

V.C.S.O. SUPERVISOR PERFORMANCE EVALUATION

EMPLOYEE KRONOS I.D. 08614

SATISFACTORY: UNSATISFACTORY:

EMPLOYEE NAME: Brannon David	JOB TITLE: Captain	TYPE OF EVALUATION <input type="checkbox"/> END OF PROBATION <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL <input type="checkbox"/> OTHER EVALUATION PERIOD: <u>06/03/2017</u> TO <u>06/03/2018</u>
DEPARTMENT: Volusia County Sheriff's Office	DIVISION/COMPONENT: SOD/Evidence Commander	

SUPERVISORY PERFORMANCE CATEGORY AND RATING

1. VOLUME OF WORK: *Consider volume of work produced compared with the amount considered adequate, completion on schedule, and application of effort.*

SATISFACTORY: UNSATISFACTORY:

Explain:

During this evaluation period, Captain Brannon has been assigned as the SOD Commander and is now serving as the Interim Evidence Commander. While in both positions, he has demonstrated the ability to produce work on schedule.

2. QUALITY OF WORK: *Consider ability to produce work neatly and free of errors, to follow instructions with minimum supervision, use of good judgement, thoroughness, effectiveness, and economy on use of materials, equipment, time, and method.*

SATISFACTORY: UNSATISFACTORY:

Explain:

Captain Brannon completes his assignments with little to no errors.

3. JOB KNOWLEDGE: *Consider technical, professional, and manual skills; knowledge of methods, systems and equipment, understanding of techniques and procedures of the job; and learning ability and growth.*

SATISFACTORY: UNSATISFACTORY:

Explain:

Captain Brannon stepped into the Interim Evidence Commander position without any knowledge of how the facility operated. During his assignment, he has maintained the level of service within the section that is expected.

4. DEPENDABILITY: *Consider timely completion of assignments; work habits such as attendance, tardiness, and team contribution; following instructions, observance of rules and safety precautions; initiative and judgement.*

SATISFACTORY: UNSATISFACTORY:

Explain:

Captain Brannon has not used any unscheduled leave time. In addition, he keeps his immediate supervisor apprised of his whereabouts.

5. WORK ATTITUDES AND INTERPERSONAL SKILLS: *Consider disposition, manner, and tact; the ability to cooperate and deal or work harmoniously with customers and co-workers; attitude and response to Sheriff's Office policies and service standards; ability to deal appropriately with supervisor(s).*

SATISFACTORY: UNSATISFACTORY:

Explain:

Captain Brannon maintains a positive attitude, and demonstrates respect towards employees and civilians.

JMP

[Signature]

[Signature]
05/11/18

V.C.S.O. SUPERVISOR PERFORMANCE EVALUATION

SUPERVISORY PERFORMANCE CATEGORY AND RATING

6. DECISION MAKING: *Recognizing a problem, considering the alternatives, selecting the best solution, and making a prompt, logical, and accurate decision.*

SATISFACTORY:

UNSATISFACTORY:

Explain:

7. ORGANIZATION AND FOLLOW THROUGH: *Competence in the art of organizing and planning efficient work schedules and systems, including the ability to implement these plans in order to process work on a priority basis.*

SATISFACTORY:

UNSATISFACTORY:

Explain:

Captain Brannon is well organized, and is currently assisting with the build-out of the new evidence facility.

8. PRODUCTIVITY: *The ability to increase and/or maintain satisfactory work output at a high level; makes noticeable contribution to overall divisional operations.*

SATISFACTORY:

UNSATISFACTORY:

Explain:

Captain Brannon was appointed as the Interim Evidence Commander after the unexpected departure of the Program Manager. He has recently overseen a complete audit of the evidence section after his appointment.

9. MOTIVATION AND DEVELOPMENT OF SUBORDINATES: *The ability to inspire subordinates to want to learn and prepare for promotional opportunities; encourages further training and development.*

SATISFACTORY:

UNSATISFACTORY:

Explain:

Captain Brannon connects with his subordinates and encourages them to develop their individual skills.

10. DELEGATION OF AUTHORITY: *The ability to delegate the proper level of authority to a subordinate to efficiently accomplish the proper control.*

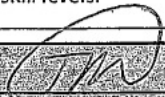
SATISFACTORY:

UNSATISFACTORY:

Explain:

Captain Brannon delegates when applicable. When he does delegate, he ensures not to overwhelm his subordinates based on their individual skill levels.

Rater:


Signature/DID

2459

5/10/18

DATE

Rater KRONOSI.D

14484

Endorser:

Signature/DID

DATE

Employee*:


Signature/DID

05/11/18
DATE

Division Head:


Signature/DID

#24363

051518

DATE

* The employee's signature does not necessarily indicate agreement with the performance assessment contained herein. It merely acknowledges that the evaluation has been explained and that a copy has been made available for the employee.

Employee Comments (if any):

COUNTY OF VOLUSIA EMPLOYEE PERFORMANCE EVALUATION

Employee I.D. (last 5) 08614

EMPLOYEE NAME: David Brannon	JOB TITLE: Captain	TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other
DEPARTMENT: Sheriff's Office	DIVISION: Law Enforcement Services	Evaluation Period <u>06/09</u> to <u>06/10</u>

GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating
COOPERATIVENESS	10	8	Generally cooperates well has shown improvement in cooperating outside his area of responsibility.
PERFORMANCE STANDARDS	10	10	Work product is excellent with a very low error rate.
ATTITUDE	10	8	Good attitude continue not to personalize and be over concerned with small details, focus on the bigger picture.
DEPENDABILITY	10	9	Can be counted on is visible and out in his district.
GENERAL PERFORMANCE TOTALS	40	35	General Performance Maximum Score: 40 Points
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating
Problem Solving	15	13	Solves problems well develops plans and implements them
Customer Service/Public Reallions	15	15	Provides exceptional service in a professional manner.
Administration	10	8	Performs these tasks generally well and with a low error rate.
Initiative	10	10	Works diligently to be innovative
Communication	10	8	Communicates well both written and verbally.
SPECIFIC PERFORMANCE TOTALS	60	54	Specific Performance Maximum Score: 60 Points

General Performance Score 35 + Specific Performance Score 54 = Employee Performance Evaluation Score 89
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 89 + Supervisory Performance Score (If Applicable) 90 = Overall Performance Score 90

GOALS AND RECOMMENDATIONS

Major R.L. Jones Rater (Please Print) I.D.# 03242	01/11 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating. Signature of Employee
Chief W. R. Lee	01/11 Date	 Date 04/28/11

Endorser (Please Print)

Date

RL Jones
Division Director

RJF 03242

01/11
Date

William R. Lee
Department Director

5/4/11
Date

14494

**COUNTY OF VOLUSIA
SUPERVISORY PERFORMANCE EVALUATION
COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY**

EMPLOYEE NAME: David Brannon		JOB TITLE: Captain		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other Evaluation Period 06/09 to 06/10	
DEPARTMENT: Sheriff's Office		DIVISION: Law Enforcement Services			
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.		
TRAINING	10	10	Actively seeks training for his subordinates.		
PLANNING	20	18	Has planned both small and large scale operations well both scheduled and impromptu.		
ASSIGNING	10	9	Assigns and delegates well.		
DIRECTION AND LEADERSHIP	15	13	Leads by example and provides direction to subordinates.		
FAIRNESS AND APPROACHABILITY	10	8	Is fair and is making strides in showing fairness and approachability.		
DECISION MAKING	20	18	Makes sound decisions in the best interest of the agency.		
RESOURCE MANAGEMENT	15	14	Very good resource manager.		
TOTAL	100	90	Specific Performance Maximum Score: 100 Points		

GOALS AND RECOMMENDATIONS During this rating period Captain Brannon has served as the District Four Commander. This is our largest, busiest district. He is involved in all aspects of managing the district. He works well with city staff and elected officials to fulfill the agency mission of providing quality law enforcement service to the citizens of Deltona. Captain Brannon strives to do his best each day and is not afraid of the hard work it takes to lead by example. He is dedicated and professional.

Areas of improvement need to continue to be communication with his immediate subordinates. Working in unison with his coworkers. Not getting bogged down with small personal issues involving those who work for him, but focusing on the big picture. Not letting small issues create worry that affects overall performance.

Major R. L. Jones
Rater (Please Print)

RJF

01/11
Date

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.

W.R. Lee

01/20/11

Chief W. R. Lee Endorser (Please Print) Division Director	01/11 Date Date	Signature of Employee <i>William R Lee</i> Department Director #14494	Date 5/4/11 Date
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**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: Judicial Services			
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	10	Dave is always willing to pitch in and help where needed and gives 100 % in a team effort. He was an integral part of the 2008 Battle of the Badges charity event.		
PERFORMANCE STANDARDS	10	10	Dave is well versed on deparatment standards and holds himself and his subordinates to the highest standards.		
ATTITUDE	10	9	Dave presents a positive attitude in both his regular and collateral duty assignments.		
DEPENDABILITY	10	10	Dave can be counted upon to complete tasks on time and with little need for revision. Dave can also be counted upon to try and solve all issues to the best interest of the Volusia County Sheriff's Office.		
GENERAL PERFORMANCE TOTALS	40	39	General Performance Maximum Score: 40 Points		
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
ASSURES SECTION'S COMPLIANCE WITH ALL DIRECTIVES AND APPLICABLE ACCREDITATION STANDARDS	15	13	Dave makes certain that the Civil Section operates in full compliance of CALEA standards. The Civil Section consistently passes all accreditation inspections through CALEA. All agency directives are strictly followed, as our the operating policies of the Section. This contributes to the overall operational success of the Section. .		
OVERSEES THE TIMELY AND ACCURATE SUBMISSION OF ALL REQUIRED REPORTS FOR PROFESSIONAL STANDARDS AND THE SECTION BUDGET	15	14	Dave consistently submits detailed monthly, quarterly and annual reports which accurately reflect the status and accomplishments of the Civil Section. All required reports are submitted well ahead of submission deadlines. He personally prepares the Section's annual budget proposal, which is fiscally sound and conservative.		
SERVES AS LIASON TO THE JUDICIARY AND COURT CLERKS OFFICE ON ALL MATTERS RELATING TO CIVIL PROCESS, BOTH ENFORCEABLE AND NON-ENFORCEABLE	15	12	Dave needs to foster a close working relationship with supervisors of the office of the Clerk of the Court. He should maintain a open line of communication with the Clerk's Office to address issues of mutual concern. Heshould developed a rapport with many of the judges in this circuit.		
MAINTAINS THOROUGH AND CURRENT UNDERSTANDING OF STATUTES AND CASE LAW REGARDING CIVIL PROCESS AND PROVIDES PROPER TRAINING FOR ALL SECTION PERSONNEL	15	12	The superivors and training officers of the Civil Section continue to maintain a thorough understanding of the complex legal issues dealing with civil process. Dave is scheduled to attend a detailed Civil Process Training School in June.. The VCSO Civil Section is probably the best trained in the state.		
SPECIFIC PERFORMANCE TOTALS	60	51	Specific Performance Maximum Score: 60 Points		

General Performance Score 39 + Specific Performance Score 51 = Employee Performance Evaluation Score 90
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 90 + Supervisory Performance Score (If Applicable) 90 = Overall Performance Score 90

GOALS AND RECOMMENDATIONS
 Dave was assigned as the Civil Section Commander from 06/01/08 through 12/31/08. During that time dave did a very good job in both his primary assignmnet (Civil) and as the President of the VCSO Charity Committee and 2008 Battle of the Badges charity event director. Dave continues to be an active member of his community and is the current President of the Rotary Club of Deland. During dave's tenure reports were on-time and complete and assignments were completed effectively and efficiently. Due to a department wide need, Dave was transferred

Major V. Vecchi Rater (Please Print)	06/03/09 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.
Chief Deputy W. Lee Endorser (Please Print)	06-04-09 Date	 Signature of Employee
Major V. Vecchi Division Director	06/03/09 Date	 Department Director

COUNTY OF VOLUSIA SUPERVISORY PERFORMANCE EVALUATION

COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other Evaluation Period 060108 to 123108	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: Judicial Services			
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.		
TRAINING	10	7	Dave is still growing into the Civil Commander's position. He is scheduled to attend some in-depth civil training in June that will bring him more up-to-speed on the inner workings of civil process.		
PLANNING	15	15	Dave is very organized and does an outstanding job in planning and assigning.		
ASSIGNING	10	8	Dave is very organized and does an outstanding job in planning and assigning. He does need to exercise delegation on a more frequent basis.		
DIRECTION AND LEADERSHIP	20	18	Provides leadership to Civil personnel and establishes goals and objectives for VCSO Civil to maintain it's outstanding level of service to citizens.		
FAIRNESS AND APPROACHABILITY	15	13	Dave and his subordinates have begun to work together as a team. The Civil Unit is taking the lead on the 2008 Battle of the Badges Event. However, he still needs to work on being a member of the team and not just the person in charge.		
DECISION MAKING	15	14	Dave evaluates situations and makes sound decisions to remedy them.		
RESOURCE MANAGEMENT	15	15	Dave makes all efforts to use both human and physical resources in the most effective and efficient manner.		
TOTAL	100	90	Specific Performance Maximum Score: 100 Points		

GOALS AND RECOMMENDATIONS
 General Evaluation = 90 Supervisory Evaluation = 90 Overall Evaluation 90
 Based on time frame of 06/01/08 through 12/31/08.

