

**Exhibit 2**  
**(BSO Employee Reviews)**



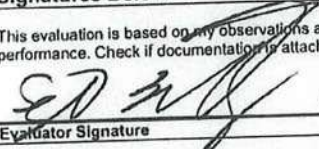
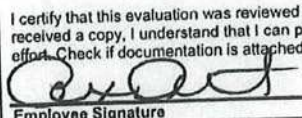
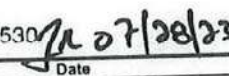
## BSO Employee Performance Evaluation

|                                                                                                                                                                                                                                                                                                                                                                             |  |                   |                                       |                                                  |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------|---------------------------------------|--------------------------------------------------|--|
| Employee Name:<br>Acosta, Alexandra                                                                                                                                                                                                                                                                                                                                         |  | CCN:<br>17044     | Employee Job Title:<br>Deputy Sheriff | Rating Period<br>From: 06/01/2022 To: 06/01/2023 |  |
| Evaluation Type: (check one) <input type="checkbox"/> Probation (New Employee/Promotion) <input type="checkbox"/> 1 <sup>st</sup> Quarter <input type="checkbox"/> 2 <sup>nd</sup> Quarter <input type="checkbox"/> 3 <sup>rd</sup> Quarter<br><input checked="" type="checkbox"/> Annual <input type="checkbox"/> Transfer <input type="checkbox"/> Other (specify): _____ |  |                   |                                       |                                                  |  |
| <b>Employee Performance Criteria and Measures</b>                                                                                                                                                                                                                                                                                                                           |  |                   |                                       |                                                  |  |
| Needs Improvement: Performance is clearly below the requirements for the position.<br>Meets Expectations: Overall performance consistently meets the requirements for the position.<br>Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.                                                                         |  |                   |                                       |                                                  |  |
| <b>PERFORMANCE CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                 |  |                   |                                       |                                                  |  |
|                                                                                                                                                                                                                                                                                                                                                                             |  | Needs Improvement | Meets Expectations                    | Exceeds Expectations                             |  |
| Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                                                                                                                                                                                                  |  |                   | ✓                                     |                                                  |  |
| Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required                                                                                                                                                                                                             |  |                   | ✓                                     |                                                  |  |
| Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume                                                                                                                                                                                                   |  |                   | ✓                                     |                                                  |  |
| Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                                                                                                                                                                                             |  |                   | ✓                                     |                                                  |  |
| Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                                                                                                                                                                                                    |  |                   | ✓                                     |                                                  |  |
| Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                                                                                                                                                                                               |  |                   | ✓                                     |                                                  |  |
| Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                                                                                                                                                                                                |  |                   |                                       | ✓                                                |  |
| Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                                                                                                                                                                                                 |  |                   | ✓                                     |                                                  |  |
| Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.                                                                                                                                                                        |  |                   | ✓                                     |                                                  |  |

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ACOSTA BSO FILE\_000272

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Needs Improvement                                                                                                                                                                                                                           | Meets Expectations |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                             | ✓                  |
| <b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                             |                    |
| <p>This evaluation is the annual for Deputy Acosta. She became a member of the Special Weapons and Tactics team in November of 2022. She has been assigned to the T.I.T.A.N unit within the Department of Preparedness and Response since February 2023. She is always on time and logged onto the Computer-Aided Dispatch (CAD) System early and prepared for work. She has all required gear stored in a neat an accessible fashion ready to respond to high risk calls at a moments notice. Her uniform and appearance are always within regulation presenting an air of confidence. She is frequently early to daily briefing already monitoring multiple dispatch channels and checking emails and PowerDMS updates. She is widening her knowledge base by looking for and asking to take job relevant classes.</p> |                                                                                                                                                                                                                                             |                    |
| <b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                             |                    |
| <p>During the next six months, Deputy Acosta is encouraged to become more familiar with the Sheriff's Policy Manual, SWAT policy/SOP'S and to continue seeking information to broaden her knowledge, experience, and skill set.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                             |                    |
| <b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                             |                    |
| <p>Deputy Acosta is already enrolled in a on-line class and was told to look for other classes to help develop her as a Deputy Sheriff. Courses like Counter Terrorism, active shooter, and critical incident related classes. She should take every opportunity to research other incidents or crisis events to learn from them and better herself.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                             |                    |
| <b>Signatures Below:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                             |                    |
| This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/> |                    |
| <br>Evaluator Signature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <br>Employee Signature                                                                                                                                  | 6-13-23<br>Date    |
| I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.<br>Lt. R. Rivera, #8970<br><br>Reviewer Signature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Captain Jason Rotella CCN 9530<br><br>Division Signature                                                                                               |                    |
| Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                             |                    |

BSO AP#8 (Revised 04/16)



