10.68
23455	23401		3455		1187536				9100	DHMO S	0.00	10.93
23455	23401		3455		1187536				9203	HUM HM	0.00	179.86
CHECK 07/20/2001 TOTALS:					NET:		.00	91.25			1,601.73	630.09

Check Date: 08/03/2001

23140	12402		3140	298	1189394	700 SPEC D	8.50	170.00				
23140	12402		3140	298	1189394	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1189394	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1189394	700 SPEC D	4.50	90.00				

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23140	12402		3140	298	1189394	700 SPEC D	4.00	80.00					
			3455		1189394				3001	FIT-SD	48.97	0.00	
			3455		1189394				9300	DIR DE	449.72	0.00	
23140	21401		3455		1189394				1000	FICA	33.48	33.48	
23140	21401		3455		1189394				1100	MEDICA	7.83	7.83	
CHECK 08/03/2001 TOTALS:					NET:		.00	27.00			540.00	540.00	41.31
Check Date: 08/03/2001													
23455	12401		3455	298	1192572	100 REGULA	64.00	1,090.26					
23455	12401		3455	298	1192572	300 COMP E	9.00	0.00					
23455	12401		3455	298	1192572	310 COMP T	16.00	272.56					
23455	15401		3455	298	1192572	800 INCENT	0.00	18.46					
			3455		1192572				3000	FIT	195.05	0.00	
			3455		1192572				8000	PBA -	17.17	0.00	
			3455		1192572				9300	DIR DE	1,058.79	0.00	
			3455		1192572				9400	DLE DI	4.60	0.00	
23455	21401		3455		1192572				1000	FICA	85.64	85.64	
23455	21401		3455		1192572				1100	MEDICA	20.03	20.03	
23455	22402		3455		1192572				7005	HB	0.00	254.71	
23455	23401		3455		1192572				9030	DLE DI	0.00	10.72	
CHECK 08/03/2001 TOTALS:					NET:		.00	89.00			1,381.28	1,381.28	371.10
Check Date: 08/17/2001													
23140	12402		3140	298	1194410	700 SPEC D	4.00	80.00					
			3455		1194410				3001	FIT-SD	0.00	0.00	
			3455		1194410				9300	DIR DE	73.88	0.00	
23140	21401		3455		1194410				1000	FICA	4.96	4.96	
23140	21401		3455		1194410				1100	MEDICA	1.16	1.16	
CHECK 08/17/2001 TOTALS:					NET:		.00	4.00			80.00	80.00	6.12
Check Date: 08/17/2001													
23455	12401		3455	298	1197560	100 REGULA	80.00	1,362.82					
23455	14401		3455	298	1197560	160 OVERTI	3.00	77.70					
23455	14401		3455	298	1197560	160 OVERTI	3.00	77.70					
23455	15401		3455	298	1197560	800 INCENT	0.00	18.46					
			3455		1197560				3000	FIT	237.01	0.00	
			3455		1197560				8000	PBA -	17.17	0.00	
			3455		1197560				9300	DIR DE	1,160.35	0.00	
			3455		1197560				9400	DLE DI	4.60	0.00	
23455	21401		3455		1197560				1000	FICA	95.27	95.27	
23455	21401		3455		1197560				1100	MEDICA	22.28	22.28	
23455	22402		3455		1197560				7005	HB	0.00	283.36	
23455	23401		3455		1197560				9030	DLE DI	0.00	10.72	
23455	23401		3455		1197560				9045	\$24.00	0.00	10.68	
23455	23401		3455		1197560				9100	DHMO S	0.00	10.93	
23455	23401		3455		1197560				9203	HUM HM	0.00	179.86	
CHECK 08/17/2001 TOTALS:					NET:		.00	86.00			1,536.68	1,536.68	613.10
Check Date: 08/31/2001													
23140	12402		3140	298	1199418	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1199418	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1199418	700 SPEC D	3.50	70.00					
23140	12402		3140	298	1199418	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1199418	700 SPEC D	3.00	60.00					



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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	12402		3140	298	1199418	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1199418	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1199418	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1199418	700 SPEC D	8.00	160.00				
			3455		1199418				3001	FIT-SD	83.47	0.00
			3455		1199418				9300	DIR DE	627.62	0.00
23140	21401		3455		1199418				1000	FICA	47.74	47.74
23140	21401		3455		1199418				1100	MEDICA	11.17	11.17
			CHECK 08/31/2001 TOTALS:		NET:		.00	38.50			770.00	58.91

Check Date: 08/31/2001

23455	12401		3455	298	1202554	100 REGULA	80.00	1,362.82				
23455	14401		3455	298	1202554	160 OVERTI	4.00	103.60				
23455	15401		3455	298	1202554	800 INCENT	0.00	18.46				
			3455		1202554				3000	FIT	223.02	0.00
			3455		1202554				8000	PBA -	17.17	0.00
			3455		1202554				9300	DIR DE	1,126.50	0.00
			3455		1202554				9400	DLE DI	4.60	0.00
23455	21401		3455		1202554				1000	FICA	92.06	92.06
23455	21401		3455		1202554				1100	MEDICA	21.53	21.53
23455	22402		3455		1202554				7005	HB	0.00	273.81
23455	23401		3455		1202554				9030	DLE DI	0.00	10.72
			CHECK 08/31/2001 TOTALS:		NET:		.00	84.00			1,484.88	398.12

Check Date: 09/14/2001

23455	12401		3455	298	1207592	100 REGULA	80.00	1,362.82				
23455	14401		3455	298	1207592	160 OVERTI	3.00	77.70				
23455	15401		3455	298	1207592	800 INCENT	0.00	18.46				
			3455		1207592				3000	FIT	216.03	0.00
			3455		1207592				8000	PBA -	17.17	0.00
			3455		1207592				9300	DIR DE	1,109.56	0.00
			3455		1207592				9400	DLE DI	4.60	0.00
23455	21401		3455		1207592				1000	FICA	90.46	90.46
23455	21401		3455		1207592				1100	MEDICA	21.16	21.16
23455	22402		3455		1207592				7005	HB	0.00	269.04
23455	23401		3455		1207592				9030	DLE DI	0.00	10.72
			CHECK 09/14/2001 TOTALS:		NET:		.00	83.00			1,458.98	391.38