Major V. Vecchi Rater (Please Print)	<u>W</u>	06/03/09 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.
Chief Deputy W. Lee Endorser (Please Print)	<u>WR Lee</u>	06-04-09 Date	
Major V. Vecchi Division Director	<u>W</u>	06/03/09 Date	
			Signature of Employee: <u>[Signature]</u> Date: <u>06/12/09</u> Department Director: <u>WR Lee</u> Date: <u>6/12/09</u>

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		<input type="checkbox"/> End of Probation	<input checked="" type="checkbox"/> Annual
				<input type="checkbox"/> Special	<input type="checkbox"/> Other
				Evaluation Period <u>07/08</u> to <u>07/09</u>	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	8	Always cooperates with Sheriff's Office Staff/personnel, other agencies, and the public		
PERFORMANCE STANDARDS	10	9	Exacts superior standards of performance from himself and subordinates		
ATTITUDE	10	9	Presents a consistent positive attitude to supervisors, subordinates, and the public		
DEPENDABILITY	10	8	Is dependable both personally and professionally; exacts the same qualities from his subordinates		
GENERAL PERFORMANCE TOTALS	40	34	General Performance Maximum Score: 40 Points		
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
OPERATIONAL PROBLEM SOLVING	15	14	Actively develops plans, programs, actionable items and tactical applications		
MEDIATION	15	13	Actively manages time, delegates, mitigates, resolves problems and responds to non-agenda items in a timely manner		
ADMINISTRATION (DAILY LEADERSHIP)	10	9	Maintains CALEA compliance, develops self and others, evaluates, determines strategy and attends meetings		
COMMUNICATION	10	7	Is effective in written, oral, and multi-media communication; mindful of quality assurance.		
BUDGET	10	10	Actively participates in the research, preparation, feed-back, revision, and execution of the Division's budget		
SPECIFIC PERFORMANCE TOTALS	60	53	Specific Performance Maximum Score: 60 Points		

General Performance Score 34 + Specific Performance Score 53 = Employee Performance Evaluation Score 87

Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

GOALS AND RECOMMENDATIONS

See Supervisory Evaluation

Major Terry A. Sanders  Rater (Please Print) <u>06/02/09</u> Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.  Signature of Employee <u>06/12/09</u> Date
Chief Deputy W. R. Lee  Endorser (Please Print) <u>6/12/09</u> Date	 Department Director <u>6/12/09</u> Date
Major Terry A. Sanders  Division Director <u>06/02/09</u> Date	

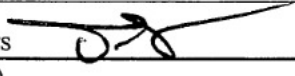
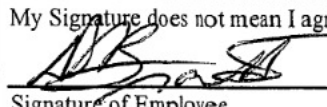


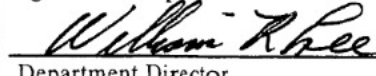
**COUNTY OF VOLUSIA
 SUPERVISORY PERFORMANCE EVALUATION
 COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY**

EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: CAPTAIN	TYPE OF EVALUATION
DEPARTMENT: SHERIFF'S OFFICE	DIVISION: LAW ENFORCEMENT SERVICES	<input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other
		Evaluation Period <u>07/08</u> to <u>07/09</u>

	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.
TRAINING	10	9	Anticipates and provides training to maintain the operation of the District as well as embraces new opportunities to enhance the operation.
PLANNING	15	15	Plans for the normal operations, emergencies, and situational anomalies.
ASSIGNING	10	9	Assigns roles with tasks and in leadership to subordinates
DIRECTION AND LEADERSHIP	20	17	Provides consistent leadership to District personnel and establishes goals and objectives by which the District can accomplish change.
FAIRNESS AND APPROACHABILITY	15	12	Provides a work environment in which employees are treated fairly and feel that they are a significant part in the overall success of the organization.
DECISION MAKING	15	12	Makes decisions in a timely manner with respect to impacts and mitigants.
RESOURCE MANAGEMENT	15	14	Utilizes personnel and physical resources to their maximum.
TOTAL	100	88	Specific Performance Maximum Score: 100 Points

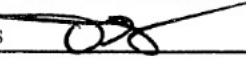
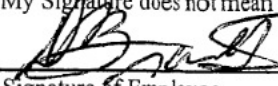
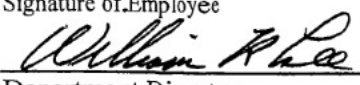



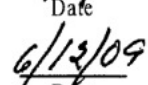
GOALS AND RECOMMENDATIONS

Captain Brannon has taken an active role in changing Deltona's perception of the Sheriff's Office since his assignment in early 2009. Captain Brannon is continually available to the City Manager, elected officials and the public to handle items that come from Volusia County's largest city. During this rating period, Captain Brannon successfully completed the Southern Police Institute (SPI) course held in Orlando, FL. The agency benefits from Captain Brannon's willingness to attend this course and complete the course requirements. During the coming year, Captain Brannon should concentrate on refining the District's operations to address the rise in criminal activity. This will require a steady presence within the District. Additionally, the District and its direction should continue to be patterned after the Sheriff's Office as a whole and not as an independent entity. Deltona is an unique policing opportunity, one that Capt. Brannon can easily master in the coming year through a focused commitment.

Major Terry Sanders Rater (Please Print)		060209 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.		06/12/09 Date
Chief Deputy W. Lee Endorser (Please Print)		6/12/09 Date		Signature of Employee	
Major Terry Sanders Division Director		060209 Date			6/12/09 Date

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		Evaluation Period 07/08 to 07/09	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	8	Always cooperates with Sheriff's Office Staff/personnel, other agencies, and the public		
PERFORMANCE STANDARDS	10	9	Exacts superior standards of performance from himself and subordinates		
ATTITUDE	10	9	Presents a consistent positive attitude to supervisors, subordinates, and the public		
DEPENDABILITY	10	8	Is dependable both personally and professionally; exacts the same qualities from his subordinates		
GENERAL PERFORMANCE TOTALS	40	34	General Performance Maximum Score: 40 Points		
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
OPERATIONAL PROBLEM SOLVING	15	14	Actively develops plans, programs, actionable items and tactical applications		
MEDIATION	15	13	Actively manages time, delegates, mitigates, resolves problems and responds to non-agenda items in a timely manner		
ADMINISTRATION (DAILY LEADERSHIP)	10	9	Maintains CALEA compliance, develops self and others, evaluates, determines strategy and attends meetings		
COMMUNICATION	10	7	Is effective in written, oral, and multi-media communication; mindful of quality assurance.		
BUDGET	10	10	Actively participates in the research, preparation, feed-back, revision, and execution of the Division's budget		

SPECIFIC PERFORMANCE TOTALS	60	53	Specific Performance Maximum Score: 60 Points
General Performance Score <u>34</u> + Specific Performance Score <u>53</u> = Employee Performance Evaluation Score <u>87</u> Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)			
Employee Performance Score <u>87</u> + Supervisory Performance Score (If Applicable) <u>88</u> = Overall Performance Score <u>88</u>			
GOALS AND RECOMMENDATIONS			
See Supervisory Evaluation			
Major Terry A. Sanders Rater (Please Print)		<u>06/02/09</u> Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.  Signature of Employee  Department Director
Chief Deputy W. R. Lee Endorser (Please Print)		<u>6/2/09</u> Date	
Major Terry A. Sanders Division Director		<u>06/02/09</u> Date	
			 Date <u>06/12/09</u>  Date <u>6/13/09</u>

**COUNTY OF VOLUSIA
SUPERVISORY PERFORMANCE EVALUATION**


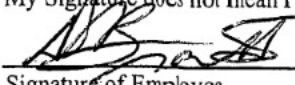


COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		<input type="checkbox"/> End of Probation	<input checked="" type="checkbox"/> Annual
				<input type="checkbox"/> Special	<input type="checkbox"/> Other
				Evaluation Period <u>07/08</u> to <u>07/09</u>	
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.		
TRAINING	10	9	Anticipates and provides training to maintain the operation of the District as well as embraces new opportunities to enhance the operation.		
PLANNING	15	15	Plans for the normal operations, emergencies, and situational anomalies.		
ASSIGNING	10	9	Assigns roles with tasks and in leadership to subordinates		
DIRECTION AND LEADERSHIP	20	17	Provides consistent leadership to District personnel and establishes goals and objectives by which the District can accomplish change.		
FAIRNESS AND APPROACHABILITY	15	12	Provides a work environment in which employees are treated fairly and feel that they are a significant part in the overall success of the organization.		
DECISION MAKING	15	12	Makes decisions in a timely manner with respect to impacts and mitigants.		

RESOURCE MANAGEMENT	15	14	Utilizes personnel and physical resources to their maximum.
TOTAL	100	88	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS

Captain Brannon has taken an active role in changing Deltona's perception of the Sheriff's Office since his assignment in early 2009. Captain Brannon is continually available to the City Manager, elected officials and the public to handle items that come from Volusia County's largest city. During this rating period, Captain Brannon successfully completed the Southern Police Institute (SPI) course held in Orlando, FL. The agency benefits from Captain Brannon's willingness to attend this course and complete the course requirements. During the coming year, Captain Brannon should concentrate on refining the District's operations to address the rise in criminal activity. This will require a steady presence within the District. Additionally, the District and its direction should continue to be patterned after the Sheriff's Office as a whole and not as an independent entity. Deltona is a unique policing opportunity, one that Capt. Brannon can easily master in the coming year through a focused commitment.

Major Terry Sanders Rater (Please Print)		06/20/09 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.  Signature of Employee	06/12/09 Date	
Chief Deputy W. Lee Endorser (Please Print)		6/12/09 Date		Signature of Employee	06/12/09 Date
Major Terry Sanders Division Director		06/20/09 Date		Department Director	6/12/09 Date

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: Judicial Services		Evaluation Period 06/01/08 to 12/31/08	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	10	Dave is always willing to pitch in and help where needed and gives 100% in a team effort. He was an integral part of the 2008 Battle of the Badges charity event.		
PERFORMANCE STANDARDS	10	10	Dave is well versed on department standards and holds himself and his subordinates to the highest standards.		
ATTITUDE	10	9	Dave presents a positive attitude in both his regular and collateral duty assignments.		
DEPENDABILITY	10	10	Dave can be counted upon to complete tasks on time and with little need for revision. Dave can also be counted upon to try and solve all issues to the best interest of the Volusia County Sheriff's Office.		
GENERAL PERFORMANCE TOTALS	40	39	General Performance Maximum Score: 40 Points		
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
ASSURES SECTION'S COMPLIANCE WITH ALL DIRECTIVES AND APPLICABLE ACCREDITATION STANDARDS	15	13	Dave makes certain that the Civil Section operates in full compliance of CALEA standards. The Civil Section consistently passes all accreditation inspections through CALEA. All agency directives are strictly followed, as are the operating policies of the Section. This contributes to the overall operational success of the Section.		
OVERSEES THE TIMELY AND ACCURATE SUBMISSION OF ALL REQUIRED REPORTS FOR PROFESSIONAL STANDARDS AND THE SECTION BUDGET	15	14	Dave consistently submits detailed monthly, quarterly and annual reports which accurately reflect the status and accomplishments of the Civil Section. All required reports are submitted well ahead of submission deadlines. He personally prepares the Section's annual budget proposal, which is fiscally sound and conservative.		
SERVES AS LIAISON TO THE JUDICIARY AND COURT CLERKS OFFICE ON ALL MATTERS RELATING TO CIVIL PROCESS, BOTH ENFORCEABLE AND NON-ENFORCEABLE	15	12	Dave needs to foster a close working relationship with supervisors of the office of the Clerk of the Court. He should maintain an open line of communication with the Clerk's Office to address issues of mutual concern. He should develop a rapport with many of the judges in this circuit.		
MAINTAINS THOROUGH AND CURRENT UNDERSTANDING OF	15	12	The supervisors and training officers of the Civil Section continue to maintain a thorough understanding of the complex		

STATUTES AND CASE LAW REGARDING CIVIL PROCESS AND PROVIDES PROPER TRAINING FOR ALL SECTION PERSONNEL	15	12	legal issues dealing with civil process. Dave is scheduled to attend a detailed Civil Process Training School in June. The VCSO Civil Section is probably the best trained in the state.
SPECIFIC PERFORMANCE TOTALS	60	51	Specific Performance Maximum Score: 60 Points

General Performance Score 39 + Specific Performance Score 51 = Employee Performance Evaluation Score 90
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 90 + Supervisory Performance Score (If Applicable) 90 = Overall Performance Score 90

GOALS AND RECOMMENDATIONS

Dave was assigned as the Civil Section Commander from 06/01/08 through 12/31/08. During that time Dave did a very good job in both his primary assignment (Civil) and as the President of the VCSO Charity Committee and 2008 Battle of the Badges charity event director. Dave continues to be an active member of his community and is the current President of the Rotary Club of Deland. During Dave's tenure reports were on-time and complete and assignments were completed effectively and efficiently. Due to a department wide need, Dave was transferred to Law Enforcement Services Division and assumed the position of Commander of the District 4 unit in January 2009.