## BSO Employee Performance Evaluation

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| <b>Employee Name:</b>                                                                                                                                                                                                                                                                                                                                                                                                            | <b>CCN:</b>              | <b>Employee Job Title:</b> | <b>Rating Period</b>        |                          |
| Acosta, Alexandra                                                                                                                                                                                                                                                                                                                                                                                                                | 17044                    | Deputy Sheriff             | <b>From:</b><br>06/01/2021  | <b>To:</b><br>06/01/2022 |
| <b>Evaluation Type:</b> (check one) <input type="checkbox"/> <b>Probation</b> (New Employee/Promotion) <input type="checkbox"/> <b>1<sup>st</sup> Quarter</b> <input type="checkbox"/> <b>2<sup>nd</sup> Quarter</b> <input type="checkbox"/> <b>3<sup>rd</sup> Quarter</b><br><input checked="" type="checkbox"/> <b>Annual</b> <input type="checkbox"/> <b>Transfer</b> <input type="checkbox"/> <b>Other</b> (specify): _____ |                          |                            |                             |                          |
| <b>Employee Performance Criteria and Measures</b>                                                                                                                                                                                                                                                                                                                                                                                |                          |                            |                             |                          |
| <b>Needs Improvement:</b> Performance is clearly below the requirements for the position.<br><b>Meets Expectations:</b> Overall performance consistently meets the requirements for the position.<br><b>Exceeds Expectations:</b> Overall performance consistently exceeds the expected results of job responsibilities.                                                                                                         |                          |                            |                             |                          |
| <b>PERFORMANCE CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Needs Improvement</b> | <b>Meets Expectations</b>  | <b>Exceeds Expectations</b> |                          |
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                                                                                                                                                                                                                                                |                          |                            | ✓                           |                          |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required                                                                                                                                                                                                                                                           |                          |                            | ✓                           |                          |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume                                                                                                                                                                                                                                                 |                          |                            | ✓                           |                          |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                                                                                                                                                                                                                                           |                          |                            | ✓                           |                          |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                                                                                                                                                                                                                                                  |                          |                            | ✓                           |                          |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                                                                                                                                                                                                                                             |                          |                            | ✓                           |                          |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                                                                                                                                                                                                                                              |                          |                            | ✓                           |                          |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                                                                                                                                                                                                                                               |                          |                            | ✓                           |                          |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.                                                                                                                                                                                                                      |                          |                            | ✓                           |                          |

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Continued on reverse →

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Needs Improvement                                                                                                                                                                                                                                                                                                                                     | Meets Expectations |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                       | ✓                  |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
| <p><b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.</p> <p>Deputy Alexandra Acosta is an exceptional employee. She is a Vapor Wake handler for ICT. Her, along with her partner "Bronx", keep a high standard in areas of training and daily operations.</p> <p>Deputy Acosta regularly conducts terminal, vehicle, and curbside sweeps. She prepares and plans out many of ICT's dignitary protection details. We receive several compliments from other agencies when Deputy Acosta helps with these protection details. Due to her knowledge and tactical ability, she is also tasked with assisting in fugitive apprehensions here at FLL.</p> <p>In November 2021, Deputy Acosta had little to no issues during her annual Vapor Wake Certification. After several days of intense testing, she and Bronx passed all required tasks. Furthermore, in the same month Deputy Acosta instructed a Vapor Wake class for BSO's ICT School.</p> <p>Deputy Acosta always ensures the passengers of FLL are safe and their property secure. She interacts with the public in a polite and professional manner. Deputy Acosta is an easy going individual that requires little supervision. She is a solid worker who continues to be a valuable part to the Incident Containment Team, Airport District, and the Broward Sheriff's Office</p> |                                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
| <p><b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:</p> <p>Deputy Acosta is expected to continue with terminal sweeps, curb sweeps, and traffic control. Furthermore, she should keep up her positive attitude towards the mission at hand.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
| <p><b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.</p> <p>Deputy Acosta should continue to train with (whenever possible) TSA, FBI and BSO Bomb squad.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
| <p><b>Signatures Below:</b></p> <table border="0"> <tr> <td> <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/23/22<br/> <b>Edward Valderrama</b><br/>           Evaluator Signature Date</p> </td> <td> <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/24/22<br/> <b>Deputy Acosta</b><br/>           Employee Signature Date</p> </td> </tr> <tr> <td> <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><i>[Signature]</i> 5/23/22<br/> <b>Lt. Shane Schroeder #12592</b><br/>           Reviewer Signature Date</p> </td> <td> <p><i>[Signature]</i> 5-24-22<br/> <b>Cpt. David Ellwood #2690</b><br/>           Division Signature Date</p> </td> </tr> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                       |                    | <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/23/22<br/> <b>Edward Valderrama</b><br/>           Evaluator Signature Date</p> | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/24/22<br/> <b>Deputy Acosta</b><br/>           Employee Signature Date</p> | <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><i>[Signature]</i> 5/23/22<br/> <b>Lt. Shane Schroeder #12592</b><br/>           Reviewer Signature Date</p> | <p><i>[Signature]</i> 5-24-22<br/> <b>Cpt. David Ellwood #2690</b><br/>           Division Signature Date</p> |
| <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/23/22<br/> <b>Edward Valderrama</b><br/>           Evaluator Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 5/24/22<br/> <b>Deputy Acosta</b><br/>           Employee Signature Date</p> |                    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |
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| <p><b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                       |                    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                           |                                                                                                               |

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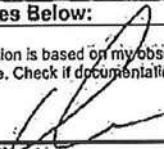
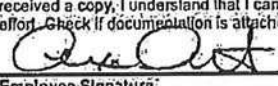
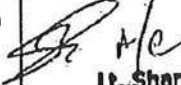
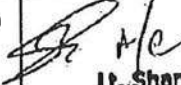


## BSO Employee Performance Evaluation

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|---------------------|----------------------|------------|
| Employee Name:                                                                                                                                                                                                                                                                                                                                                              | CCN:              | Employee Job Title: | Rating Period        |            |
| Acosta, Alexandra                                                                                                                                                                                                                                                                                                                                                           | 17044             | Deputy Sheriff      | From:                | To:        |
|                                                                                                                                                                                                                                                                                                                                                                             |                   |                     | 06/01/2020           | 06/01/2021 |
| Evaluation Type: (check one) <input type="checkbox"/> Probation (New Employee/Promotion) <input type="checkbox"/> 1 <sup>st</sup> Quarter <input type="checkbox"/> 2 <sup>nd</sup> Quarter <input type="checkbox"/> 3 <sup>rd</sup> Quarter<br><input checked="" type="checkbox"/> Annual <input type="checkbox"/> Transfer <input type="checkbox"/> Other (specify): _____ |                   |                     |                      |            |
| <b>Employee Performance Criteria and Measures</b>                                                                                                                                                                                                                                                                                                                           |                   |                     |                      |            |
| Needs Improvement: Performance is clearly below the requirements for the position.<br>Meets Expectations: Overall performance consistently meets the requirements for the position.<br>Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.                                                                         |                   |                     |                      |            |
| <b>PERFORMANCE CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                 | Needs Improvement | Meets Expectations  | Exceeds Expectations |            |
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                                                                                                                                                                                           |                   |                     | ✓                    |            |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.                                                                                                                                                                                                     |                   |                     | ✓                    |            |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                                                                                                                                                                                           |                   |                     | ✓                    |            |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                                                                                                                                                                                      |                   |                     | ✓                    |            |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                                                                                                                                                                                             |                   |                     | ✓                    |            |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                                                                                                                                                                                        |                   |                     | ✓                    |            |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                                                                                                                                                                                         |                   |                     | ✓                    |            |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                                                                                                                                                                                          |                   |                     | ✓                    |            |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.                                                                                                                                                                 |                   |                     | ✓                    |            |