Check Date: 09/28/2001

23140	12402		3140	298	1209417	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1209417	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1209417	700 SPEC D	2.00	40.00				
23140	12402		3140	298	1209417	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1209417	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1209417	700 SPEC D	3.00	60.00				
			3455		1209417				3001	FIT-SD	45.97	0.00
			3455		1209417				9300	DIR DE	434.25	0.00
23140	21401		3455		1209417				1000	FICA	32.24	32.24
23140	21401		3455		1209417				1100	MEDICA	7.54	7.54
			CHECK 09/28/2001 TOTALS:		NET:		.00	26.00			520.00	39.78

Check Date: 09/28/2001

23140	12402		3140	298	1209861	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1209861	700 SPEC D	3.00	60.00				

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYEE	
23140	12402		3140	298	1209861	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1209861	700 SPEC D	3.00	60.00					
			3455		1209861				3001	FIT-SD	15.97	0.00	
			3455		1209861				9300	DIR DE	279.55	0.00	
23140	21401		3455		1209861				1000	FICA	19.84	19.84	
23140	21401		3455		1209861				1100	MEDICA	4.64	4.64	
			CHECK 09/28/2001 TOTALS:		NET:		.00	16.00			320.00	320.00	24.48

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23455	12401		3455	298	1212881	100 REGULA	80.00	1,362.82					
23455	15401		3455	298	1212881	800 INCENT	0.00	18.46					
			3455		1212881				3000	FIT	195.05	0.00	
			3455		1212881				8000	PBA -	17.17	0.00	
			3455		1212881				9300	DIR DE	1,044.23	0.00	
			3455		1212881				9400	DLE DI	4.60	0.00	
			3455		1212881				9403	DHMO F	14.56	0.00	
23455	21401		3455		1212881				1000	FICA	85.64	85.64	
23455	21401		3455		1212881				1100	MEDICA	20.03	20.03	
23455	22402		3455		1212881				7005	HB	0.00	254.71	
23455	23401		3455		1212881				9030	DLE DI	0.00	10.72	
23455	23401		3455		1212881				9045	\$24,00	0.00	10.68	
23455	23401		3455		1212881				9101	DHMO F	0.00	10.93	
23455	23401		3455		1212881				9204	HUM HM	0.00	450.36	
			CHECK 09/28/2001 TOTALS:		NET:		.00	80.00			1,381.28	1,381.28	843.07

Check Date: 10/12/2001

23140	12402		3140	298	1214947	700 SPEC D	2.50	50.00					
23140	12402		3140	298	1214947	700 SPEC D	4.00	80.00					
23140	12402		3140	298	1214947	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1214947	700 SPEC D	3.50	70.00					
			3455		1214947				3001	FIT-SD	6.97	0.00	
			3455		1214947				9300	DIR DE	233.14	0.00	
23140	21401		3455		1214947				1000	FICA	16.12	16.12	
23140	21401		3455		1214947				1100	MEDICA	3.77	3.77	
			CHECK 10/12/2001 TOTALS:		NET:		.00	13.00			260.00	260.00	19.89

Check Date: 10/12/2001

23455	12401		3455	298	1218170	100 REGULA	72.00	1,226.54					
23455	12401		3455	298	1218170	230 VACATI	8.00	136.28					
23455	14401		3455	298	1218170	160 OVERTI	9.00	233.09					
23455	15401		3455	298	1218170	800 INCENT	0.00	18.46					
			3455		1218170				3000	FIT	257.98	0.00	
			3455		1218170				8000	PBA -	17.17	0.00	
			3455		1218170				9300	DIR DE	1,211.12	0.00	
			3455		1218170				9400	DLE DI	4.60	0.00	
23455	21401		3455		1218170				1000	FICA	100.09	100.09	
23455	21401		3455		1218170				1100	MEDICA	23.41	23.41	
23455	22402		3455		1218170				7005	HB	0.00	297.69	
23455	23401		3455		1218170				9030	DLE DI	0.00	10.72	
			CHECK 10/12/2001 TOTALS:		NET:		.00	89.00			1,614.37	1,614.37	431.91

Check Date: 10/26/2001

23140	12402		3140	298	1220059	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1220059	700 SPEC D	3.00	60.00				

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23140	12402		3140	298	1220059	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1220059	700 SPEC D	5.00	100.00					
23140	12402		3140	298	1220059	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1220059	700 SPEC D	4.00	80.00					
23140	12402		3140	298	1220059	700 SPEC D	5.00	100.00					
			3455		1220059				3001	FIT-SD	45.97	0.00	
			3455		1220059				9300	DIR DE	434.25	0.00	
23140	21401		3455		1220059				1000	FICA	32.24	32.24	
23140	21401		3455		1220059				1100	MEDICA	7.54	7.54	
CHECK 10/26/2001 TOTALS:					NET:		.00	26.00			520.00	520.00	39.78

Check Date: 10/26/2001

23455	12401		3455	298	1223309	100 REGULA	72.00	1,226.54					
23455	12401		3455	298	1223309	200 SICK	8.00	136.28					
23455	12401		3455	298	1223309	300 COMP E	13.88	0.00					
23455	14401		3455	298	1223309	160 OVERTI	3.00	77.70					
23455	15401		3455	298	1223309	800 INCENT	0.00	18.46					
			3455		1223309				3000	FIT	216.03	0.00	
			3455		1223309				8000	PBA -	17.17	0.00	
			3455		1223309				9300	DIR DE	1,095.00	0.00	
			3455		1223309				9400	DLE DI	4.60	0.00	
			3455		1223309				9403	DHMO F	14.56	0.00	
23455	21401		3455		1223309				1000	FICA	90.46	90.46	
23455	21401		3455		1223309				1100	MEDICA	21.16	21.16	
23455	22402		3455		1223309				7005	HB	0.00	269.04	
23455	23401		3455		1223309				9030	DLE DI	0.00	10.72	
23455	23401		3455		1223309				9045	\$24,00	0.00	10.68	
23455	23401		3455		1223309				9101	DHMO F	0.00	10.93	
23455	23401		3455		1223309				9204	HUM HM	0.00	450.36	
CHECK 10/26/2001 TOTALS:					NET:		.00	96.88			1,458.98	1,458.98	863.35