Major V. Vecchi Rater (Please Print)	<u>W</u>	06/03/09 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating. Signature of Employee <u>W Lee</u> Date <u>06/12/09</u> Department Director <u>W Vecchi</u> Date <u>6/12/09</u>
Chief Deputy W. Lee Endorser (Please Print)	<u>WR Lee</u>	06/04/09 Date	
Major V. Vecchi Division Director	<u>W</u>	06/03/09 Date	

**COUNTY OF VOLUSIA
SUPERVISORY PERFORMANCE EVALUATION**

COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY

EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: CAPTAIN	TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE	DIVISION: Judicial Services	Evaluation Period <u>060108</u> to <u>123108</u>	
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.
TRAINING	10	7	Dave is still growing into the Civil Commander's position. He is scheduled to attend some in-depth civil training in June that will bring him more up-to-speed on the inner workings of civil process.
PLANNING	15	15	Dave is very organized and does an outstanding job in planning and assigning.
ASSIGNING	10	8	Dave is very organized and does an outstanding job in planning and assigning. He does need to exercise delegation on a more frequent basis.
DIRECTION AND LEADERSHIP	20	18	Provides leadership to Civil personnel and establishes goals and objectives for VCSO Civil to maintain it's outstanding level of service to citizens.
FAIRNESS AND APPROACHABILITY	15	13	Dave and his subordinates have begun to work together as a team. The Civil Unit is taking the lead on the 2008 Battle of the Badges Event.

FAIRNESS AND APPROACHABILITY			However, he still needs to work on being a member of the team and not just the person in charge.
DECISION MAKING	15	14	Dave evaluates situations and makes sound decisions to remedy them.
RESOURCE MANAGEMENT	15	15	Dave makes all efforts to use both human and physical resources in the most effective and efficient manner.
TOTAL	<u>100</u>	<u>90</u>	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS

General Evaluation = 90 Supervisory Evaluation = 90 Overall Evaluation 90
Based on time frame of 06/01/08 through 12/31/08.

Major V. Vecchi Rater (Please Print)	<u>W</u>	06/03/09 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.		
Chief Deputy W. Lee Endorser (Please Print)	<u>W Lee</u>	06-04-09 Date		<u>[Signature]</u> Signature of Employee	06/12/09 Date
Major V. Vecchi Division Director	<u>W</u>	06/03/09 Date		<u>W Lee</u> Department Director	6/12/09 Date

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

ANNUAL 2008

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: Judicial Services		<input type="checkbox"/> Special <input type="checkbox"/> Other	
				Evaluation Period <u>06/01/07</u> to <u>05/31/08</u>	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	10	Dave is always willing to pitch in and help where needed and gives 100 % in a team effort.		
PERFORMANCE STANDARDS	10	10	Dave is well versed on deparatment standards and holds himself and his subordinates to the highest standards.		
ATTITUDE	10	9	Dave presents a positive attitude in both his regular and collateral duty assignments.		
DEPENDABILITY	10	10	Dave can be counted upon to complete tasks on time and with little need for revision. Dave can also be counted upon to try and solve all issues to the best interest of the Volusia County Sheriff's Office.		
GENERAL PERFORMANCE TOTALS	40	39	General Performance Maximum Score: 40 Points		
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
ASSURES SECTION'S COMPLIANCE WITH ALL DIRECTIVES AND APPLICABLE ACCREDITATION STANDARDS	15	13	Dave makes certain that the Civil Section operates in full compliance of CALEA standards. The Civil Section consistently passes all accreditation inspections through CALEA. All agency directives are strictly followed, as our the operating policies of the Section. This contributes to the overall operational success of the Section.		


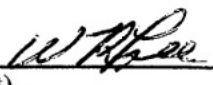

OVERSEES THE TIMELY AND ACCURATE SUBMISSION OF ALL REQUIRED REPORTS FOR PROFESSIONAL STANDARDS AND THE SECTION BUDGET	15	14	Dave consistently submits detailed monthly, quarterly and annual reports which accurately reflect the status and accomplishments of the Civil Section. All required reports are submitted well ahead of submission deadlines. He personally prepares the Section's annual budget proposal, which is fiscally sound and conservative.
SERVES AS LIASON TO THE JUDICIARY AND COURT CLERKS OFFICE ON ALL MATTERS RELATING TO CIVIL PROCESS, BOTH ENFORCEABLE AND NON-ENFORCEABLE	15	12	Dave needs to foster a close working relationship with supervisors of the office of the Clerk of the Court. He should maintain a open line of communication with the Clerk's Office to address issues of mutual concern. Heshould developed a rapport with many of the judges in this circuit.
MAINTAINS THOROUGH AND CURRENT UNDERSTANDING OF STATUTES AND CASE LAW REGARDING CIVIL PROCESS AND PROVIDES PROPER TRAINING FOR ALL SECTION PERSONNEL	15	12	The superovsors and training officers of the Civil Section continue to maintain a thorough understanding of the complex legal issues dealing with civil process. Dave is scheduled to attend a detailed Civil Process Training School in June.. The VCSO Civil Section is probably the best trained in the state.
SPECIFIC PERFORMANCE TOTALS	60	51	Specific Performance Maximum Score: 60 Points

General Performance Score 39 + Specific Performance Score 51 = Employee Performance Evaluation Score 90
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 90 + Supervisory Performance Score (If Applicable) 90 = Overall Performance Score 90

GOALS AND RECOMMENDATIONS

Dave does an excellent job in any position or task that he is assigned. Dave is an active member of his community and is the current President Elect of the Rotary Club of Deland. Dave is an instrumental part of the VCSO Charity Committee and is the current president of the group. He did a very good job as the L.E.S District 2 Commander until his transfer to the Civil Section in January 2008. Since that time, Dave has begun to learn the inner workings of civil process. He has begun to form a rapport with the Civil Section employees. Dave is scheduled to attend some in-depth civil training in June. Dave is an asset to the Judicial Services Division and the Sheriff's Office as a whole.

Major V. Vecchi Rater (Please Print)		04/08/08 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating. Signature of Employee Department Director	04/10/08 Date
Chief Deputy W. Lee Endorser (Please Print)		4/18/08 Date		4/10/08 Date
Major V. Vecchi Division Director		04/08/08 Date		4/10/08 Date

**COUNTY OF VOLUSIA
SUPERVISORY PERFORMANCE EVALUATION**

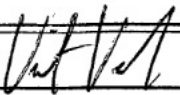
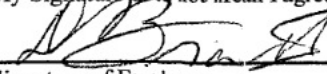
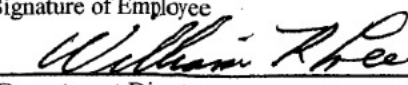
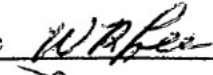

Annual 2008

COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY

EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: CAPTAIN	TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE	DIVISION: Judicial Services	Evaluation Period <u>060107</u> to <u>053108</u>	
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.
TRAINING	10	7	Dave is still growing into the Civil Commander's position. He is scheduled to attend some in-depth civil training in June that will bring him more up-to-speed on the inner workings of civil process.
PLANNING	15	15	Dave is very orgainized and does an outstanding job in planning and assigning.
ASSIGNING	10	8	Dave is very orgainized and does an outstanding job in planning and assigning. He does need to exercise delegation on a more frequent basis.

DIRECTION AND LEADERSHIP	20	18	Provides leadership to Civil personnel and establishes goals and objectives for VCSO Civil to maintain it's outstanding level of service to citizens.
FAIRNESS AND APPROACHABILITY	15	13	Dave and his subordinates are still learning about each other. he had built a rapport with several of the Civil employees during the 2007 Battle of the Badge's. He will have to work at learning about the rest and allowing them to feel comfortable with his management style.
DECISION MAKING	15	14	Dave evaluates situations and makes sound decisions to remedy them.
RESOURCE MANAGEMENT	15	15	Dave makes all efforts to use both human and physical resources in the most effective and efficient manner.
TOTAL	<u>100</u>	<u>90</u>	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS
 General Evaluation = 90 Supervisory Evaluation = 90 Overall Evaluation 90

Major V. Vecchi Rater (Please Print)		04/08/08 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.  04/10/08 Signature of Employee Date  4/10/08 Department Director Date
Chief Deputy W. Lee Endorser (Please Print)		4/8/08 Date	
Major V. Vecchi Division Director		04/08/08 Date	

**COUNTY OF VOLUSIA
 SUPERVISORY PERFORMANCE EVALUATION**

COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY

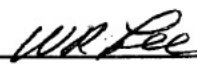
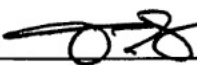
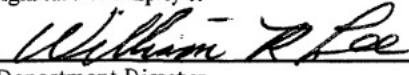
EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		<input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
				Evaluation Period 07/06 to 07/07	
	WEIGHT	RATER SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.		
TRAINING	10	9	Anticipates and provides training to maintain the operation of the District as well as embraces new opportunities to enhance the operation.		
PLANNING	15	15	Plans for the normal operations, emergencies, and situational anomalies.		
ASSIGNING	10	10	Assigns roles with tasks and in leadership to subordinates		

DIRECTION AND LEADERSHIP	20	18	Provides consistent leadership to District personnel and establishes goals and objectives by which the District can accomplish change.
FAIRNESS AND APPROACHABILITY	15	14	Provides a work environment in which employees are treated fairly and feel that they are a significant part in the overall success of the organization.
DECISION MAKING	15	14	Makes decisions in a timely manner with respect to impacts and mitigants.
RESOURCE MANAGEMENT	15	15	Utilizes personnel and physical resources to their maximum.
TOTAL	100	95	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS

During this rating period, Capt. Brannon continues to supervise the personnel in the Deland District 2. During this year, the District has endured many challenges which have been successfully met. These challenges include the building of the Spring Hill Team to meet the law enforcement challenges of post Weed & Seed, and the tornado damage to the community and District Office in February 2007. Capt. Brannon has successfully led the deputies assigned to the District during these trials.

In the coming year, Captian Brannon should concentrate on refining his leadership skills in the areas of Fairness/ Approachability and Direction/Leadership. As to Fairness/Approachability, always mindful that differences of opinion are sometimes the hallmark of diverse approaches to the common solution. As to Direction/Leadership, ever mindful of the tenants of leadership versus management.