BSO AP#8 (Revised 04/16)

Continued on reverse→→

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Needs Improvement | Meets Expectations                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                   | ✓                                                                                                                                                                                                                                                                                                                                                                                               |
| <p><b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.</p> <p>Deputy Alexandra Acosta is an exceptional employee. She continuously shows great ability to multi-task during daily operations. Deputy Acosta is a Vapor Wake K9 Handler for ICT. Her, along with her partner " Bronx ", regularly maintain a high standard in areas of training and daily job functions.</p> <p>Deputy Acosta and Bronx regular conduct terminal, vehicle, and curbside sweeps. They are also major components in all of ICT's dignitary protection details. Deputy Acosta has taken lead on several protection details. Some of these details involve working with other agencies. On almost all of her escorts, I have received compliments from the requesting agency.</p> <p>In November 2020, Deputy Acosta and Bronx had little no issues during her annual Vapor Wake Certification. After several days of intense testing, they passed all required tasks.</p> <p>Deputy Acosta is a very active K9 handler, she handles her calls without issues. She remains professional on scene and is very polite with the public. Acosta is a low maintenance employee that requires little supervision. She is an solid worker who continues to be a valuable part to the Incident Containment Team, Airport District, and the Broward Sheriff's Office</p> |                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p><b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:</p> <p>Deputy Acosta is expected to continue with terminal sweeps, curb sweeps, park walk &amp; talks, and traffic control. She should also keep up her positive attitude towards her daily tasks.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p><b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.</p> <p>Deputy Acosta should continue to train with (whenever possible) FAMS, TSA, FBI and BSO Bomb Squad.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p><b>Signatures Below:</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                   |                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p> 7/6/21</p> <p>_____<br/>Evaluator Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                   | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p> 7/13/21</p> <p>_____<br/>Employee Signature Date</p> |
| <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p> 7/9/21</p> <p>_____<br/>Reviewer Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                   | <p> 7/9/21</p> <p>_____<br/>Division Signature Date</p>                                                                                                                                                                                                                                                      |
| <p><b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                   |                                                                                                                                                                                                                                                                                                                                                                                                 |

BSO AP#8 (Revised 04/16)



## BSO Employee Performance Evaluation

Classification and Compensation

|                       |             |                            |                            |                          |
|-----------------------|-------------|----------------------------|----------------------------|--------------------------|
| <b>Employee Name:</b> | <b>CCN:</b> | <b>Employee Job Title:</b> | <b>Rating Period</b>       |                          |
| Acosta, Alexandra     | 17044       | Deputy Sheriff             | <b>From:</b><br>06/01/2019 | <b>To:</b><br>06/01/2020 |

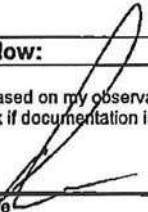
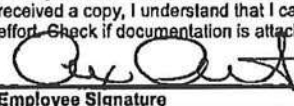
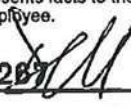
**Evaluation Type:** (check one) ☐ **Probation** (New Employee/Promotion) ☐ **1<sup>st</sup> Quarter** ☐ **2<sup>nd</sup> Quarter** ☐ **3<sup>rd</sup> Quarter**  
☒ **Annual** ☐ **Transfer** ☐ **Other** (specify): \_\_\_\_\_

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**Employee Performance Criteria and Measures**

**Needs Improvement:** Performance is clearly below the requirements for the position.  
**Meets Expectations:** Overall performance consistently meets the requirements for the position.  
**Exceeds Expectations:** Overall performance consistently exceeds the expected results of job responsibilities.

| PERFORMANCE CRITERIA                                                                                                                                                                                        | Needs Improvement | Meets Expectations | Exceeds Expectations |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                           |                   |                    | ✓                    |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.                                     |                   |                    | ✓                    |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                           |                   |                    | ✓                    |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                      |                   |                    | ✓                    |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                        |                   |                    | ✓                    |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   |                    | ✓                    |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                          |                   |                    | ✓                    |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   |                    | ✓                    |