Check Date: 11/09/2001

23455	12401		3455	298	1228434	100 REGULA	48.00	817.69					
23455	12401		3455	298	1228434	200 SICK	32.00	545.13					
23455	14401		3455	298	1228434	160 OVERTI	3.00	77.70					
23455	15401		3455	298	1228434	800 INCENT	0.00	18.46					
			3455		1228434				3000	FIT	216.03	0.00	
			3455		1228434				8000	PBA -	17.17	0.00	
			3455		1228434				9300	DIR DE	1,109.56	0.00	
			3455		1228434				9400	DLE DI	4.60	0.00	
23455	21401		3455		1228434				1000	FICA	90.46	90.46	
23455	21401		3455		1228434				1100	MEDICA	21.16	21.16	
23455	22402		3455		1228434				7005	HB	0.00	269.04	
23455	23401		3455		1228434				9030	DLE DI	0.00	10.72	
23455	23401		3455		1228434				9203	HUM HM	0.00	359.72	
23455	23401		3455		1228434				9204	HUM HM	0.00	-900.72	
CHECK 11/09/2001 TOTALS:					NET:		.00	83.00			1,458.98	1,458.98	-149.62

Check Date: 11/21/2001

23455	12401		3455	298	1233548	200 SICK	80.00	1,362.82				
23455	12401		3455	298	1233548	300 COMP E	9.00	0.00				
23455	15401		3455	298	1233548	800 INCENT	0.00	18.46				
			3455		1233548				3000	FIT	195.05	0.00
			3455		1233548				8000	PBA -	17.17	0.00

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3455		1233548				9300	DIR DE	1,044.23	0.00
			3455		1233548				9400	DLE DI	4.60	0.00
			3455		1233548				9403	DHMO F	14.56	0.00
23455	21401		3455		1233548				1000	FICA	85.64	85.64
23455	21401		3455		1233548				1100	MEDICA	20.03	20.03
23455	22402		3455		1233548				7005	HB	0.00	254.71
23455	23401		3455		1233548				9030	DLE DI	0.00	10.72
23455	23401		3455		1233548				9045	\$24,00	0.00	10.68
23455	23401		3455		1233548				9101	DHMO F	0.00	10.93
23455	23401		3455		1233548				9203	HUM HM	0.00	179.86
			CHECK 11/21/2001 TOTALS:		NET:	.00	89.00	1,381.28			1,381.28	572.57

Check Date: 12/07/2001

23140	12402		3140	298	1235521	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1235521	700 SPEC D	7.50	150.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1235521	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1235521	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1235521	700 SPEC D	6.50	130.00				
23140	12402		3140	298	1235521	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1235521	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1235521	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1235521	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1235521	700 SPEC D	3.00	60.00				
			3455		1235521				3001	FIT-SD	200.10	0.00
			3455		1235521				9300	DIR DE	1,092.80	0.00
23140	21401		3455		1235521				1000	FICA	86.80	86.80
23140	21401		3455		1235521				1100	MEDICA	20.30	20.30
			CHECK 12/07/2001 TOTALS:		NET:	.00	70.00	1,400.00			1,400.00	107.10

Check Date: 12/07/2001

23455	12401		3455	298	1238796	100 REGULA	16.00	272.56				
23455	12401		3455	298	1238796	100 REGULA	64.00	1,090.26				
23455	12401		3455	298	1238796	240 HOLIDA	16.00	272.56				
23455	12401		3455	298	1238796	300 COMP E	7.88	0.00				
23455	14401		3455	298	1238796	160 OVERTI	3.00	77.70				
23455	15401		3455	298	1238796	800 INCENT	0.00	18.46				
			3455		1238796				3000	FIT	289.62	0.00
			3455		1238796				8000	PBA -	17.17	0.00
			3455		1238796				9300	DIR DE	1,287.68	0.00
			3455		1238796				9400	DLE DI	4.60	0.00
23455	21401		3455		1238796				1000	FICA	107.36	107.36
23455	21401		3455		1238796				1100	MEDICA	25.11	25.11
23455	22402		3455		1238796				7005	HB	0.00	319.30
23455	23401		3455		1238796				9030	DLE DI	0.00	10.72
			CHECK 12/07/2001 TOTALS:		NET:	.00	106.88	1,731.54			1,731.54	462.49

Check Date: 12/21/2001

23140	12402		3140	298	1241242	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1241242	700 SPEC D	7.00	140.00				

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23140	12402		3140	298	1241242	700 SPEC D	7.00	140.00				
23140	12402		3140	298	1241242	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1241242	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1241242	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1241242	700 SPEC D	7.00	140.00				
			3455		1241242				3001	FIT-SD	77.47	0.00
			3455		1241242				9300	DIR DE	596.68	0.00
23140	21401		3455		1241242				1000	FICA	45.26	45.26
23140	21401		3455		1241242				1100	MEDICA	10.59	10.59
			CHECK 12/21/2001 TOTALS:		NET:		.00	36.50			730.00	55.85
Check Date: 12/21/2001												
23455	12401		3455	298	1244511	100 REGULA	80.00	1,362.82				
23455	14401		3455	298	1244511	160 OVERTI	12.50	323.74				
23455	15401		3455	298	1244511	800 INCENT	0.00	18.46				
			3455		1244511				3000	FIT	282.46	0.00
			3455		1244511				8000	PBA -	17.17	0.00
			3455		1244511				9300	DIR DE	1,225.80	0.00
			3455		1244511				9400	DLE DI	4.60	0.00
			3455		1244511				9403	DHMO F	14.56	0.00
			3455		1244511				9415	HUM HM	30.00	0.00
23455	21401		3455		1244511				1000	FICA	105.71	105.71
23455	21401		3455		1244511				1100	MEDICA	24.72	24.72
23455	22402		3455		1244511				7005	HB	0.00	314.41
23455	23401		3455		1244511				9030	DLE DI	0.00	10.72
23455	23401		3455		1244511				9047	BASIC	0.00	9.90
23455	23401		3455		1244511				9101	DHMO F	0.00	13.48
23455	23401		3455		1244511				9204	HUM HM	0.00	477.26
23455	23401		3455		1244511				9906	VISION	0.00	9.59
			CHECK 12/21/2001 TOTALS:		NET:		.00	92.50			1,705.02	965.79
			EMPLOYEE TOTALS:		NET:		.00	2,934.77			49,676.68	13,915.80
-----												
			GRAND TOTALS:		NET:		.00	2,934.77			49,676.68	13,915.80