Major Terry Sanders Rater (Please Print)		08/02/07 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.		
Chief Deputy W. Lee Endorser (Please Print)					08/02/07 Date
Major Terry Sanders Division Director		08/02/07 Date			8/2/07 Date

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		<input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
				Evaluation Period 07/06 to 07/07	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	10	Always cooperates with Sheriff's Office Staff/personnel, other agencies, and the public		
PERFORMANCE STANDARDS	10	10	Exacts superior standards of performance from himself and subordinates		
ATTITUDE	10	9	Presents a consistent positive attitude to supervisors, subordinates, and the public		
DEPENDABILITY	10	10			

GENERAL PERFORMANCE TOTALS	40	39	General Performance Maximum Score: 40 Points
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating
OPERATIONAL PROBLEM SOLVING	15	14	Actively develops plans, programs, actionable items and tactical applications
MEDIATION	15	14	Actively manages time, delegates, mitigates, resolves problems and responds to non-agenda items in a timely manner
ADMINISTRATION (DAILY LEADERSHIP)	10	9	Maintains CALEA compliance, develops self and others, evaluates, determines strategy and attends meetings
COMMUNICATION	10	10	Is effective in written, oral, and multi-media communication; mindful of quality assurance.
BUDGET	10	10	Actively participates in the research, preparation, feed-back, revision, and execution of the Division's budget
SPECIFIC PERFORMANCE TOTALS	60	57	Specific Performance Maximum Score: 60 Points

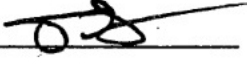

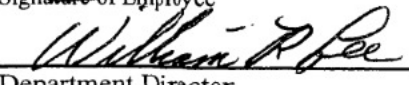

General Performance Score 39 + Specific Performance Score 57 = Employee Performance Evaluation Score 96
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 96 + Supervisory Performance Score (If Applicable) 95 = Overall Performance Score 96

GOALS AND RECOMMENDATIONS

Capt. Brannon commands the Deland District Two office of the Sheriff's Department. In that role he balances a presence in the community with the leadership of the District. Capt. Brannon is active in initiatives within the Department that are typically outside the law enforcement role such as assisting with conferences and fund raising efforts for the Florida Sheriff's Association. Capt. Brannon epitomizes the role of a community partner and leader in balance with the required duties of his rank and assignment.

Thank you for your hard work!

Major Terry A. Sanders Rater (Please Print)		<u>08/02/07</u> Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.		<u>03/02/07</u> Date
Chief Deputy W. R. Lee Endorser (Please Print)		_____ Date			<u>8/2/07</u> Date
Major Terry A. Sanders Division Director		<u>08/02/07</u> Date			

COUNTY OF VOLUSIA EMPLOYEE PERFORMANCE EVALUATION

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: LIEUTENANT		TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LES D - DISTRICT 6 / DEBARY		Evaluation Period <u>03/2005</u> to <u>03/2006</u>	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	9	Lt. Brannon is cooperative and assists when needed. He goes the extra step without being asked. Assigned to District 6 in September, 2005, Lt. Brannon worked hard to win the trust and respect of his subordinates.		
PERFORMANCE STANDARDS	10	9	Lt. Brannon consistently exceeds job requirements and quantity of work, with complete accuracy. He has a strong understanding of most facets of the job, and is adapting to the assignment in a law enforcement contract environment.		
ATTITUDE	10	9	Lt. Brannon now exhibits an excellent attitude with supervisors, subordinate, and the public. Upon his initial assignment, Lt. Brannon exhibited a micro-management style with his		


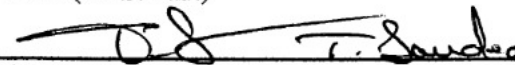
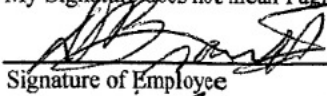
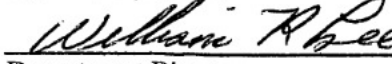
DEPENDABILITY	10	10	subordinates, but as he realized that they were indeed professional, less oversight was needed. Lt. Brannon is dependable, and is always willing to accept other tasks and responsibilities. He keeps the District Commander apprised of his whereabouts, and doesn't subscribe to a strict 8-4 schedule, but rather does what is necessary to get the job done.
GENERAL PERFORMANCE TOTALS	40	37	General Performance Maximum Score: 40 Points
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: <u>(Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.)</u> List specific examples which help explain rating
COMMUNICATIONS	15	13	Lt. Brannon responds quickly to oral and written communications. There have been a couple of occasions where oral requests for information have gone unanswered, however this has been corrected.
TIME MANAGEMENT	15	14	Lt. Brannon is a workaholic. It is not uncommon for him to work at home to complete projects needed for the workplace. Upon assignment to District 6, a list of goals and expectations was prepared, and within a very short time, all the tasks had been commenced. Lt. Brannon appears to balance all his tasks and duties appropriately
DELEGATION	15	14	Lt. Brannon delegates tasks and responsibilities appropriately
INITIATIVE	15	15	Lt. Brannon has initiated several projects within his community relations area of responsibility. He also does not hesitate to take the lead in problem solving. However, he needs to develop patience when introducing new ideas or concepts because change normally takes a long time, especially in government.
SPECIFIC PERFORMANCE TOTALS	60	56	Specific Performance Maximum Score: 60 Points

General Performance Score 37 + Specific Performance Score 56 = Employee Performance Evaluation Score 93
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 93 + Supervisory Performance Score (If Applicable) 89 = Overall Performance Score 91

GOALS AND RECOMMENDATIONS

Lt. Brannon is an asset to the Sheriff's Office and to District 6. His subordinates have come to appreciate his supervisory style.
- Continue to delegate tasks and responsibilities to subordinates
- Recognize the professional potential of subordinates and decrease the amount of micro-managing
- Don't hesitate to request assistance. Two separate roles, Administrative and Community Relations, becomes a balancing act and both are equally important. It is not a sign of weakness to request assistance from time to time.
Keep up the good work.

Captain Alan D. Osowski Rater (Please Print)		02/22/06 Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.
 Endorser (Please Print)	T. Sanders	03/06/06 Date	 Signature of Employee
_____ Division Director	_____ Date	_____ Date	 Department Director
			03-02-06 Date
			3/7/06 Date

**COUNTY OF VOLUSIA
SUPERVISORY PERFORMANCE EVALUATION
COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY**

EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: LIEUTENANT	TYPE OF EVALUATION <input type="checkbox"/> End of Probation <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other Evaluation Period <u>03/2005</u> to <u>03/2006</u>	
DEPARTMENT: SHERIFF'S OFFICE	DIVISION: LES D - DISTRICT 6 / DEBARY		
	WEIGHT	RATER SCORE	Comments: <u>(Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.)</u> List specific examples which help explain rating.
TRAINING	15	14	Provides training to subordinates when necessary. Conducts supervisory meetings as needed.

meetings as needed.

PLANNING	15	13	Has planned several work details (extra patrols).
ASSIGNING	10	9	Adequately schedules and assigns personnel under his command
DIRECTION AND LEADERSHIP	15	13	Demonstrates above average leadership abilities. Needs to take less of a hands-on approach and allow subordinates to perform their duties their way, but make sure they report back on the success or failure of their tasks. Encourage open lines of communication to keep information flowing.
FAIRNESS AND APPROACHABILITY	15	14	Appears to encourage staff to communicate new ideas and is willing to try new ideas in the workplace.
DECISION MAKING	15	13	Effectively develops alternatives and effectively communicates those decisions. Sometimes decision does not take the entire agency into consideration (the whole picture has to be considered).
RESOURCE MANAGEMENT	15	13	Effectively manages personnel resources.
TOTAL	100	89	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS
Continued from first page:

Lt. Brannon is credited for spearheading the Sex Offender Checks program in District 4 while assigned there. He also instituted a program to credit deputies for assisting CID. Prior to his assignment to District 4, patrol deputies and CID investigators did not interact well. The aforementioned program resulted in the development of a close working relationship between the two groups, and a definite increase in the clearance rate of their cases.

Continue to pursue your academic goals. Congratulations on beginning your Master's Program.

Captain Alan D. Osowski 	02/22/06	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.
Rater (Please Print)	Date	 030406
Endorser (Please Print)	Date	Signature of Employee Date
Division Director	Date	 3/7/06
		Department Director Date

**COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION**

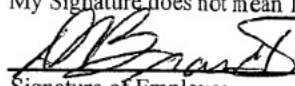

EMPLOYEE NAME: BRANNON, DAVID		JOB TITLE: CAPTAIN		TYPE OF EVALUATION	
DEPARTMENT: SHERIFF'S OFFICE		DIVISION: LAW ENFORCEMENT SERVICES		<input checked="" type="checkbox"/> End of Probation <input type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other	
				Evaluation Period <u>12/05</u> to <u>12/06</u>	
GENERAL PERFORMANCE CHARACTERISTICS	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating		
COOPERATIVENESS	10	10			

PERFORMANCE STANDARDS	10	9	Always cooperates with Sheriff's Office Staff/personnel, other agencies, and the public Exacts superior standards of performance from himself and subordinates
ATTITUDE	10	10	Presents a consistent positive attitude to supervisors, subordinates, and the public
DEPENDABILITY	10	10	Is dependable both personally and professionally; exacts the same qualities from his subordinates
GENERAL PERFORMANCE TOTALS	40	39	General Performance Maximum Score: 40 Points
SPECIFIC PERFORMANCE CHARACTERISTICS To be determined by Division Director	WEIGHT	SCORE	Comments: (Required for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating
INITIATIVE	20	18	Undertakes new projects and ways of completing tasks without direction
COMMUNICATION	20	18	Consistently communicates the Section's needs and requirements in the interest of successful operation
CUSTOMER SERVICE/PUBLIC RELATIONS	20	20	Continually presents himself and the Agency in the best light to the public and other users of Special Services
SPECIFIC PERFORMANCE TOTALS	60	56	Specific Performance Maximum Score: 60 Points

General Performance Score 39 + Specific Performance Score 56 = Employee Performance Evaluation Score 95
Outstanding (Score 96-100); Exceeds Expectations (Score 80-95); Achieves Expectations (Score 60-79); Needs Improvement (Score 0-59)

Employee Performance Score 95 + Supervisory Performance Score (If Applicable) 96 = Overall Performance Score 96

GOALS AND RECOMMENDATIONS
 Capt. Brannon commands the Deland District Two office of the Sheriff's Department. In that role, he competently manages the law enforcement function and has established a credible relationship with the community. Capt. Brannon has taken an active role in the enforcement of the Spring Hill area to include the assignment of two deputies to that area to work specialized patrol operations. Capt. Brannon and his District have a great working relationship with Deland PD and have worked several joint operations to address mutual crime problems over the past several months.
 Capt. Brannon should continue to manage District Two in a successful manner, monitor case management, and utilize innovative strategies to handle any emerging law enforcement challenges.

Major Terry A. Sanders Rater (Please Print)	_____	Date	EMPLOYEE CERTIFICATION: This Evaluation has been explained. My Signature does not mean I agree with this Rating.  Signature of Employee	 Date
Chief Deputy W. R. Lee Endorser (Please Print)	_____	Date		
Major Terry A. Sanders Division Director	_____	Date		

**COUNTY OF VOLUSIA
 SUPERVISORY PERFORMANCE EVALUATION
 COMPLETE ONLY IF 50% OR MORE OF THE JOB IS SUPERVISORY**

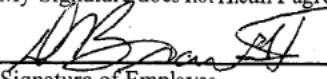
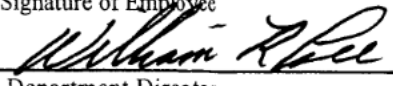
EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: CAPTAIN	TYPE OF EVALUATION <input checked="" type="checkbox"/> End of Probation <input type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Other Evaluation Period <u>12/05</u> to <u>12/06</u>
DEPARTMENT: SHERIFF'S OFFICE	DIVISION: LAW ENFORCEMENT SERVICES	

	WEIGHT	RATER SCORE	Comments: (<u>Required</u> for Needs Improvement, Exceeds Expectations, and Outstanding Ratings.) List specific examples which help explain rating.
TRAINING	10	9	Anticipates and provides training to maintain the operation of the District as well as embraces new opportunities to enhance the operation.
PLANNING	15	15	Plans for the normal operations, emergencies, and situational anomalies.
ASSIGNING	10	10	Assigns roles with tasks and in leadership to subordinates
DIRECTION AND LEADERSHIP	20	18	Provides consistent leadership to District personnel and establishes goals and objectives by which the District can accomplish change.
FAIRNESS AND APPROACHABILITY	15	15	Provides a work environment in which employees are treated fairly and feel that they are a significant part in the overall success of the organization.
DECISION MAKING	15	14	Makes decisions in a timely manner with respect to impacts and mitigants.
RESOURCE MANAGEMENT	15	15	Utilizes personnel and physical resources to their maximum.
TOTAL	100	96	Specific Performance Maximum Score: 100 Points

GOALS AND RECOMMENDATIONS
See Cumulative

Major Terry Sanders	_____	_____
Rater (Please Print)		Date
Chief Deputy W. Lee	_____	_____
Endorser (Please Print)		Date
Major Terry Sanders	_____	_____
Division Director		Date

EMPLOYEE CERTIFICATION: This Evaluation has been explained.
My Signature does not mean I agree with this Rating.