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Needs Improvement | Meets Expectations                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                   | ✓                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.</p> <p>Deputy Alexandra Acosta is an outstanding employee. She continuously shows great ability to multi-task during daily operations. Deputy Acosta is a Vapor Wake handler for ICT. Her, along with her partner " Bronx ", consistently maintain a high standard in areas of training and daily job functions.</p> <p>Deputy Acosta and Bronx regular conduct terminal, vehicle, and curbside sweeps. They are also major players in all of ICT ' s high profile dignitary protection details. Deputy Acosta has taken lead on several important protection details. Some of these details involve working with other agencies. On almost all of her escorts, I have received compliments from the requesting agency.</p> <p>In November 2019, Deputy Acosta had little to no issues during her annual Vapor Wake Certification. After several days of intense testing, she and Bronx passed all required tasks.</p> <p>Deputy Acosta makes it her priority to ensure the visitors of FLL are safe and their property secure. She interacts with the public in a polite and professional manner. Deputy Acosta is an easy going employee that requires little to no supervision. She is an excellent worker who continues to be a valuable part to the Incident Containment Team, Airport District, and the Broward Sheriff's Office</p> |                   |                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:</p> <p>Deputy Acosta is expected to continue with terminal sweeps, curb sweeps, and traffic control. Furthermore, she should keep up her positive attitude towards the mission at hand.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                   |                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.</p> <p>Deputy Acosta should continue to train with (whenever possible) TSA, FBI and BSO Bomb squad.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                   |                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Signatures Below:</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                   |                                                                                                                                                                                                                                                                                                                                                                                       |
| <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p> 8/18/20</p> <p>Evaluator Signature /Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                   | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p> 8/24/20</p> <p>Employee Signature Date</p> |
| <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p> 8-18-20</p> <p>Lt. D. Mellies 9287<br/>Reviewer Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                   | <p> 8-20-20</p> <p>Cpt. David Elwood #8690<br/>Division Signature Date</p>                                                                                                                                                                                                                       |
| <p><b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                   |                                                                                                                                                                                                                                                                                                                                                                                       |

BSO AP#8 (Revised 04/16)

ACOSTA BSO FILE\_000283



## BSO Employee Performance Evaluation

|                       |             |                            |                            |                          |
|-----------------------|-------------|----------------------------|----------------------------|--------------------------|
| <b>Employee Name:</b> | <b>CCN:</b> | <b>Employee Job Title:</b> | <b>Rating Period</b>       |                          |
| Acosta, Alexandra     | 17044       | Deputy Sheriff             | <b>From:</b><br>06/01/2018 | <b>To:</b><br>06/01/2019 |

**Evaluation Type:** (check one) ☐ Probation (New Employee/Promotion) ☐ 1<sup>st</sup> Quarter ☐ 2<sup>nd</sup> Quarter ☐ 3<sup>rd</sup> Quarter  
☒ Annual ☐ Transfer ☐ Other (specify): \_\_\_\_\_

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**Employee Performance Criteria and Measures**

**Needs Improvement:** Performance is clearly below the requirements for the position.  
**Meets Expectations:** Overall performance consistently meets the requirements for the position.  
**Exceeds Expectations:** Overall performance consistently exceeds the expected results of job responsibilities.

| PERFORMANCE CRITERIA                                                                                                                                                                                        | Needs Improvement | Meets Expectations | Exceeds Expectations |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                           |                   |                    | ✓                    |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.                                     |                   |                    | ✓                    |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                           |                   |                    | ✓                    |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                      |                   |                    | ✓                    |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                        |                   |                    | ✓                    |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   |                    | ✓                    |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                          |                   |                    | ✓                    |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   |                    | ✓                    |

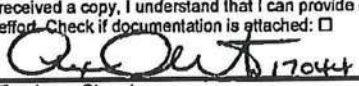
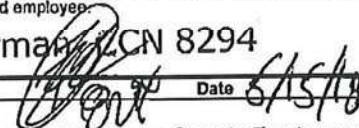
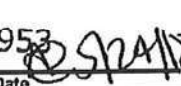
| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Needs Improvement                                                                                                                                                                                                                                                                                                            | Meets Expectations |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                              | ✓                  |
| <p><b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.</p> <p>Deputy Alexandra Acosta is an extremely self-motivated individual and incredible asset to our team. She has an amazing ability to multi-task in any environment. Deputy Acosta is one of the Incident Containment Team's Vapor Wake K-9 handlers. Her dog "Bronx" is also a valued member of our unit. Deputy Acosta and Bronx consistently conduct terminal, vehicle, and curbside sweeps. They are also key assets in all of ICT's high profile dignitary protection details.</p> <p>Deputy Acosta is an extreme proactive K-9 handler and had little issues during her annual Vapor Wake Certification.</p> <p>Last September, while inside terminal 4, Deputy Acosta was notified of an adult male unresponsive inside the men's restroom. Upon her arrival she observed the subject unresponsive with no pulse. Without hesitation Deputy Acosta rendered aid by giving the subject CPR until rescue arrived. Nevertheless, the subject was transported to the hospital where he regained his pulse and regular breathing patterns. If it weren't for Deputy Acosta's swift thinking and application of life saving tactics, this subject may not be alive today. It was her courageous act in reference to the listed incident, which earned her the Broward County Sheriff's Office Life Saving Award (03-1809-001983).</p> <p>During this rating period Deputy Acosta has gone to great lengths for FLL, to ensure the visitors are safe and their property is secure. I consistently observed her interacting with the public in a professional manner. Deputy Acosta is a seasoned veteran and has a vast knowledge of Law enforcement. She is a solid worker who continues to be a valuable part to the Incident Containment Team, Airport District, and the Broward Sheriff's Office</p> |                                                                                                                                                                                                                                                                                                                              |                    |
| <p><b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:</p> <p>Deputy Acosta is expected to continue being proactive with terminal sweeps, curb sweeps, and traffic control. She is expected to continue developing great working relationships with individuals throughout the airport (TSA, CBP, DHS, USS, ETC.). Furthermore, she should keep up her positive attitude towards the mission at hand.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              |                    |
| <p><b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.</p> <p>Deputy Acosta should enroll in the advanced Vapor Wake Handlers course when it becomes available. Furthermore, Deputy Acosta should continue to train with our Bomb squad and relay any new information back to our team.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                              |                    |
| <p><b>Signatures Below:</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                              |                    |
| <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Sgt. Edward Valderrama, CCN 14215</b></p> <p><i>[Signature]</i> 7/23/19</p> <p>_____<br/>Evaluator Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><i>[Signature]</i> 8/6/19</p> <p>_____<br/>Employee Signature Date</p> |                    |
| <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><b>Lt. David Ellwood 8590</b></p> <p><i>[Signature]</i> 7-23-19</p> <p>_____<br/>Reviewer Signature Date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p><b>Captain E. I. Rosende #9383</b></p> <p><i>[Signature]</i> 07/23/19</p> <p>_____<br/>Division Signature Date</p>                                                                                                                                                                                                        |                    |
| <p><b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                              |                    |