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
-----												
010			ACOSTA, DAHEL					LOC: 3455			ORG: 23455	
Check Date: 01/04/2002												
23455	12401		3455	298	1252711	100 REGULA	8.00	136.28				
23455	12401		3455	298	1252711	100 REGULA	72.00	1,226.54				
23455	12401		3455	298	1252711	240 HOLIDA	8.00	136.28				
23455	12401		3455	298	1252711	300 COMP E	7.88	0.00				
23455	15401		3455	298	1252711	800 INCENT	0.00	18.46				
			3455		1252711				3000	FIT	231.85	0.00
			3455		1252711				8000	PBA -	17.17	0.00
			3455		1252711				9300	DIR DE	1,147.85	0.00
			3455		1252711				9400	DLE DI	4.60	0.00
23455	21401		3455		1252711				1000	FICA	94.09	94.09
23455	21401		3455		1252711				1100	MEDICA	22.00	22.00
23455	22402		3455		1252711				7005	HB	0.00	279.84
23455	23401		3455		1252711				9030	DLE DI	0.00	10.72
CHECK 01/04/2002 TOTALS:					NET:		.00	95.88	1,517.56		1,517.56	406.65
Check Date: 01/18/2002												
23140	12402		3140	298	1254608	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	7.50	150.00				
23140	12402		3140	298	1254608	700 SPEC D	6.50	130.00				
23140	12402		3140	298	1254608	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	2.50	50.00				
23140	12402		3140	298	1254608	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1254608	700 SPEC D	6.50	130.00				
23140	12402		3140	298	1254608	700 SPEC D	1.50	30.00				
23140	12402		3140	298	1254608	700 SPEC D	4.00	80.00				
			3455		1254608				3001	FIT-SD	205.50	0.00
			3455		1254608				9300	DIR DE	1,105.87	0.00
23140	21401		3455		1254608				1000	FICA	88.04	88.04
23140	21401		3455		1254608				1100	MEDICA	20.59	20.59
CHECK 01/18/2002 TOTALS:					NET:		.00	71.00	1,420.00		1,420.00	108.63
Check Date: 01/18/2002												
23455	12401		3455	298	1257861	100 REGULA	8.00	136.28				
23455	12401		3455	298	1257861	100 REGULA	64.00	1,090.26				
23455	12401		3455	298	1257861	220 PERSON	8.00	136.28				
23455	12401		3455	298	1257861	240 HOLIDA	8.00	136.28				
23455	14401		3455	298	1257861	160 OVERTI	15.00	388.49				
23455	15401		3455	298	1257861	800 INCENT	0.00	18.46				
			3455		1257861				3000	FIT	336.74	0.00
			3455		1257861				8000	PBA -	17.17	0.00
			3455		1257861				9300	DIR DE	1,357.16	0.00
			3455		1257861				9400	DLE DI	4.60	0.00
			3455		1257861				9403	DHMO F	14.56	0.00
			3455		1257861				9415	HUM HM	30.00	0.00

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23455	21401		3455		1257861				1000	FICA	118.18	118.18	
23455	21401		3455		1257861				1100	MEDICA	27.64	27.64	
23455	22402		3455		1257861				7005	HB	0.00	351.48	
23455	23401		3455		1257861				9030	DLE DI	0.00	10.72	
23455	23401		3455		1257861				9047	BASIC	0.00	9.90	
23455	23401		3455		1257861				9101	DHMO F	0.00	13.48	
23455	23401		3455		1257861				9204	HUM HM	0.00	477.26	
23455	23401		3455		1257861				9906	VISION	0.00	9.59	
CHECK 01/18/2002 TOTALS:					NET:		.00	103.00			1,906.05	1,906.05	1,018.25

Check Date: 02/01/2002

23455	12401		3455	298	1262974	100 REGULA	8.00	136.28					
23455	12401		3455	298	1262974	100 REGULA	68.50	1,166.92					
23455	12401		3455	298	1262974	240 HOLIDA	8.00	136.28					
23455	12401		3455	298	1262974	310 COMP T	3.50	59.62					
23455	15401		3455	298	1262974	800 INCENT	0.00	18.46					
			3455		1262974				3000	FIT	231.85	0.00	
			3455		1262974				8000	PBA -	17.17	0.00	
			3455		1262974				9300	DIR DE	1,147.85	0.00	
			3455		1262974				9400	DLE DI	4.60	0.00	
23455	21401		3455		1262974				1000	FICA	94.09	94.09	
23455	21401		3455		1262974				1100	MEDICA	22.00	22.00	
23455	22402		3455		1262974				7005	HB	0.00	279.84	
23455	23401		3455		1262974				9030	DLE DI	0.00	10.72	
CHECK 02/01/2002 TOTALS:					NET:		.00	88.00			1,517.56	1,517.56	406.65