	10/26/06
Signature of Employee	Date
	10/26/06
Department Director	Date

**VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM**

EMPLOYEE NAME: BRANNON, II, David, F.

JOB TITLE: Lieutenant

TYPE OF EVALUATION:

- END OF PROBATION
 ANNUAL SPECIAL
 OTHER

DEPARTMENT: Sheriff's Office

DIVISION: JSD - Court Services

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SUPERVISORY ABILITY

A- TRAINING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OVERALL EVALUATION (Please Check One)

OUTSTANDING



EXCEEDS
STANDARDS



MEETS
STANDARDS



NEEDS
IMPROVEMENT



UNACCEPTABLE



Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement:
(attach additional pages as necessary)

Lt. Dave Brannon was assigned as the unit's Executive Officer between May 2004 and January 2005. Dave had been assigned to the unit as a sergeant four years prior, having a good working knowledge of the unit upon his return as the Executive Officer. Dave is a self motivated professional demonstrated by the effort put forth during his review/revision of the unit's FTEP and FTO programs. He provided the guidance required to ensure the members assigned this task remained on track bringing the project to a positive closure. Dave always completed assigned tasks in a timely manner. He sets a positive example for his subordinate supervisors by ensuring his availability to them during their time of need. Dave is fair and impartial within the work place allowing for equitable treatment for all those assigned to his area of responsibility. Dave has demonstrated throughout this assignment that he possesses the skills, knowledge and abilities necessary to fulfill the responsibilities of a Lieutenant within the Volusia County Sheriff's Office.

B. Goals and recommendations:

Maintain an open line of communication with members of the agency ensuring a positive transfer of information.

Continue with higher educational opportunities in order to hone your management skills.

Good luck in your new assignment.

C. Comments: (Endorser) (if applicable)

Evaluator Name (please print)

Captain Joe McDonald

Title

Cmdr - Court Services Unit

Signature

Date

Endorser Name (if applicable) (please print)

Major Craig Broughton

Title

Cmdr - JSD

Signature

Date

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.

Signature of Employee

Date

Department Head Name (please print)

WILLIAM R. LEE

Signature

Date

**VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM**

EMPLOYEE NAME: BRANNON, II, David, F.

JOB TITLE: Lieutenant

TYPE OF EVALUATION:
 END OF PROBATION
 ANNUAL SPECIAL
 OTHER

DEPARTMENT: Sheriff's Office

DIVISION: JSD - Court Services

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SUPERVISORY ABILITY

A- TRAINING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OVERALL EVALUATION (Please Check One)

OUTSTANDING <input checked="" type="checkbox"/>	EXCEEDS STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNACCEPTABLE <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

Lt. Dave Brannon was assigned as the unit's Executive Officer between May 2004 and January 2005. Dave had been assigned to the unit as a sergeant four years prior, having a good working knowledge of the unit upon his return as the Executive Officer. Dave is a self motivated professional demonstrated by the effort put forth during his review/revision of the unit's FTEP and FTO programs. He provided the guidance required to ensure the members assigned this task remained on track bringing the project to a positive closure. Dave always completed assigned tasks in a timely manner. He sets a positive example for his subordinate supervisors by ensuring his availability to them during their time of need. Dave is fair and impartial within the work place allowing for equitable treatment for all those assigned to his area of responsibility. Dave has demonstrated throughout this assignment that he possesses the skills, knowledge and abilities necessary to fulfill the responsibilities of a Lieutenant within the Volusia County Sheriff's Office.


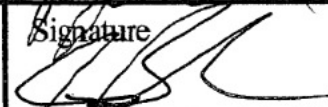
B. Goals and recommendations:

Maintain an open line of communication with members of the agency ensuring a positive transfer of information.

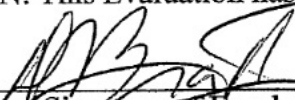
Continue with higher educational opportunities in order to hone your management skills.

Good luck in your new assignment.

C. Comments: (Endorser) (if applicable)

Evaluator Name (please print) Captain Joe McDonald	Title Cmdr - Court Services Unit	Signature 	Date 04-06-05
Endorser Name (if applicable) (please print) Major Craig Broughton	Title Cmdr - JSD	Signature 	Date 4-7-05


EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.



(Signature of Employee)

04/06/05

Date

Department Head Name (please print) WILLIAM R. LEE	Signature 	Date 4/7/05
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**VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM**

EMPLOYEE NAME: David F. Brannon JOB TITLE: Lieutenant

TYPE OF EVALUATION:
 END OF PROBATION
 ANNUAL SPECIAL
 OTHER

DEPARTMENT: Sheriff's Office DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SUPERVISORY ABILITY

A- TRAINING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OVERALL EVALUATION (Please Check One)

OUTSTANDING <input type="checkbox"/>	EXCEEDS STANDARDS <input checked="" type="checkbox"/>	MEETS STANDARDS <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNACCEPTABLE <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)


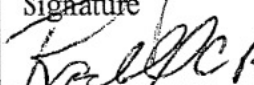
During this rating period Lieutenant Brannon served as the Watch Commander/Duty Officer. In this assignment he functioned as the staff representative providing administrative guidance and support to nighttime patrol sergeants. Lieutenant Brannon consistently performed his duties in an above average manner. His strengths include decision making, initiative, and written communication. Lieutenant Brannon is competent and capable of handling any call or request that he is faced with. I would like to see improvements in the areas of fairness/ approachability and cooperativeness. Although performance standards were met in these areas there is room for some improvement. To accomplish this Lieutenant Brannon needs to focus on how is perceived and the delivery of the message he is conveying. Some of this is a perception issue that is overcome when people get to know him better. I would also like Lieutenant Brannon to focus on the "big picture" and not fixate on small details; keeping in mind that each decision he makes must be made in the context of the global effect on the agency rather than a myopic personal view.

B. Goals and recommendations:

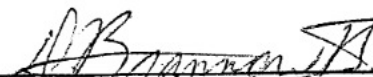
Continue to be a dedicated and loyal employee.
Attend a senior management training program

As I have said before you have helped set the standard and define the role of watch commander. I sincerely appreciate the time, effort and dedication you put forth to perform the duties of watch commander. I continue to have the utmost confidence in your decision making and supervision of law enforcement calls for service.

C. Comments: (Endorser) (if applicable)

Evaluator Name (please print) Robert L. Jones	Title Captain	Signature 	Date 6-18-04
Endorser Name (if applicable) (please print) Randall C. Burns	Title Major	Signature 	Date 6-18-04

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.


Signature of Employee

06-18-04
Date

Department Head Name (please print) William D. Lee	Signature 	Date 11/21/04
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**VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Brannon, David

JOB TITLE: Sergeant

TYPE OF EVALUATION:
 END OF PROBATION
 ANNUAL SPECIAL
 OTHER

DEPARTMENT: Sheriff LES/District IV

DIVISION: Patrol

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SUPERVISORY ABILITY

A- TRAINING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



OVERALL EVALUATION (Please Check One)

OUTSTANDING <input checked="" type="checkbox"/>	EXCEEDS STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNACCEPTABLE <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

Sgt. Brannon has recently been moved to a swing shift position. The swing shift Sergeant position has been reserved for those sergeants who generally can demonstrate the ability to make good sound decisions and also provide guidance for the regular shift sergeant. Dave has proven himself to be a self starter and sets a good example for others to emulate.

B. Goals and recommendations:

Continue to work on projects that assist patrol. Work toward marketability in the promotional process.

C. Comments: (Endorser) (if applicable)

THANKS FOR YOUR INPUT AND PROFESSIONALISM

Evaluator Name (please print) Robert L. Matusick	Title Lieutenant	Signature 	Date 02/27/03
Endorser Name (if applicable) (please print) Robert L. Jones	Title Captain	Signature 	Date 02-27-03

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree

with this rating.

Brannon

Signature of Employee

030303

Date

Department Head Name (please print)

WILLIAM R. LEE

Signature

William R Lee

Date

3/11/03

A
Ray

VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM

EMPLOYEE NAME:

Brannon, David

JOB TITLE:

Sergeant

TYPE OF EVALUATION:

 END OF PROBATION

ANNUAL SPECIAL

 OTHER

DEPARTMENT:

Sheriff LES District IV

DIVISION:

Patrol

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE		X			
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK		X			
D. QUALITY/ ACCURACY/ORGANIZATION	X				
E. DECISION MAKING		X			
F. COMMUNICATION	X				
G. CUSTOMER SERVICE/PUBLIC RELATIONS	X				
H. DEPENDABILITY		X			
I. RESOURCE MANAGEMENT		X			

SUPERVISORY ABILITY

A. TRAINING	X				
B. PLANNING AND ASSIGNING	X				

C. DIRECTION AND LEADERSHIP		X		
D. FAIRNESS AND APPROACHABILITY			X	
E. DECISION MAKING		X		
F. RESOURCE MANAGEMENT		X		

OVERALL EVALUATION (Please Circle One)

OUTSTANDING **EXCEEDS STANDARDS** MEETS STANDARDS NEEDS IMPROVEMENT UNACCEPTABLE

Comments and Goals: (Evaluator)

A. **Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)**

Sgt. Brannon has the ability to perform all tasks associated with patrol work. Sgt. Brannon consistently improved in his ability to supervise a shift and also in his communication skills. Sgt. Brannon has proven to be a go to person when new ideas are being implemented or when problem areas in patrol need to be evaluated. Sgt. Brannon has the ability to investigate the problem and offer an analytical answer to the issues.

B. **Goals and recommendations.**

Continue to perform the tasks of a District Sergeant and assist, when possible, with new patrol deputies and their training.

Comments: (Endorser) (if applicable)

Evaluator Name (please print) Robert J. Metzwick	Title Lieutenant	Signature 	Date 04-03-02
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Robert L. Malusick Lieutenant		Signature <i>[Signature]</i>	Date 04-10-02
Endorser Name (if applicable) (please print) Robert L. Jones	Title Captain		
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.			
Signature of Employee <i>[Signature]</i>		Date 04-16-02	
Department Head Name (please print) WILLIAM R. LEE		Signature <i>[Signature]</i>	Date 4/25/02

VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM

EMPLOYEE NAME: David Brannon JOB TITLE: Sergeant TYPE OF EVALUATION:
 _ END OF PROBATION
 ANNUAL _ SPECIAL
 _ OTHER/ QTR.

DEPARTMENT: Public Safety/Sheriff DIVISION: L.E.S.

March / 2000 - March / 2001 SS# 590-34-4060

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARD	MEETS STANDARD	NEEDS IMPROVE - MENT	UNACCEPTABLE
A. INITIATIVE	X				
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK	X				
D. QUALITY / ACCURACY AND ORGANIZATION		X			
E. DECISION MAKING		X			
F. COMMUNICATION	X				
G. CUSTOMER SERVICE / PUBLIC RELATIONS		X			
H. DEPENDABILITY	X				
I. RESOURCE MANAGEMENT		X			

SUPERVISORY ABILITY :

A. TRAINING	X				
B. PLANNING AND ASSIGNING	X				
C. DIRECTION AND LEADERSHIP		X			
D. FAIRNESS AND APPROACHABILITY		X			
E. DECISION MAKING		X			
F. RESOURCE MANAGEMENT	X				

OVERALL EVALUATION (Please circle one)

OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement:
(Attach additional pages as necessary)

Sergeant Brannon possesses the knowledge , skills and ability necessary to function as a supervisor. He constantly strives to improve himself and hold his shift to the same standards. He keeps his shift informed by utilizing roll call training. He is dependable and keeps his supervisors informed.

Sergeant Brannon is an asset to this Department and will improve as he becomes a seasoned veteran. This writer believes Sergeant Brannon in time will develop into one of the best supervisors within VCSO with great potential.

B. Goals and Recommendations:

Sergeant Brannon should rely on his fellow Sergeants within District Four when seeking advise which will help him make his decisions.

Sergeant Brannon should work towards accepting constructive criticism as a positive measure vs receiving it as something personal . The end result is a positive suggestion turns into something that is received negatively.

Comments: (Endorser, if applicable)

Thanks for your efforts!