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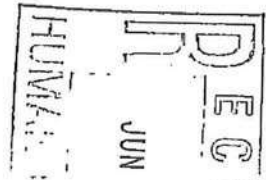
## BSO Employee Performance Evaluation

|                                                                                                                                                                                                                                                                                                                                                                                                                                  |                          |                                              |                             |                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------|-----------------------------|--------------------------|
| <b>Employee Name:</b><br>Alexandra Acosta                                                                                                                                                                                                                                                                                                                                                                                        | <b>CCN:</b><br>17044     | <b>Employee Job Title:</b><br>Deputy Sheriff | <b>Rating Period</b>        |                          |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  |                          |                                              | <b>From:</b><br>06/01/2017  | <b>To:</b><br>06/01/2018 |
| <b>Evaluation Type:</b> (check one) <input type="checkbox"/> <b>Probation</b> (New Employee/Promotion) <input type="checkbox"/> <b>1<sup>st</sup> Quarter</b> <input type="checkbox"/> <b>2<sup>nd</sup> Quarter</b> <input type="checkbox"/> <b>3<sup>rd</sup> Quarter</b><br><input checked="" type="checkbox"/> <b>Annual</b> <input type="checkbox"/> <b>Transfer</b> <input type="checkbox"/> <b>Other</b> (specify): _____ |                          |                                              |                             |                          |
| <b>Employee Performance Criteria and Measures</b>                                                                                                                                                                                                                                                                                                                                                                                |                          |                                              |                             |                          |
| <b>Needs Improvement:</b> Performance is clearly below the requirements for the position.<br><b>Meets Expectations:</b> Overall performance consistently meets the requirements for the position.<br><b>Exceeds Expectations:</b> Overall performance consistently exceeds the expected results of job responsibilities.                                                                                                         |                          |                                              |                             |                          |
| <b>PERFORMANCE CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Needs Improvement</b> | <b>Meets Expectations</b>                    | <b>Exceeds Expectations</b> |                          |
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                                                                                                                                                                                                                                                |                          |                                              | ✓                           |                          |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.                                                                                                                                                                                                                                                          |                          |                                              | ✓                           |                          |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                                                                                                                                                                                                                                                |                          | ✓                                            |                             |                          |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                                                                                                                                                                                                                                           |                          |                                              | ✓                           |                          |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                                                                                                                                                                                                                                                  |                          |                                              | ✓                           |                          |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                                                                                                                                                                                                                                             |                          | ✓                                            |                             |                          |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                                                                                                                                                                                                                                              |                          |                                              | ✓                           |                          |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                                                                                                                                                                                                                                               |                          |                                              | ✓                           |                          |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.                                                                                                                                                                                                                      |                          | ✓                                            |                             |                          |

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Needs Improvement                                                                                                                                                                                                                                                                                                                                                         | Meets Expectations |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                           | ✓                  |
| <b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <p>Detective Acosta is currently assigned to the Incident Containment Team working at the Ft. Lauderdale / Hollywood International Airport. She arrives for work on time and in the appropriate uniform for her assignment and maintains a professional appearance. During this rating period, Detective Acosta has attended an out of state explosives canine training course which she successfully passed. This is a recent assignment for Detective Acosta requiring a tremendous personal commitment including attending a multi-week out of state training course away from home and family which she has fulfilled completely. She is currently working an explosives detector dog (Vapor Wake) at the airport. This assignment requires interaction with the public on a daily basis while working with a police canine. Detective Acosta has very good interpersonal skills and which allows her to balance this task appropriately. Detective Acosta shows enthusiasm in learning to work with and train her canine partner. She is familiar with BSO Policy and SOPs as it pertains to her position as an ICT member. Her previous sergeant was consulted and provided input that assisted in completing this evaluation.</p> |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <p>Detective Acosta will be expected to work with trainers and attend courses to better prepare herself and her canine partner to function as a team for their assigned mission. As the ICT is a relatively new team, Detective Acosta will be expected to work with other ICT members to assist in developing the teams credibility and reputation as an integral part of the Broward Sheriff's Office Ft. Lauderdale / Hollywood International Airport team.</p> <p style="text-align: right;"><i>Alex E. Brown, thank you for all that you do. Keep up the good work.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <p>Detective Acosta should seek training classes to expand her knowledge in explosives and detector dog areas. Detective Acosta will seek seminars to assist in the development of the ICT and Vapor Wake canine program.</p> <p style="text-align: right;"><i>Capt Russo</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| <b>Signatures Below:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                           |                    |
| This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/><br><br><b>Sgt. Scott Bures, #7035</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/><br><br><b>Capt. Aimee Russo, CCN 8953</b> |                    |
| I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.<br><br><b>LT. ROBERT FURMAN, CCN 8294</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>CAPT. AIMEE RUSSO, CCN 8953</b><br>                                                                                                                                                                                                                                               |                    |
| <b>Evaluator Signature</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Employee Signature</b>                                                                                                                                                                                                                                                                                                                                                 |                    |
| <b>Reviewer Signature</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Division Signature</b>                                                                                                                                                                                                                                                                                                                                                 |                    |
| <b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                           |                    |



## BSO Employee Performance Evaluation



|                   |       |                     |                  |                |
|-------------------|-------|---------------------|------------------|----------------|
| Employee Name:    | CCN:  | Employee Job Title: | Rating Period    |                |
| Acosta, Alexandra | 17044 | Deputy Sheriff      | From: 06/01/2016 | To: 06/01/2017 |

Evaluation Type: (check one) 
 ☐ Probation (New Employee/Promotion) 
 ☐ 1<sup>st</sup> Quarter 
 ☐ 2<sup>nd</sup> Quarter 
 ☐ 3<sup>rd</sup> Quarter  
☒ Annual 
 ☐ Transfer 
 ☐ Other (specify): \_\_\_\_\_