Check Date: 02/15/2002

23140	12402		3140	298	1264836	700 SPEC D	4.00	80.00					
23140	12402		3140	298	1264836	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1264836	700 SPEC D	8.00	160.00					
23140	12402		3140	298	1264836	700 SPEC D	4.50	90.00					
23140	12402		3140	298	1264836	700 SPEC D	3.00	60.00					
23140	12402		3140	298	1264836	700 SPEC D	6.50	130.00					
23140	12402		3140	298	1264836	700 SPEC D	8.00	160.00					
			3455		1264836				3001	FIT-SD	199.80	0.00	
			3455		1264836				9300	DIR DE	483.59	0.00	
23140	21401		3455		1264836				1000	FICA	45.88	45.88	
23140	21401		3455		1264836				1100	MEDICA	10.73	10.73	
CHECK 02/15/2002 TOTALS:					NET:		.00	37.00			740.00	740.00	56.61

Check Date: 02/15/2002

23455	12401		3455	298	1268151	100 REGULA	80.00	1,362.82				
23455	15401		3455	298	1268151	800 INCENT	0.00	18.46				
			3455		1268151				3000	FIT	179.38	0.00
			3455		1268151				8000	PBA -	17.17	0.00
			3455		1268151				9300	DIR DE	1,029.90	0.00
			3455		1268151				9400	DLE DI	4.60	0.00
			3455		1268151				9403	DHMO F	14.56	0.00
			3455		1268151				9415	HUM HM	30.00	0.00
23455	21401		3455		1268151				1000	FICA	85.64	85.64
23455	21401		3455		1268151				1100	MEDICA	20.03	20.03
23455	22402		3455		1268151				7005	HB	0.00	254.71
23455	23401		3455		1268151				9030	DLE DI	0.00	10.72
23455	23401		3455		1268151				9047	BASIC	0.00	9.90

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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23455	23401		3455		1268151				9101	DHMO F	0.00	13.48
23455	23401		3455		1268151				9204	HUM HM	0.00	477.26
23455	23401		3455		1268151				9906	VISION	0.00	9.59
CHECK 02/15/2002 TOTALS:					NET:		.00	80.00			1,381.28	881.33
Check Date: 03/01/2002												
23140	12402		3140	298	1269991	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1269991	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1269991	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1269991	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1269991	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1269991	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1269991	700 SPEC D	2.00	40.00				
23140	12402		3140	298	1269991	700 SPEC D	6.50	130.00				
			3455		1269991				3001	FIT-SD	164.70	0.00
			3455		1269991				9300	DIR DE	398.63	0.00
23140	21401		3455		1269991				1000	FICA	37.82	37.82
23140	21401		3455		1269991				1100	MEDICA	8.85	8.85
CHECK 03/01/2002 TOTALS:					NET:		.00	30.50			610.00	46.67
Check Date: 03/01/2002												
23455	12401		3455	298	1273292	100 REGULA	8.00	136.28				
23455	12401		3455	298	1273292	100 REGULA	72.00	1,226.54				
23455	12401		3455	298	1273292	240 HOLIDA	8.00	136.28				
23455	12401		3455	298	1273292	300 COMP E	9.00	0.00				
23455	14401		3455	298	1273292	160 OVERTI	6.00	155.39				
23455	15401		3455	298	1273292	800 INCENT	0.00	18.46				
23904	14405		3904	298	1273292	160 OVERTI	7.00	181.29				
			3455		1273292				3000	FIT	306.04	0.00
			3455		1273292				8000	PBA -	17.17	0.00
			3455		1273292				9300	DIR DE	1,249.21	0.00
			3455		1273292				9300	DIR DE	135.37	0.00
			3455		1273292				9400	DLE DI	4.60	0.00
23455	21401		3455		1273292				1000	FICA	103.72	103.72
23455	21401		3455		1273292				1100	MEDICA	24.26	24.26
23455	22402		3455		1273292				7005	HB	0.00	308.49
23455	23401		3455		1273292				9030	DLE DI	0.00	9.67
23904	21401		3455		1273292				1000	FICA	11.24	11.24
23904	21401		3455		1273292				1100	MEDICA	2.63	2.63
23904	22402		3455		1273292				7005	HB	0.00	33.43
23904	23401		3455		1273292				9030	DLE DI	0.00	1.05
CHECK 03/01/2002 TOTALS:					NET:		.00	110.00			1,854.24	494.49
Check Date: 03/15/2002												
23140	12402		3140	298	1274382	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1274382	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1274382	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1274382	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1274382	700 SPEC D	4.00	80.00				
			3455		1274382				3001	FIT-SD	97.20	0.00
			3455		1274382				9300	DIR DE	235.26	0.00
23140	21401		3455		1274382				1000	FICA	22.32	22.32
23140	21401		3455		1274382				1100	MEDICA	5.22	5.22
CHECK 03/15/2002 TOTALS:					NET:		.00	18.00			360.00	27.54