Evaluator Name (please print) Jody P. Palermo	Title Lieutenant	Signature <i>J.P. Palermo</i>	Date
Endorser Name (if applicable) (please print) Robert L. Jones III	Title Captain	Signature <i>Robert L. Jones III</i>	Date
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean that I agree with this Rating.			
Signature of Employee <i>David Brannon</i>			Date <i>03-27-01</i>
Department Head (please print) WILLIAM R. LEE	Signature <i>William R Lee</i>		Date <i>3/29/01</i>

100

590-34-4000

VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM

AN NLT 3-132

EMPLOYEE NAME: **Brannon, David II** JOB TITLE: **Sergeant** TYPE OF EVALUATION:
 _____ END OF PROBATION
 ANNUAL _____ SPECIAL
 _____ OTHER 04/99-03/00

DEPARTMENT: **Public Safety/Sheriff** DIVISION: **Support Services**

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE		X			
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK			X		
D. QUALITY/ ACCURACY/ORGANIZATION			X		
E. DECISION MAKING			X		
F. COMMUNICATION	X				
G. CUSTOMER SERVICE/PUBLIC RELATIONS		X			
H. DEPENDABILITY		X			
I. RESOURCE MANAGEMENT			X		

SUPERVISORY ABILITY

A. TRAINING		X			
B. PLANNING AND ASSIGNING			X		
C. DIRECTION AND LEADERSHIP		X			
D. FAIRNESS AND APPROACHABILITY		X			
E. DECISION MAKING			X		
F. RESOURCE MANAGEMENT			X		

OVERALL EVALUATION (Please Circle One)

OUTSTANDING EXCEEDS STANDARDS MEETS STANDARDS NEEDS IMPROVEMENT UNACCEPTABLE

Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement:
(See attached page)

Initiative- Sgt. Brannon often makes suggestions and usually takes the initiative. Readily accepts new or additional assignments. Readily participates in new learning experiences. Works to add to his job knowledge. ie: addressing problems at the front door security he suggested more formal attire to enhance the image. He frequently submits helpful ideas. Be attentive to the directive guidelines re: complaint investigation time constraints re: Mr. Adams's complaint.

Cooperativeness- Sgt. Brannon is very cooperative and has learned how important it is that the various sections in SSD work together. He works well with Sgt. Waidelich and Lt. Meyer. Sgt. Brannon is working effectively in dealing with employee problems under difficult circumstances. ie: sick time, flex time issues.

Amount of work- Sgt. Brannon's quantity of work meet essential job requirements. His accuracy, completeness and neatness exceeds standards. Sgt. Brannon has advised he will be putting in more hours at the Annex in February. Sgt. Brannon is improving his working knowledge of the rules and regulations a supervisor works under and his productivity is increasing. Collect data on the number of inmates received at the annex and compose a letter to court administration and the Chief Judge advising them of the limitations and constraints the physical size of the holding cells present. This letter will be reviewed by Lt. Meyer and the chain of command.

B. Goals and recommendations. By the end of your probation research and document a method (identify pre-trial & arraignment hearing dates of criminal county court proceedings) of predicting high count inmate days at the Annexes. Continue learning about Annex control room operations. Continue your concerted effort to counsel and guide employees and improve attitudes & performance.

Comments: (Endorser) (if applicable)		
Evaluator Name (please print) Gordon Meyer	Title Lieutenant	Signature <i>Gordon Meyer</i> Date March 2, 2000
Endorser Name (please print) <i>CAPT. JB McDONALD</i>	Title <i>CAPTAIN</i>	Signature <i>JB McDonald</i> Date 03-09-00
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.		
Signature of Employee <i>SGT Brannon</i> 2346		Date 03-09-2000
Department Head Name (please print) <i>L.A. Davis</i>	Signature <i>L.A. Davis</i>	Date 03-18-00

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VOLUSIA COUNTY
 EMPLOYEE PERFORMANCE EVALUATION 590-34-4060
 CUMULATIVE RATING FORM

RTN INT: 03-12-99

EMPLOYEE NAME: BRANNON, DAVID	JOB TITLE: INVESTIGATOR	TYPE OF EVALUATION: END OF PROBATION <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL <input type="checkbox"/> OTHER
DEPARTMENT: SHERIFF	DIVISION: LES/DIST. 4	

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE	X				
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK		X			
D. QUALITY/ ACCURACY/ORGANIZATION		X			
E. DECISION MAKING	X				

F. COMMUNICATION	X				
G. CUSTOMER SERVICE/PUBLIC RELATIONS		X			
H. DEPENDABILITY		X			
I. RESOURCE MANAGEMENT	X				

SUPERVISORY ABILITY

A. TRAINING					
B. PLANNING AND ASSIGNING					
C. DIRECTION AND LEADERSHIP					
D. FAIRNESS AND APPROACHABILITY					
E. DECISION MAKING					
F. RESOURCE MANAGEMENT					

OVERALL EVALUATION (Please Circle One)

OUTSTANDING **EXCEEDS STANDARDS** MEETS STANDARDS NEEDS IMPROVEMENT UNACCEPTABLE

Comments and Goals: (Evaluator)

A. **Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)**

Inv. Brannon has proven to be an asset to District 4 Investigations. The majority of cases assigned to him result in charges filed. He accepts no lesser resolution to his cases, demonstrating a high degree of tenacity. His reports are very well written, and it is not uncommon for other supervisors to pass on compliments about his reports to this writer. Inv. Brannon was named Law Enforcement Officer of the Year by the Deltona Elks Lodge 2739. He has also been the driving force behind the Sheriff's Office obtaining a new composite program for use by investigators in all the districts. Inv. Brannon always makes himself available to assist other investigators, patrol deputies, and personnel from other agencies, promoting a good team effort.

B. **Goals and recommendations.**

Continue to obtain investigations related training. Inv. Brannon has just received notification that he has placed highest on the written test for promotion to sergeant. It is recommended that he continue to work himself in that

highest on the written test for promotion to sergeant. It is recommended that he continue to apply himself in that direction to realize that goal.

Comments: (Endorser) (if applicable) **NU. BRANNON HAS THE POTENTIAL TO BE ONE OF THE TOP LEADERS IN THIS DEPARTMENT. HIS FUTURE IS BRIGHT DUE TO A HIGH DEDICATION TO DUTY AND A VERY LIKEABLE PERSONALITY. A PLEASURE TO WORK WITH.**

Evaluator Name (please print) Sgt. D.L. Genovese	Title Supervisor District Four CID	Signature <i>[Signature]</i>	Date 3/3/99
Endorser Name (if applicable) (please print) Lt. M. Coffin	Title Assistant District Commander	Signature <i>[Signature]</i>	Date 03.03.99

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.

[Signature] _____ Date 03-03-99
Signature of Employee

Department Head Name (please print)	Signature <i>Leonard R. Davis</i>	Date
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VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM

EMPLOYEE NAME: BRANNON, DAVID F.	JOB TITLE: DEPUTY 11	TYPE OF EVALUATION: <input type="checkbox"/> END OF PROBATION <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL <input type="checkbox"/> OTHER
DEPARTMENT: SHERIFF	DIVISION: LES D	

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE		X			
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK					

C. AMOUNT OF WORK		X			
D. QUALITY/ ACCURACY/ORGANIZATION			X		
E. DECISION MAKING			X		
F. COMMUNICATION			X		
G. CUSTOMER SERVICE/PUBLIC RELATIONS			X		
H. DEPENDABILITY	X				
I. RESOURCE MANAGEMENT			X		

SUPERVISORY ABILITY

A. TRAINING					
B. PLANNING AND ASSIGNING					
C. DIRECTION AND LEADERSHIP					
D. FAIRNESS AND APPROACHABILITY					
E. DECISION MAKING					
F. RESOURCE MANAGEMENT					

OVERALL EVALUATION (Please Circle One)

OUTSTANDING **EXCEEDS STANDARDS** MEETS STANDARDS NEEDS IMPROVEMENT UNACCEPTABLE

Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

DEPUTY BRANNON PERFORMED WELL ABOVE EXPECTATIONS IN EVERY CATEGORY. HE IS ASSIGNED TO THE BUSIEST AND MOST DEMANDING DISTRICT WITHIN VOLUSIA COUNTY. IN SPITE OF A HEAVY WORKLOAD, DEPUTY BRANNON IS CONSISTENTLY PROFESSIONAL IN APPEARANCE AND DEMEANOR. DEPUTY BRANNON IS AN EXCELLENT REPRESENTATIVE OF VOLUSIA COUNTY AND THE VOLUSIA COUNTY SHERIFF'S OFFICE.

B. Goals and recommendations.

I WOULD LIKE TO SEE DEPUTY BRANNON CONTINUE TO IMPROVE HIS INVESTIGATIVE SKILLS. I WOULD LIKE TO SEE HIM BECOME INVOLVED IN MORE DETAILED AND COMPLEX INVESTIGATIONS, HOWEVER DUE TO THE WORK LOAD THIS IS NOT ALWAYS POSSIBLE.

Comments: (Endorser) (if applicable)

DEPUTY BRANNON IS ALWAYS POLITE AND PLEASANT TO ALL. HE IS A PLEASURE TO BE AROUND.

Evaluator Name (please print) SGT. C. D. WILLARD	Title SERGEANT	Signature <i>Sgt. C. D. Willard</i>	Date 03/06/96
Endorser Name (if applicable) (please print) LT. R. BAKER	Title LIEUTENANT	Signature <i>R. Baker</i>	Date 03/07/96
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.			
<i>D. Brannon</i> Signature of Employee		030796 Date	
Department Head Name (please print)	Signature <i>Robert L. Vogel</i>	Date 3-13-96	

OVERALL EVALUATION (Please Circle One)

OUTSTANDING **EXCEEDS STANDARDS** MEETS STANDARDS NEEDS IMPROVEMENT UNACCEPTABLE

Comments and Goals: (Evaluator)

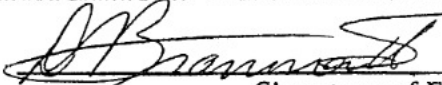
A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

Dep. Brannon is an outstanding employee and dedicated law enforcement officer. His abilities are limited only by his experience and training. He has a strong desire to excel and advance himself in his chosen career.

B. Goals and recommendations.

Dep. Brannon should continue to attend advanced training classes as they become available. He should also avail himself of any chances to learn more about other department functions and how they interrelate.

Comments: (Endorser) (if applicable)

Evaluator Name (please print) Phillip Cook	Title Sergeant	Signature <i>Phillip Cook</i>	Date 03/15/97
Endorser Name (if applicable) (please print) <i>Robert J. Baker</i>	Title <i>Lieutenant</i>	Signature <i>Robert J. Baker</i>	Date 03/20/97
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.			
 Signature of Employee			Date 03-19-97
Department Head Name (please print) Sheriff Robert L. Vogel, Jr.	Signature <i>Leonard H. Davis</i>		Date 03/25/97

**VOLUSIA COUNTY
EMPLOYEE PERFORMANCE EVALUATION
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Brannon, David F. II	JOB TITLE: Deputy II	TYPE OF EVALUATION: <input type="checkbox"/> END OF PROBATION <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL <input type="checkbox"/> OTHER
DEPARTMENT: Sheriff / Public Safety	DIVISION: Law Enforcement Services	

JOB CATEGORY	QUESTIONS				
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JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE		X			
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK	X				
D. QUALITY/ ACCURACY/ORGANIZATION			X		
E. DECISION MAKING		X			
F. COMMUNICATION		X			
G. CUSTOMER SERVICE/PUBLIC RELATIONS		X			
H. DEPENDABILITY		X			
I. RESOURCE MANAGEMENT		X			

SUPERVISORY ABILITY

A. TRAINING					
B. PLANNING AND ASSIGNING					
C. DIRECTION AND LEADERSHIP					
D. FAIRNESS AND APPROACHABILITY					
E. DECISION MAKING					
F. RESOURCE MANAGEMENT					

OVERALL EVALUATION (Please Circle One)

OUTSTANDING
 EXCEEDS STANDARDS
 MEETS STANDARDS
 NEEDS IMPROVEMENT
 UNACCEPTABLE

Comments and Goals: (Evaluator)



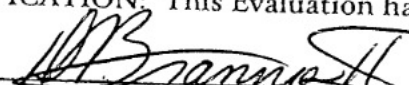

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

Inv. Brannon is assigned as the Juvenile Investigator. This assignment is the most sensitive and highest priority assignment in this office. It also carries the most assigned cases in this office and, in fact, the county. Inv. Brannon has met the challenge and performed an outstanding job. Aside from being the Juvenile Investigator, Inv. Brannon has taken on other cases not within the scope of his assignment. He demonstrates a keen investigative ability and work ethic. He consistently goes above and beyond the call of duty in serving his fellow workers, the Department, and the citizens of Volusia County.