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**Employee Performance Criteria and Measures**

**Needs Improvement:** Performance is clearly below the requirements for the position.  
**Meets Expectations:** Overall performance consistently meets the requirements for the position.  
**Exceeds Expectations:** Overall performance consistently exceeds the expected results of job responsibilities.

| PERFORMANCE CRITERIA                                                                                                                                                                                        | Needs Improvement | Meets Expectations | Exceeds Expectations |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                           |                   | ✓                  |                      |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required                                      |                   | ✓                  |                      |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                           |                   |                    | ✓                    |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                      |                   | ✓                  |                      |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   | ✓                  |                      |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                        |                   |                    | ✓                    |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   |                    | ✓                    |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                          |                   | ✓                  |                      |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   | ✓                  |                      |

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Needs Improvement                                                                                                                                                                                                                           | Meets Expectations |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                             | ✓                  |
| <b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                             |                    |
| <p>Deputy Alexandra Acosta is currently assigned to the South Broward District on road patrol Alpha Gold Shift. On various occasions, Deputy Acosta has displayed the ability to forecast the path of fleeing suspects, and then position herself to apprehend the suspect. Deputy Acosta has demonstrated this on multiple occasions which is displayed in the amount of arrest she has in fleeing suspects. Her reports and investigations are thorough and complete. While on shooting scenes with several victims, Deputy Acosta shows command presence by maintaining control of chaotic scenes and assist in providing direction for newer deputies. She has demonstrated the ability to conduct her investigations as well as give direction to responding deputies. Deputy Acosta is currently on Quick Response Force (QRF) where she continuously volunteers as well as being selected for specialized training.</p> <p>Deputy Acosta is well liked by her coworkers, as well as officers in surrounding jurisdictions. Based on her connections with the surrounding jurisdictions, she is able to quickly facilitate the passing of information when needed. This along with her ability to locate individuals has also led to the recovery of an elderly female suffering from dementia in the City of West Park.</p> <p>It should be noted that Sgt. Cremidis was consulted as he was her supervisor during this evaluation period.</p> |                                                                                                                                                                                                                                             |                    |
| <b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                             |                    |
| <p>Deputy Acosta currently meets or exceeds the performance expectation of most categories on this evaluation. Over the next evaluation period, it is expected that Deputy Acosta will continue to improve in all areas that meets expectations as well as continue to gain additional experience as she continues to respond to various calls of service.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                             |                    |
| <b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                             |                    |
| <p>Deputy Acosta has expressed a desire to join the Broward Sheriff's Office canine unit. Deputy Acosta has volunteered to assist with canine training both on duty and on her personal time. She is encouraged to apply to this unit, when a posting is announced.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                             |                    |
| <b>Signatures Below:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                             |                    |
| This evaluation is based on my observations and knowledge of the employee's performance. Cite specific performance issues if needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/> |                    |
| Evaluator Signature: <u>Sgt. Chad Butler, CCN 13902</u><br>Date: <u>6-2-17</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Employee Signature: <u>[Signature]</u><br>Date: <u>6/2/17</u>                                                                                                                                                                               |                    |
| I have received this evaluation. It represents to the best of my knowledge from observation of my supervisor and employee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | CAPTAIN STEPHANIE COKER, CCN 11105                                                                                                                                                                                                          |                    |
| Reviewer Signature: <u>[Signature]</u><br>Date: <u>6/2/17</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Division Signature: <u>[Signature]</u><br>Date: <u>6/2/17</u>                                                                                                                                                                               |                    |
| <b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                             |                    |

BSO AP#8 (Revised 04/16)



## BSO Employee Performance Evaluation

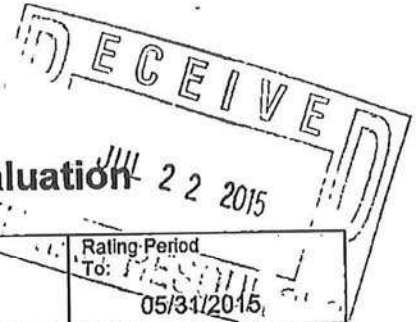
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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------|-----------------------------|--------------------------|
| <b>Employee Name:</b>                                                                                                                                                                                                                                                                                                                                                                                                            | <b>CCN:</b>              | <b>Employee Job Title:</b> | <b>Rating Period</b>        |                          |
| Acosta, Alexandra                                                                                                                                                                                                                                                                                                                                                                                                                | 17044                    | Deputy Sheriff             | <b>From:</b><br>06/01/2015  | <b>To:</b><br>06/01/2016 |
| <b>Evaluation Type:</b> (check one) <input type="checkbox"/> <b>Probation</b> (New Employee/Promotion) <input type="checkbox"/> <b>1<sup>st</sup> Quarter</b> <input type="checkbox"/> <b>2<sup>nd</sup> Quarter</b> <input type="checkbox"/> <b>3<sup>rd</sup> Quarter</b><br><input checked="" type="checkbox"/> <b>Annual</b> <input type="checkbox"/> <b>Transfer</b> <input type="checkbox"/> <b>Other</b> (specify): _____ |                          |                            |                             |                          |
| <b>Employee Performance Criteria and Measures</b>                                                                                                                                                                                                                                                                                                                                                                                |                          |                            |                             |                          |
| <b>Needs Improvement:</b> Performance is clearly below the requirements for the position.<br><b>Meets Expectations:</b> Overall performance consistently meets the requirements for the position.<br><b>Exceeds Expectations:</b> Overall performance consistently exceeds the expected results of job responsibilities.                                                                                                         |                          |                            |                             |                          |
| <b>PERFORMANCE CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Needs Improvement</b> | <b>Meets Expectations</b>  | <b>Exceeds Expectations</b> |                          |
| <b>Appearance:</b> Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                                                                                                                                                                                                                                                                |                          |                            | ✓                           |                          |
| <b>Initiative:</b> Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.                                                                                                                                                                                                                                                          |                          | ✓                          |                             |                          |
| <b>Work Performance:</b> Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.                                                                                                                                                                                                                                                |                          | ✓                          |                             |                          |
| <b>Customer Service:</b> Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                                                                                                                                                                                                                                                                           |                          |                            | ✓                           |                          |
| <b>Interpersonal Skills:</b> Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                                                                                                                                                                                                                                                  |                          |                            | ✓                           |                          |
| <b>Critical Thinking/Decision Making:</b> Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                                                                                                                                                                                                                                             |                          | ✓                          |                             |                          |
| <b>Safety:</b> Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                                                                                                                                                                                                                                              |                          |                            | ✓                           |                          |
| <b>Planning and Organizing:</b> Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                                                                                                                                                                                                                                               |                          | ✓                          |                             |                          |
| <b>Policy and Procedures:</b> Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.                                                                                                                                                                                                                      |                          | ✓                          |                             |                          |