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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYEE
Check Date: 03/15/2002												
23455	12401		3455	298	1277747	100 REGULA	72.00	1,263.33				
23455	12401		3455	298	1277747	200 SICK	8.00	140.37				
23455	14401		3455	298	1277747	160 OVERTI	9.00	239.99				
23455	15401		3455	298	1277747	800 INCENT	0.00	18.46				
23904	14405		3904	298	1277747	160 OVERTI	16.25	433.32				
			3455		1277747				3000	FIT	371.17	0.00
			3455		1277747				8000	PBA -	17.17	0.00
			3455		1277747				9300	DIR DE	1,187.97	0.00
			3455		1277747				9300	DIR DE	309.70	0.00
			3455		1277747				9400	DLE DI	4.60	0.00
			3455		1277747				9403	DHMO F	14.56	0.00
			3455		1277747				9415	HUM HM	30.00	0.00
23455	21401		3455		1277747				1000	FICA	103.05	103.05
23455	21401		3455		1277747				1100	MEDICA	24.10	24.10
23455	22402		3455		1277747				7005	HB	0.00	306.50
23455	23401		3455		1277747				9030	DLE DI	0.00	8.50
23455	23401		3455		1277747				9047	BASIC	0.00	8.37
23455	23401		3455		1277747				9101	DHMO F	0.00	10.69
23455	23401		3455		1277747				9204	HUM HM	0.00	378.57
23455	23401		3455		1277747				9906	VISION	0.00	7.61
23904	21401		3455		1277747				1000	FICA	26.87	26.87
23904	21401		3455		1277747				1100	MEDICA	6.28	6.28
23904	22402		3455		1277747				7005	HB	0.00	79.90
23904	23401		3455		1277747				9030	DLE DI	0.00	2.22
23904	23401		3455		1277747				9047	BASIC	0.00	2.18
23904	23401		3455		1277747				9101	DHMO F	0.00	2.79
23904	23401		3455		1277747				9204	HUM HM	0.00	98.69
23904	23401		3455		1277747				9906	VISION	0.00	1.98
			CHECK 03/15/2002 TOTALS:		NET:		.00	105.25	2,095.47		2,095.47	1,068.30
Check Date: 03/29/2002												
23455	12401		3455	298	1280046	120 RETRO	0.00	471.84				
			3455		1280046				3002	FIT	127.40	0.00
23455	21401		3455		1280046				1000	FICA	29.25	29.25
23455	21401		3455		1280046				1100	MEDICA	6.84	6.84
23455	22402		3455		1280046				7005	HB	0.00	87.01
			CHECK 03/29/2002 TOTALS:		NET:	308.35	0.00	471.84			163.49	123.10
Check Date: 03/29/2002												
23455	12401		3455	298	1284306	100 REGULA	80.00	1,403.70				
23455	14401		3455	298	1284306	140 OVERTI	3.00	52.64				
23455	15401		3455	298	1284306	800 INCENT	0.00	18.46				
			3455		1284306				3000	FIT	203.59	0.00
			3455		1284306				8000	PBA -	17.17	0.00
			3455		1284306				9300	DIR DE	1,136.62	0.00
			3455		1284306				9400	DLE DI	4.60	0.00
23455	21401		3455		1284306				1000	FICA	91.44	91.44
23455	21401		3455		1284306				1100	MEDICA	21.38	21.38
23455	22402		3455		1284306				7005	HB	0.00	271.95
23455	23401		3455		1284306				9030	DLE DI	0.00	10.72
			CHECK 03/29/2002 TOTALS:		NET:	.00	83.00	1,474.80			1,474.80	395.49
Check Date: 04/12/2002												

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23140	12402		3140	298	1286172	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1286172	700 SPEC D	9.00	180.00				
23140	12402		3140	298	1286172	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1286172	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1286172	700 SPEC D	-0.25	-5.00				
23140	12402		3140	298	1286172	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1286172	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1286172	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1286172	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1286172	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1286172	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1286172	700 SPEC D	3.00	60.00				
			3455		1286172				3001	FIT-SD	260.55	0.00
			3455		1286172				9300	DIR DE	630.63	0.00
23140	21401		3455		1286172				1000	FICA	59.83	59.83
23140	21401		3455		1286172				1100	MEDICA	13.99	13.99
					CHECK 04/12/2002 TOTALS:	NET:	.00	48.25	965.00		965.00	73.82

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23455	12401		3455	298	1289510	100 REGULA	80.00	1,403.70				
23455	15401		3455	298	1289510	800 INCENT	0.00	18.46				
			3455		1289510				3000	FIT	189.38	0.00
			3455		1289510				8000	PBA -	17.17	0.00
			3455		1289510				9300	DIR DE	1,102.22	0.00
			3455		1289510				9400	DLE DI	4.60	0.00
23455	21401		3455		1289510				1000	FICA	88.17	88.17
23455	21401		3455		1289510				1100	MEDICA	20.62	20.62
23455	22402		3455		1289510				7005	HB	0.00	262.25
23455	23401		3455		1289510				9030	DLE DI	0.00	10.72
					CHECK 04/12/2002 TOTALS:	NET:	.00	80.00	1,422.16		1,422.16	381.76

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23455	12401		3455	298	1294701	100 REGULA	32.00	561.48				
23455	12401		3455	298	1294701	230 VACATI	8.00	140.37				
23455	12401		3455	298	1294701	310 COMP T	40.00	701.85				
23455	14401		3455	298	1294701	160 OVERTI	15.00	399.99				
23455	15401		3455	298	1294701	800 INCENT	0.00	18.46				
			3455		1294701				3000	FIT	297.38	0.00
			3455		1294701				8000	PBA -	17.17	0.00
			3455		1294701				9300	DIR DE	1,319.05	0.00
			3455		1294701				9400	DLE DI	4.60	0.00
			3455		1294701				9403	DHMO F	14.56	0.00
			3455		1294701				9415	HUM HM	30.00	0.00
23455	21401		3455		1294701				1000	FICA	112.97	112.97
23455	21401		3455		1294701				1100	MEDICA	26.42	26.42
23455	22402		3455		1294701				7005	HB	0.00	336.00
23455	23401		3455		1294701				9030	DLE DI	0.00	10.72
23455	23401		3455		1294701				9047	BASIC	0.00	10.55
23455	23401		3455		1294701				9101	DHMO F	0.00	13.48
23455	23401		3455		1294701				9204	HUM HM	0.00	477.26
23455	23401		3455		1294701				9906	VISION	0.00	9.59
					CHECK 04/26/2002 TOTALS:	NET:	.00	95.00	1,822.15		1,822.15	996.99