B. Goals and recommendations.

Assign cases other than Juvenile cases. Attend Death Investigation School. Attend Sex Crimes School.

Comments: (Endorser) (if applicable)

Evaluator Name (please print) Sgt. Steve Helmer	Title Supervisor District Four CID	Signature 	Date 07/27/1998
Endorser Name (if applicable) (please print) Lt. William C. Hyde	Title Assistant District Commander	Signature 	Date 7-27-98
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this Rating.			
		Signature of Employee	
Department Head Name (please print)			
		Date 07-27-98	

VOLUSIA COUNTY
 EMPLOYEE PERFORMANCE EVALUATION
 CUMULATIVE RATING FORM

EMPLOYEE NAME: _____ JOB TITLE: _____

BRANNON, David

DEPARTMENT:

VCSO

JOB TITLE:

Deputy/Investigator

DIVISION:

LES/DIST 4/CID

TYPE OF EVALUATION:

__ END OF PROBATION

ANNUAL __ SPECIAL

__ OTHER

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A. INITIATIVE	X				
B. COOPERATIVENESS		X			
C. AMOUNT OF WORK	X				
D. QUALITY/ ACCURACY/ORGANIZATION	X				
E. DECISION MAKING	X				
F. COMMUNICATION	X				
G. CUSTOMER SERVICE/PUBLIC RELATIONS	X				
H. DEPENDABILITY		X			
I. RESOURCE MANAGEMENT		X			

SUPERVISORY ABILITY

A. TRAINING					
B. PLANNING AND ASSIGNING					
C. DIRECTION AND LEADERSHIP					
D. FAIRNESS AND APPROACHABILITY					
E. DECISION MAKING					
F. RESOURCE MANAGEMENT					

COUNTY OF VOLUNSLIA

COUNTY OF VOLUSIA



EMPLOYEE PERFORMANCE EVALUATION

January 1996

PE-0008-1095

COUNTY OF VOLUSIA
EMPLOYEE PERFORMANCE EVALUATION

LAST NAME, FIRST NAME, MIDDLE INITIAL

BRANNON, DAVID F.

(CIRCLE ONE)
PROBATIONARY - ANNUAL - OTHER

PERIOD OF REPORT

FROM 04/95 TO 04/96

DEPARTMENT

SHERIFF

DIVISION

LES

JOB TITLE

DEPUTY 11

DUTIES AND RESPONSIBILITIES/PERFORMANCE CRITERIA

- CONDUCT A THOROUGH FOLLOW-UP INVESTIGATION
- WRITE COMPLETE AND TIMELY REPORTS
- PROMOTE TEAM EFFORT
- REACT QUICKLY AND CALMLY IN EMERGENCIES
- ENFORCE THE LAW FIRMLY AND IMPARTIALLY

DEFINITIONS OF RATINGS

Use the following definitions to identify employee's level of performance when rating factors in Parts A through I.

- OUTSTANDING** Performs assigned duties in a manner demonstrating mastery at every level of major responsibility. Results achieved are well beyond the level of performance rated "Exceeds Standards."
- EXCEEDS STANDARDS** Performs assigned duties in a manner indicating exceptional understanding of essential functions. Results achieved are often better than expected of performance rated "Meets Standards", but not of such uniqueness as to warrant an "Outstanding" rating.
- MEETS STANDARDS** Performs assigned duties at an acceptable level through demonstrated application of skills.
- NEEDS IMPROVEMENT** Performance in one or more areas does not meet the requirement for a "Meets Standards" rating. Improvement is required if acceptable results are to be achieved.
- UNACCEPTABLE** Even under close direction, performance does not demonstrate the ability and/or willingness to produce required results.

PART A: INITIATIVE

1. Completes Tasks.

OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
Consistently offers creative suggestions for job improvement; acts as self-starter and takes initiative to carry out improvements with little or no supervision. []	Often makes suggestions & improvements to problems. Usually takes initiative. [✓]	Completes normal assigned tasks independently with little supervision. []	Needs direction to complete routine assigned tasks. []	Does not complete most routine assigned tasks. []

2. Makes Improvements.

Actively seeks improvement opportunities & establishes strategies for achievement within immediate area of responsibility. []	Often seeks improvement opportunities & implements them within immediate area of responsibility. [✓]	Reacts effectively to changing conditions & is able to carry out improvements. []	Does not have own ideas for improvements. Needs considerable supervision to implement new procedures. []	Does not adapt to change; resists attempts to implement changes. []
--	--	--	---	--

3. Adaptability.

Consistently seeks or requests additional work when time/assignment permits. []	Readily accepts new or additional assignments. [✓]	Assists in completing new or additional assignments when requested. []	Resents additional assignments. []	Declines accepting additional work assignment. []
--	--	---	-------------------------------------	--

4. Learns New Things.

Actively seeks out new learning experience & challenging work situations; displays an exceptional level of initiative to acquire new knowledge &/or skills. [✓]	Readily participates in new learning experiences & challenging work situations; displays an above-average initiative to acquire new knowledge/skills. []	Participates in new learning opportunities; average initiative to acquire new knowledge/skills. []	Rarely participates in new learning experience; shows little interest in acquiring new knowledge/skills. []	Does not participate in any new learning experiences; avoids gaining new knowledge/skills. []
---	---	---	--	--

PART B: COOPERATIVENESS

1. Cooperates With Others.

Always cooperates with supervisor & co-workers; available to help others complete assignments as a team without being asked. []	Willingness to work & cooperate with supervisor & co-workers; assists others when needed. [✓]	Understands & effectively responds to the needs of supervisor & co-workers. []	Cooperates with supervisor to complete tasks but seldom assists co-workers in completing tasks. []	Does not assist or cooperate with supervisor or other employees. []
--	---	---	---	--

2. Cooperates Outside Department.

Seeks to represent department positively & goes the extra step in responding to & cooperating w/individuals outside department. []	Willingly cooperates & communicates effectively w/individuals outside department. [✓]	Cooperates effectively w/individuals outside the department. []	Rarely makes an effort to cooperate or communicate w/individuals outside the department. []	Does not make an effort to cooperate or communicate w/individuals outside the department. []
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3. Interpersonal Skills.

Actively promotes good working relationship w/fellow employees demonstrating tact & courtesy; displays an ability to prevent conflicts. []	Works effectively w/others under difficult circumstances; successfully handles conflict. [✓]	Works effectively w/others in most situations. []	Sometimes has difficulty getting along w/co-workers; does not always interact well w/fellow employees. []	Creates conflict w/co-workers. []
---	--	--	--	------------------------------------

4. Accepts Criticism.

Actively seeks constructive criticism & profits from it.

[]

Always accepts constructive criticism when offered & acts upon it.

[✓]

Generally accepts constructive criticism & acts upon it.

[]

Resents criticism; displays only temporary improvement.

[]

Does not accept criticism; makes excuses.

[]

PART C: AMOUNT OF WORK**1. Quantity.**

Quantity of work consistently exceeds job requirements. [✓]

Quantity of work often exceeds job requirements.

[]

Quantity of work meets essential job requirements.

[]

Quantity of work does not meet job requirements in some areas. []

[]

Quantity of work fails to meet essential job requirements. []

[]

2. Productivity.

With experience in the position, productivity has improved to consistently exceed job requirements.

[]

With experience in the position, productivity has improved to exceed job requirements in some areas. [✓]

[]

With experience in the position, productivity has improved to meet job requirements.

[]

With experience in the position, productivity has remained the same.

[]

With experience in the position, productivity has decreased.

[]

3. Accuracy.

Work consistently exceeds expectations for accuracy, completeness & neatness; does not require revisions. [✓]

[]

Work generally exceeds expectations for accuracy, completeness & neatness; does not require revisions.

[]

Work meets expectations for accuracy, completeness & neatness; does not require revisions.

[]

Work sometimes does not meet expectations for accuracy, completeness or neatness; requires revisions. []

[]

Work does not meet expectations for accuracy, completeness & neatness; requires frequent revisions.

[]

4. Meeting Deadlines.

Meets deadlines; frequently ahead of deadline. [✓]

[]

Meets deadlines; sometimes ahead of deadline. []

[]

Meets deadlines.

[]

Has problems meeting deadlines.

[]

Does not meet deadlines.

[]

5. Potential.

Consistently exceeds their potential. [✓]

[]

Generally exceeds their potential. []

[]

Works up to their potential.

[]

Sometimes does not work up to their potential. []

[]

Does not work up to their potential. []

[]

PART D: QUALITY/ACCURACY/ORGANIZATION**1. Setting Priorities.**

Consistently leads in setting, following & supporting priorities consistent with departmental goals. []

[]

Generally leads in setting, following & supporting priorities consistent with departmental goals. [✓]

[]

Sets &/or follows priorities consistent with departmental goals.

[]

Sometimes sets &/or follows priorities consistent with departmental goals.

[]

Does not set &/or follow priorities consistent with departmental goals.

[]

2. Errors.

Work is consistently without error.

[]

Generally does not make errors & takes steps to prevent errors from occurring. [✓]

[]

Corrects errors & takes steps to prevent errors from recurring.

[]

Sometimes does not correct errors or take steps to prevent errors from recurring. []

[]

Does not correct errors or take steps to prevent errors from recurring.

[]

3. Job Knowledge.

Has exceptional knowledge & understanding of all phases of the job. []

[]

Is well informed on all phases of the job.

[]

Has the knowledge to perform the essential job requirements. [✓]

[]

Lacks knowledge of some important phases of the job.

[]

Exhibits insufficient knowledge to perform the essential job requirements.

[]

OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
4. Time Management.				
Exceeds at time management, planning ahead & anticipating needs & problems. []	Effectively manages his/her time & generally plans ahead & anticipates needs & problems. []	Effectively manages his/her time. [✓]	Needs help in managing his/her time. []	Does not effectively manage his/her time. []
5. Performance Under Pressure.				
Excels under pressure; gets the job done with improvements. []	Performs well under pressure; gets the job done. [✓]	Is able to perform under pressure; gets the job done. []	Has difficulty performing under pressure; sometimes fails to get job done. []	Does not perform well under pressure; fails to get the job done. []
PART E: DECISION MAKING				
1. Ability to Make Good Decisions.				
Consistently demonstrates ability to solve problems & make difficult decisions. []	Demonstrates ability to make good decisions in daily matters & unexpected situations consistent with general policies & objectives. [✓]	Makes good decisions in daily situations consistent with established rules & practices. []	Often has difficulty in making decisions in routine matters. []	Cannot be relied on to make sound decisions. []
2. Ability to Make Timely Decisions.				
Always makes timely decisions in difficult &/or stressful situations. []	Makes timely decisions often in difficult &/or stressful situations. [✓]	Is able to make timely decisions. []	Sometimes has difficulty making decisions in a timely manner. []	Is unable to make decisions in a timely manner. []
PART F: COMMUNICATION				
1. Information Dissemination.				
Makes above average effort to pass information up, down & laterally through organization. []	Shares information & makes effort to communicate with coworkers. [✓]	Shares information with others in the organization. []	Sometimes fails to share information with others in the organization. []	Fails to share information with others in the organization. []
2. Written Communication Skills.				
Demonstrates outstanding written communication skills. [✓]	Demonstrates above-average written communication skills. []	Demonstrates effective written communication skills. []	Demonstrates below-average written communication skills. []	Lacks effective written communication skills. []
3. Oral Communication Skills.				
Demonstrates outstanding oral communication skills. []	Demonstrates above-average oral communication skills. [✓]	Demonstrates effective oral communication skills. []	Demonstrates below-average oral communication skills. []	Lacks effective oral communication skills. []
4. Chain of Command.				
Observes proper chain of command in routine situations & is able to determine the proper chain of command in new or exceptional situations. []	Observes proper chain of command in routine & usually in exceptional situations. [✓]	Observes proper chain of command in all routine situations & seeks direction/clarification in new or exceptional situations. []	Does not consistently observe chain of command in routine situations &/or does not seek direction/clarification in new or exceptional situations. []	Does not observe the chain of command & has not responded to direction or instruction. []
5. Response to Suggestions.				
Actively seeks ideas from customers & co-workers; provides feedback which encourages their participation in service improvement. []	Usually consults with co-workers to resolve problems & to pursue efforts for service improvement. [✓]	Listens to ideas from co-workers & responds positively to new ideas. []	Seldom seeks input from others regarding existing practices or proposals for change. []	Often rejects input from others or avoids responding to comments/recommendations. []

OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
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PART G: CUSTOMER SERVICE/PUBLIC RELATIONS**1. Attitude Toward Customers.**

Consistently projects a friendly attitude; goes out of way to help customers & is able to diffuse the most difficult situations. []	Is friendly in dealing with customers; maintains tact & courtesy in more difficult &/or stressful circumstances. [✓]	Demonstrates tact & courtesy in dealing with customers. []	Often appears disinterested &/or does not remain tactful & courteous under stressful conditions. []	May be rude to customers & often causes or escalates negative situations. []
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2. Ability To Assist Customers.

