2017 Review Details

This review is complete.

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Employee	4-Digit ID	Hire Date	Date in Position
[redacted]	[redacted]	3/22/1999	4/19/2014
Reviewer	**Review Type**		
[redacted]	Annual		

View last review done on 1/26/2017

Goals

1. Attempt to reach outside of patrol when positions come available (such as CID, Community Services, etc.). You have the intelligence and ability to go further if that is something you choose to do.

2. Be more assertive in Compstat. Being a Command Rank Officer holds a lot of sway in our organization. Identifying crime trends and bringing them up for discussion, as well as identifying solutions, is expected.

Discussions

1. Performance/Service
[redacted]'s performance for 2018 was very good. [redacted] is attentive to his shift and is a "working" Lt. He is constantly out on the street helping out. His activity is among the highest, if not the highest, of all Lt.'s in patrol.

2. Attendance/Dependability
[redacted] has no dependability or attendance issues.

3. Accomplishments
[redacted] served admirably as the Honor Guard Commander for several years. He modernized the team and helped to make them one of the most respected teams in the state. The team recognized [redacted] with a plaque in appreciation for his leadership.

4. Issues/Obstacles

Night shifts have serious staffing issues right now. SWAT practice and Honor Guard practice compounds the issues with staffing. [redacted] does not complain about these challenges and always gets the job done with available resources.

[redacted] can have a brusque demeanor on the radio and in person that can sometimes rub officers the wrong way and they do not know how to take him. This is something that [redacted] has been working on and seems to have made

progress. I know he genuinely cares about his people and their success. More self-awareness to how he comes across will go a long way to doing away with that image.

Actions

Approvals

[redacted]	2/13/2018	Submitted for Approval
Lt. [redacted] reviewed the evaluation and did not disagree with any portion. [redacted]		

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