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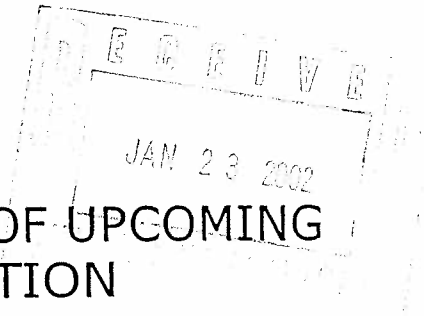
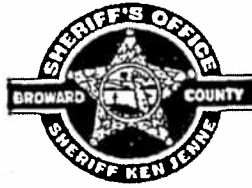
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ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYEE	
23140	12402		3140	298	1296576	700 SPEC D	4.00	80.00					
23140	12402		3140	298	1296576	700 SPEC D	4.00	80.00					
23140	12402		3140	298	1296576	700 SPEC D	2.50	50.00					
23140	12402		3140	298	1296576	700 SPEC D	2.50	50.00					
23140	12402		3140	298	1296576	702 SD-DEP	3.00	66.00					
			3455		1296576				3001	FIT-SD	88.02	0.00	
			3455		1296576				9300	DIR DE	213.04	0.00	
23140	21401		3455		1296576				1000	FICA	20.21	20.21	
23140	21401		3455		1296576				1100	MEDICA	4.73	4.73	
CHECK 05/10/2002 TOTALS:					NET:		.00	16.00			326.00	326.00	24.94
Check Date: 05/10/2002													
23455	12401		3455	298	1299971	100 REGULA	80.00	1,403.70					
23455	12401		3455	298	1299971	300 COMP E	5.25	0.00					
23455	14401		3455	298	1299971	160 OVERTI	7.00	186.66					
23455	14412		3455	298	1299971	160 OVERTI	5.50	146.66					
23455	15401		3455	298	1299971	800 INCENT	0.00	18.46					
			3455		1299971				3000	FIT	279.38	0.00	
			3455		1299971				8000	PBA -	17.17	0.00	
			3455		1299971				9300	DIR DE	1,320.04	0.00	
			3455		1299971				9400	DLE DI	4.60	0.00	
23455	21401		3455		1299971				1000	FICA	108.84	108.84	
23455	21401		3455		1299971				1100	MEDICA	25.45	25.45	
23455	22402		3455		1299971				7005	HB	0.00	323.71	
23455	23401		3455		1299971				9030	DLE DI	0.00	10.72	
CHECK 05/10/2002 TOTALS:					NET:		.00	97.75			1,755.48	1,755.48	468.72
EMPLOYEE TOTALS:					NET:	308.35	1,158.63		21,639.59		21,331.24	6,979.94	
GRAND TOTALS:					NET:	308.35	1,158.63		21,639.59		21,331.24	6,979.94	

\*\*\* END OF REPORT \*\*\*

Broward County Sheriffs Office  
2601 West Broward Boulevard  
Fort Lauderdale, FL 33312



## NINETY (90) DAY NOTIFICATION OF UPCOMING PERFORMANCE EVALUATION

<b>EMPLOYEE NAME:</b> ACOSTA, DAHEL	<b>TITLE:</b> DEPUTY SHERIFF	<b>DIVISION:</b> DLE/DISTRICT 11
<b>ANNIVERSARY DATE:</b> JUNE 1, 2001		<b>TODAY'S DATE:</b> 3/5/01


Your annual performance evaluation is scheduled for completion. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, District/Unit objectives, BSO objectives, special assignments or projects.

Please see the description below of any performance deficiency issues which will be addressed during the evaluation performance meeting. Progress in these areas will be reviewed at the meeting. You are encouraged to present any information that might help illustrate the results of your work efforts.

**PERFORMANCE IMPROVEMENT AREA(S):** These work behaviors and/or responsibilities must show continued improvement in order that the job requirements are being met:

*NEEDS TO IMPROVE ON REVIEWING HIS PAPERWORK FOR COMPLETENESS*

The primary purpose of this evaluation is to assist all BSO employees in both their career and personal development. Since any evaluation process will be at times difficult for both supervisors and employees, a spirit of fair play and reasonableness must guide our interactions.

  
Signature of Supervisor

Should you have any questions, please contact your supervisor directly.

**Broward Sheriff's Office**

2601 West Broward Boulevard  
Fort Lauderdale, Florida 33312  
(954) 831-8900 • www.sheriff.org



August 9, 2001

US Department Of Immigration and Naturalization Services  
Miami, Florida

RE: Deputy Dahel Acosta

To Whom It May Concern:

Please accept this letter as verification of employment for Deputy Dahel Acosta. Deputy Dahel Acosta has been an employee of the Broward County Sheriff's Office since May 30, 2000. Currently, Deputy Dahel Acosta is assigned to the Department of Law Enforcement/District 11 as a fulltime Deputy Sheriff Cross Certified with a yearly salary of \$35,433.32.

If you have any questions concerning this matter, please feel free to contact me.

Sincerely,

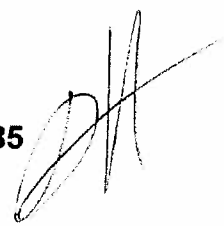
A handwritten signature in cursive script that reads 'Mamie Tyler'.

Mamie Tyler  
Human Resources Coordinator  
Bureau of Human Resources  
954-321-4420

*BA* [Redacted]

**TO: BROWARD SHERIFF'S OFFICE  
HUMAN RESOURCE OFFICE**

**FROM: DEPUTY DAHEL J. ACOSTA CCN 10185**



**DATE: AUGUST 07, 2001**

I'm requesting a letter of employment, such later would be address to U.S. Department Of Immigration And Naturalization Services, Miami , Fla. Letter need to state current position, salary and longevity.

Thank you for your assistance in this matter.