Effectively answers wide-range of non-routine &/or difficult inquiries; consistently follows through to resolutions. []	Answers questions beyond routine; assists customer in obtaining appropriate outside assistance. [✓]	Effectively answers routine questions & resolves problems. []	Provides minimal assistance to customer requests & does not offer assistance. []	Often provides misinformation & avoids assistance. []
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3. Attitude Toward Employer.

Is an active supporter of his/her department & County government; influences others to a more positive viewpoint. []	Always presents a positive attitude about his/her department & County government. [✓]	Usually presents a positive attitude about his/her department & County government. []	Is often negative about his/her department &/or County government. []	Often makes critical or negative comments about his/her department &/or County government. []
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PART H: DEPENDABILITY**1. Attendance.**

Always on time; rarely absent. [✓]	Always on time; few absences. []	Good observance of working hours. Only routine absence from work. []	High rate of lateness &/or absence from work. []	Excessive & persistent pattern of lateness &/or absence from work. []
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2. Absences.

Always notifies others of whereabouts during workday; leaves clear information on whereabouts & how they can be reached. []	Notifies others of whereabouts during day. [✓]	Generally notifies of whereabouts during day. []	Often leaves work area without notifying others; extended breaks/lunches without explanation. []	Consistently leaves work area without explanation; takes inappropriate or unexplained extended lunches/breaks. []
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3. Instructions.

Always follows instructions; clarifies job requirements before beginning task. [✓]	Follows instructions; routinely asks questions for clarification. []	Follows instructions. []	Sometimes follows instructions; often fails to seek additional information when needed. []	Routinely fails to follow instructions or seek additional information when needed. []
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PART I: RESOURCE MANAGEMENT**1. Materials.**

Consistently demonstrates creativity in solving problems related to materials (office supplies, equipment) allocation; ensures availability of materials to complete work. []	Anticipates & plans ahead for materials needed to perform job; looks for alternative materials as required. [✓]	Effectively performs duties using available resources; minimal waste or misuse of materials. []	Often fails to plan ahead or use resources effectively. []	Routinely performs unacceptable work due to waste or inadequate use of resources. []
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2. Changes.

Easily adjusts to sudden	Adjusts to changes in work	Copes effectively with	Performance consistently	Resists changes in the
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Easily adjusts to sudden changes in the work environment; effectively handles crisis situations. []	adjusts to change in work environment; performs well under pressure. [✓]	unexpected situations & changes in work environment. []	declines in other than routine situations. []	work environment. []
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COUNTY OF VOLUÑA EMPLOYEE PERFORMANCE EVALUATION

EMPLOYEE NAME: DAVID BRANNON	JOB TITLE: DEPUTY SHERIFF	TYPE OF EVALUATION Annual
DEPARTMENT: SHERIFF	DIVISION: SHERIFF	Special Other

GENERAL PERFORMANCE CHARACTERISTICS To Be Completed On All Employees	MAXIMUM SCORE	RATER SCORE	ENDORSER SCORE	COMMENTS: (Required for all Ratings.) List specific examples which help explain rating.
JOB ABILITY/ JOB KNOWLEDGE	10	08	08	GOOD WORKING KNOWLEDGE OF STATE LAW, CIV. ORD. ABLE TO RESOLVE MOST ISSUES
WORK QUALITY & VOLUME	10	08	07	WORK PRODUCT IS NEAR CONSISTENT ABOVE AVERAGE
DEPENDABILITY	10	08	08	VERY DEPENDABLE. USES NO SICK TIME. ALWAYS FOLLOWS INSTRUCTIONS
INTER-PERSONAL RELATIONS	10	08	08	HAS MADE IMPROVEMENTS IN THIS AREA. HAS BEEN RECEIVING COMPLIMENTS FROM SUPERVISOR
WORK ATTITUDE & SAFETY	10	09	08	HAS A VERY GOOD WORK ATTITUDE, TRUSTS WORK. VERY SAFETY Minded
GENERAL PERFORMANCE TOTALS	50	39	37	Raw Score of 76 ÷ 2 = 38 GENERAL PERFORMANCE AVERAGE

SPECIFIC PERFORMANCE CHARACTERISTICS To Be Determined by Division Director	MAXIMUM SCORE	RATER SCORE	ENDORSER SCORE	COMMENTS (Required for all Ratings.) List specific examples which help explain ratings.
MANAGES THROUGHOUT POLICE INVESTIGATIONS	10	08	08	FOLLOWS ALL CASES TO COMPLETION
WRITES COMPLETE AND CLEAR REPORTS	15	14	14	OUTSTANDING REPORTS, CLEAR, CONCISE, CONTAINING ALL NECESSARY INFORMATION
PROMOTES TEAM EFFORT	05	04	04	WORKS WELL WITH OTHER DEPUTIES TO GET THE JOB DONE
REACTS QUICKLY AND CALM IN EMERGENCIES	10	09	09	IS ALWAYS WILLING TO BACK UP DEPUTIES. RESPONDS QUICKLY AND APPROPRIATELY
ENFORCES THE LAW FIRMLY AND IMPARTIALLY	10	08	07	MAKES ARRESTS WHENEVER POSSIBLE. VERY IMPARTIAL. SOMETIMES "OVER ENFORCES."
SPECIFIC PERFORMANCE TOTALS	50	43	42	Raw Score of 85 ÷ 2 = 42.5 SPECIFIC PERFORMANCE AVERAGE

GENERAL PERFORMANCE AVERAGE **38** + SPECIFIC PERFORMANCE AVERAGE **42.5** = EMPLOYEE PERFORMANCE EVALUATION SCORE **40.25**
(Note 100 Points Maximum)

ADDITIONAL COMMENTS (To be Initialed by Rater or Endorser or Division Director)

DEPUTY BRANNON HAS A GOOD WORKING KNOWLEDGE OF THE DUTIES AND RESPONSIBILITIES OF A DEPUTY SHERIFF. HE OUT PRODUCES MOST OTHER DEPUTIES. HIS REPORTS ARE CLEAR AND WELL WRITTEN. HE USES LITTLE OR NO SICK TIME AND ALWAYS FOLLOWS DIRECTIONS. HE ENJOYS HIS WORK AND IS VERY SAFETY Minded. HE FOLLOWS UP HIS CASES AS REQUIRED AND RESPONDS TO AS MANY CALLS AS HE CAN.

DEPUTY BRANNON HAS SHOWN A DEFICIENCY IN HIS ABILITY TO DEAL WITH SUSPECTS OR OFFENDERS. HE HAS BEEN THE SUBJECT OF SEVERAL CITIZEN COMPLAINTS AND HAS BEEN COUNSELLED IN REGARD TO THIS. ALTHOUGH DEPUTY BRANNON'S ACTIONS ARE FOR THE MOST PART TECHNICALLY CORRECT, THERE ARE AT TIMES INAPPROPRIATE FOR THE SITUATION. DEPUTY BRANNON IS AWARE OF THIS AND IS MAKING AN EFFORT TO CORRECT THIS DEFICIENCY. CW

Signature of Rater
Date

EMPLOYEE CERTIFICATION: *This Evaluation has been explained.
*My Signature does not mean I agree with this Rating.

Signature of Endorser
 Signature of Division Director

Date
 Date

Signature of Employee
 Signature of Department Director

Date
 Date

White - PERSONNEL Yellow - DEPARTMENT Pink - EMPLOYEE PE-0008-0393

COUNTY OF VOLUNTEER EMPLOYEE PERFORMANCE EVALUATION

REV. 10/22/98
 300 34-4000

EMPLOYEE NAME: DAVIS BRANNON		JOB TITLE: DEPUTY 11		TYPE OF EVALUATION X End of Probation _____ Annual _____ Special _____ Other	
DEPARTMENT: SHERIFF		DIVISION: LES			
GENERAL PERFORMANCE CHARACTERISTICS To Be Completed On All Employees	MAXIMUM SCORE	RATER SCORE	ENDORSER SCORE	COMMENTS: (Required for all Ratings.) List specific examples which help explain rating.	
JOB ABILITY/ JOB KNOWLEDGE	10	08	08	GOOD JOB ABILITY. HAS GOOD WORKING KNOWLEDGE OF LAWS AND POLICIES	
WORK QUALITY & VOLUME	10	09	08	WORK QUALITY IS OUTSTANDING. ALWAYS FIRST RATE. VOLUME IS EXCEPTIONAL	
DEPENDABILITY	10	09	08	CAN ALWAYS BE COUNTED ON. FOLLOWS DIRECTIONS. NEVER MISSES WORK	
INTER-PERSONAL RELATIONS	10	07	07	DOES WELL WITH PUBLIC, CO-WORKERS AND SUPERVISORS	
WORK ATTITUDE & SAFETY	10	09	09	VERY GOOD WORK ATTITUDE. VERY SAFETY MINDFUL	
GENERAL PERFORMANCE TOTALS	50	42 + 40 =		Raw Score of 84 ÷ 2 = 42 GENERAL PERFORMANCE AVERAGE	
SPECIFIC PERFORMANCE CHARACTERISTICS To be Determined by Division Director	MAXIMUM SCORE	RATER SCORE	ENDORSER SCORE	COMMENTS (Required for all Ratings.) List specific examples which help explain ratings.	
CONDUCTS THOROUGH FOLLOW-UP INVESTIGATIONS	10	08	08	FOLLOWS UP ON ASSIGNED CASES. FOLLOWS CASES TO CONCLUSION	
WRITES COMPLETE AND TIMELY REPORTS	15	13	12	REPORTS ARE OUTSTANDING. NEAT, DETAILED AND COMPLETE	
PROMOTES TEAM EFFORT	05	04	04	WORKS WITH OTHERS TO "GET THE JOB DONE." ALWAYS WILLING TO SHARE INFO	
REACTS QUICKLY AND CALMLY IN EMERGENCIES	10	08	08	REACTS CORRECTLY TO ALL SITUATIONS. IS ALWAYS IN CONTROL	
ENFORCES THE LAW FIRMLY AND IMPARTIALLY	10	08	08	IS FIRM WHEN NEEDED. ALWAYS IMPARTIAL	
SPECIFIC PERFORMANCE TOTALS	50	41 + 40 =		Raw Score of 81 ÷ 2 = 40.5 SPECIFIC PERFORMANCE AVERAGE	
GENERAL PERFORMANCE AVERAGE	42	+		SPECIFIC PERFORMANCE AVERAGE	40.5 = EMPLOYEE PERFORMANCE EVALUATION SCORE (Note 100 Points Maximum)
82.5					

ADDITIONAL COMMENTS (To be Initialed by Rater or Endorser or Division Director.)

DEPUTY BRANNON HAS PROVEN HIMSELF TO BE AN EXCEPTIONAL FIRST YEAR DEPUTY. HE HAS A SHARP PROFESSIONAL APPEARANCE AND ALWAYS CONDUCTS HIMSELF IN A PROFESSIONAL MANNER. HE IS ALWAYS BUSY AND DOES NOT LIKE TO BE IDLE. HE IS ALWAYS AT WORK ON TIME AND HAS NOT MISSED A DAY. HE HAS SUCCESSFULLY COMPLETED HIS PROBATION PERIOD. (DWD)

EMPLOYEE CERTIFICATION: *This Evaluation has been explained.
*My Signature does not mean I agree with this Rating.

[Signature] 09/15/94
Signature of Rater Date
[Signature] 9/11/94
Signature of Endorser Date
[Signature] 09/19/94
Signature of Division Director Date

[Signature] 091594
Signature of Employee Date
[Signature] 9-20-94
Signature of Department Director Date

White - PERSONNEL Yellow - DEPARTMENT Pink - EMPLOYEE PE-0008-0393