| PERFORMANCE CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Needs Improvement | Meets Expectations                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------|--|
| <b>Attendance and Punctuality:</b> Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                   | ✓                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |
| <p><b>Overall Performance Summary:</b> Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.</p> <p>Deputy Acosta adheres to the schedule and is always punctual. She schedules leave appropriately and uses leave responsibly with the agency's standard. Deputy Acosta displays a positive and professional image in her grooming, hygiene and dress in accordance with the agency's policy. Deputy Acosta gathers ample detailed information to determine her decisions and course of actions while out in the field. She also possesses flexibility and compassion while she formulates the necessary course of action. She remains calm and professional when dealing with difficult situations that she may encounter when interacting with the citizens of West Park/Pembroke Park. Moreover, she utilizes deputy safety practices while interacting with the citizens and suspects of the city as well.</p> <p>Deputy Acosta effectively and efficiently manages her time to include completing her daily reports on time with very minimal errors and or corrections needed.</p> <p>Deputy Acosta is currently the only female deputy on her squad and she handles herself very well. She is well respected and liked by her male co-worker's who look up to her. Deputy Acosta does not shy away from work and does what is asked and required of her without question. In April 2016 she led her shift in top productivity to include most arrest. In May she was tied for second.</p> <p>Deputy Acosta always has a smile on her face. I adore her personality.</p> <p><b>Performance Expectations:</b> Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:</p> <p>As the climate of Law Enforcement rapidly changes, Deputy Acosta is encouraged to stay abreast of the Florida State Statutes, Sheriff's Office Policy &amp; Procedures, Standard Operating Procedures and City Ordinances.</p> <p>I also expect Deputy Acosta to maintain vigilance while patrolling the neighborhoods in the City of West Park/ Pembroke Park in an effort to reduce crime and promote public safety. Deputy Acosta is expected to recognize the crime trends, which are available to her and assist with decreasing crime in her zone and surrounding zones. This can be accomplished by continuously being proactive in residential neighborhoods and the main roadways.</p> <p><b>Career Development:</b> Identify educational, training, and professional development activities for the upcoming evaluation period.</p> <p>Deputy Acosta has a passion for joining the agency's K-9 Apprehension Unit within the near future. She is loyal to the cause and volunteers her time training with the K-9 unit on her own personal time. She is encouraged to apply to the unit when the next available opening comes up.</p> <p>Deputy Acosta is encouraged to continue to take training courses offered by Broward College and the Sheriff's Office Training Division.</p> |                   |                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |
| <p><b>Signatures Below:</b></p> <table border="1"> <tr> <td colspan="2"> <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Sgt. Shanda Martin, CCN 15128</b> 06/20/16</p> <p>Evaluator Signature _____ Date _____</p> </td> <td colspan="2"> <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/27/16</p> <p>Employee Signature _____ Date _____</p> </td> </tr> <tr> <td colspan="2"> <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><b>Lieutenant Stephanie Coker CCN#11105</b> 6/21/16</p> <p>Reviewer Signature _____ Date _____</p> </td> <td colspan="2"> <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/21/16</p> <p>Division Signature _____ Date _____</p> </td> </tr> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                   |                                                                                                                                                                                                                                                                                                                                                     | <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Sgt. Shanda Martin, CCN 15128</b> 06/20/16</p> <p>Evaluator Signature _____ Date _____</p> |  | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/27/16</p> <p>Employee Signature _____ Date _____</p> |  | <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><b>Lieutenant Stephanie Coker CCN#11105</b> 6/21/16</p> <p>Reviewer Signature _____ Date _____</p> |  | <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/21/16</p> <p>Division Signature _____ Date _____</p> |  |
| <p>This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Sgt. Shanda Martin, CCN 15128</b> 06/20/16</p> <p>Evaluator Signature _____ Date _____</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                   | <p>I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: <input type="checkbox"/></p> <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/27/16</p> <p>Employee Signature _____ Date _____</p> |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |
| <p>I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.</p> <p><b>Lieutenant Stephanie Coker CCN#11105</b> 6/21/16</p> <p>Reviewer Signature _____ Date _____</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                   | <p><b>Capt. Danzell Brooks, CCN 16938</b> 6/21/16</p> <p>Division Signature _____ Date _____</p>                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |
| <p><b>Distribution:</b> Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                   |                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                 |  |                                                                                                  |  |

BSO AP#8 (Revised 04/16)