*URGENT, IF POSSIBLE FOR 8/8/01*

**RECEIVED  
AUG - 7 2001  
HUMAN RESOURCES**

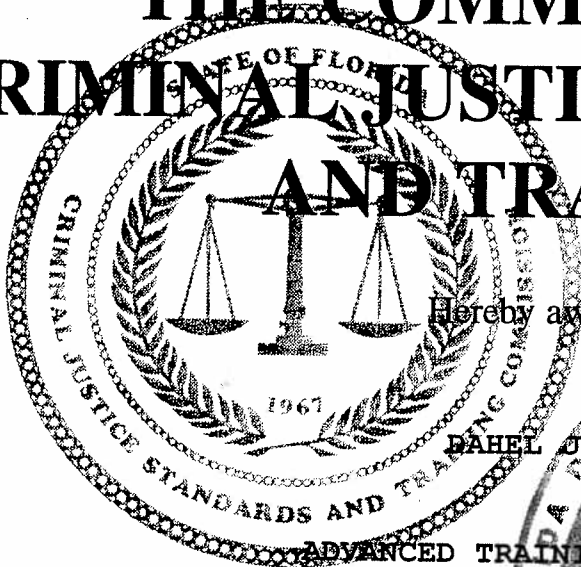
*OS ALE/CC 5/30/00 Dist #11  
35,433.32*

*Lawton Chiles*  
LAWTON CHILES  
GOVERNOR

*James T. Moore*  
JAMES T. MOORE, COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

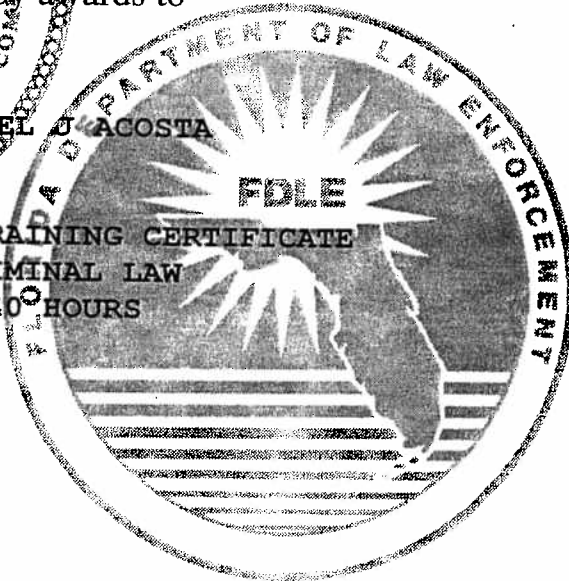
# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING



Hereby awards to

DAHEL J. ACOSTA

ADVANCED TRAINING CERTIFICATE  
CRIMINAL LAW  
40 HOURS



For having fulfilled the requirements for training  
as prescribed in Chapter 943  
of Florida Statutes

*Richard C. Coffey*  
RICHARD C. COFFEY, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION

*A. Leon Lowry, II*  
A. LEON LOWRY, II, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM SERVICES

October 30, 1998

03-1998-019-5



Broward Sheriff's Office

# Performance Evaluation

Department of Law Enforcement  
Uniformed Sworn Deputy

RECEIVED

JUN 13 2001

HUMAN RESOURCES

### General Instructions:

This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

### SECTION F Employee Information

Review Type (check one)

Probationary (monthly)

Promotional (monthly)

*Final grade*  
Non-probationary (annual)

Employee Name: Acosta Dahel  
(last) (first) (middle)

CCN- 10185 Rank or Position: Deputy Sheriff

Assignment: District XI Charlie Shift Area 2 Probationary Final

This employee is being evaluated from the period of 05/01/01 to 06/01/01  
Month/Day/Year Month/Day/Year

*[Signature]*  
**ENTERED**  
6/14/01



**SECTION III: Performance Criteria**

**Instructions:** In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will then use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

**Reliability: Attendance, Punctuality**

<b>Unacceptable</b> <input type="checkbox"/> The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	<b>Marginal</b> <input type="checkbox"/> The employee is occasionally tardy and absent.	<b>Acceptable</b> <input checked="" type="checkbox"/> The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.
---	--	--

**RATING DEFINITIONS:**

1  
**FAILS TO MEET EXPECTATIONS**  
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2  
**APPROACHES EXPECTATIONS**  
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3  
**MEETS EXPECTATIONS**  
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4  
**EXCEEDS EXPECTATIONS**  
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5  
**SIGNIFICANTLY EXCEEDS EXPECTATIONS**  
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

**Performance Criteria: Appearance**

The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

**COMMENTS:**

Deputy Acosta takes pride in his appearance conveying a positive and professional image of himself and the agency.

**WEIGHT: 5 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 20**

**Performance Criteria: Cooperation**

The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

**COMMENTS:**

Deputy Acosta generally displays the attributes of a team player and is respected by his co-workers.

**WEIGHT: 10 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 40**

**Performance Criteria: Operation and Care of Equipment**

The deputy sheriff operates and takes care of equipment in an efficient manner.

**COMMENTS:**

Deputy Acosta takes care of department issued equipment.

**WEIGHT: 10 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 30**

**Performance Criteria: Public Contact**

The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

**COMMENTS:**

Deputy Acosta works to clarify and resolve service-related concerns dealing with the community in a professional manner.

**WEIGHT: 10 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 30**

**Performance Criteria: Quality of Reports**

The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

**COMMENTS:**

Deputy Acosta needs to pay closer attention to the quality of his reports, detecting and correcting errors.

**WEIGHT: 10 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 30**

**Performance Criteria: Initiative**

The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

**COMMENTS:**

Deputy Acosta takes action without undue haste or delay and has been able to difuse volatile situations with innovative thinking.

**WEIGHT: 15 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 60**

**Performance Criteria: Policies and Procedures**

The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

**COMMENTS:**

Deputy Acosta has a working knowledge of policies and procedures.

**WEIGHT: 5 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 15**

**Performance Criteria: Dependability**

The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

**COMMENTS:**

Deputy Acosta is punctual and follows-up on assignments.

**WEIGHT: 15 x RATING (Circle One):** 1 2 **(3)** 4 5 = **Weighted Rating: 45**

**Performance Criteria: Judgment and Decision Making**

The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

**COMMENTS:**

Deputy Acosta has proven that he is capable of making sound decisions under pressure.

**WEIGHT: 15 x RATING (Circle One):** 1 2 3 **(4)** 5 = **Weighted Rating: 60**

**Performance Criteria: Maintains Safety**

The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

**COMMENTS:**

Deputy Acosta has demonstrated appropriate officer safety techniques and has shown that he is as concerned for the safety of his co-workers as he is for himself.

**WEIGHT: 5 x RATING (Circle One):** 1 2 3 4 **(5)** = **Weighted Rating: 25**