# BSO Employee Performance Evaluation



|                                     |                                                                                                                                                                                                       |                                             |                                            |                                                                               |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------|
| Employee Name:<br>Acosta, Alexandra | CCN:<br>17044                                                                                                                                                                                         | Employee Job Title:<br>Deputy Sheriff / DLE | Rating Period From:<br>06/01/2014          | Rating Period To:<br>05/31/2015                                               |
| Evaluation Type:<br>(mark one)      | <input type="checkbox"/> Probation (New Employee/Promotion)<br><input type="checkbox"/> 1 <sup>st</sup> Qtr <input type="checkbox"/> 2 <sup>nd</sup> Qtr <input type="checkbox"/> 3 <sup>rd</sup> Qtr |                                             | <input checked="" type="checkbox"/> Annual | <input type="checkbox"/> Transfer<br><input type="checkbox"/> Other (specify) |

## Employee Performance Criteria & Measures

### Measure Definitions:

**Needs Improvement** – Performance is clearly below the requirements for the position.

**Meets Expectations** – Overall performance consistently meets the requirements for the position.

**Exceeds Expectations** – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

| PERFORMANCE CRITERIA                                                                                                                                                                | Measures          |                    |                      | PERFORMANCE CRITERIA                                                                                                                                                                                          | Measures          |                    |                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
|                                                                                                                                                                                     | Needs Improvement | Meets Expectations | Exceeds Expectations |                                                                                                                                                                                                               | Needs Improvement | Meets Expectations | Exceeds Expectations |
| <b>Attendance and Punctuality</b><br>Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.            |                   |                    | ✓                    | <b>Interpersonal Skills</b><br>Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Appearance</b><br>Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                 |                   |                    | ✓                    | <b>Critical Thinking/ Decision Making</b><br>Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                       |                   | ✓                  |                      |
| <b>Initiative</b><br>Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.           |                   |                    | ✓                    | <b>Safety</b><br>Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   |                    | ✓                    |
| <b>Work Performance</b><br>Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume. |                   |                    | ✓                    | <b>Planning &amp; Organizing</b><br>Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                        |                   |                    | ✓                    |
| <b>Customer Service</b><br>Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                            |                   | ✓                  |                      | <b>Policy and Procedures</b><br>Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   | ✓                  |                      |

**Overall Performance Summary** – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Acosta has completed her 2nd year as a Deputy Sheriff in the Department of Law Enforcement. Acosta is an above average deputy and has shown that she is an independent thinker and is always out to learn as much as she can. Acosta has very good officer safety and tactical skills and she maintains a high standard for herself and is constantly training. Acosta writes a good report that is concise and has all the required information. She deals well with the public and her shift. Acosta is team orientated and is always willing to help the other members of her shift on their calls.

Acosta is still learning the job and as such, she may have questions on how to handle certain calls. She takes this as a challenge and finds a solution and comes out with a positive outcome.

**Performance Expectations** – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Within the next rating period, Acosta should attempt to increase her Field Contacts and take a leadership role on scenes to train herself for a possible future as a K-9 Handler or supervisor in the agency.

**Career Development** – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Acosta has shown a desire to join the K-9 Handlers (Tracking) at the agency. She should continue to train with the K-9 Unit and look for training classes that deal with K-9 handling and criminal and civil procedure as it relates to this position.

**Signatures Below**

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. David Franks CCN 11092 07/05/15

Evaluator Signature

Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

Employee Signature

Date

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

Lt. Wallace Haywood #4109 7/7/15

Reviewer

Date

Capt. Danzell Brooks, CCN 16938 7/7/15

Division Signature

Date

**Distribution:**

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File



## BSO Employee Performance Evaluation

|                                           |                                                                                                                                                                                                       |                      |                                            |                                          |                                          |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------------------|------------------------------------------|------------------------------------------|
| Employee Name:<br><b>Alexandra Acosta</b> |                                                                                                                                                                                                       | CCN:<br><b>17044</b> | Employee Job Title:<br><b>Deputy</b>       | Rating Period From:<br><b>06/01/2013</b> | Rating Period To:<br><b>06/01/2014</b>   |
| Evaluation Type:<br>(mark one)            | <input type="checkbox"/> Probation (New Employee/Promotion)<br><input type="checkbox"/> 1 <sup>st</sup> Qtr <input type="checkbox"/> 2 <sup>nd</sup> Qtr <input type="checkbox"/> 3 <sup>rd</sup> Qtr |                      | <input checked="" type="checkbox"/> Annual | <input type="checkbox"/> Transfer        | <input type="checkbox"/> Other (specify) |

| Employee Performance Criteria & Measures                                                                                                                                                |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
| Measure Definitions:                                                                                                                                                                    |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
| <b>Needs Improvement</b> – Performance is clearly below the requirements for the position.                                                                                              |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
| <b>Meets Expectations</b> – Overall performance consistently meets the requirements for the position.                                                                                   |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
| <b>Exceeds Expectations</b> – Overall performance consistently exceeds the expected results of job responsibilities.                                                                    |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
| (Mark the appropriate measure that best matches each performance criteria for this evaluation period)                                                                                   |                   |                    |                      |                                                                                                                                                                                                                   |                   |                    |                      |
| PERFORMANCE CRITERIA                                                                                                                                                                    | Measures          |                    |                      | PERFORMANCE CRITERIA                                                                                                                                                                                              | Measures          |                    |                      |
|                                                                                                                                                                                         | Needs Improvement | Meets Expectations | Exceeds Expectations |                                                                                                                                                                                                                   | Needs Improvement | Meets Expectations | Exceeds Expectations |
| <b>Attendance and Punctuality</b><br><br>Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.            |                   |                    | ✓                    | <b>Interpersonal Skills</b><br><br>Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Appearance</b><br><br>Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                 |                   |                    | ✓                    | <b>Critical Thinking/ Decision Making</b><br><br>Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                       |                   | ✓                  |                      |
| <b>Initiative</b><br><br>Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.           |                   |                    | ✓                    | <b>Safety</b><br><br>Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   |                    | ✓                    |
| <b>Work Performance</b><br><br>Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume. |                   |                    | ✓                    | <b>Planning &amp; Organizing</b><br><br>Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                        |                   | ✓                  |                      |
| <b>Customer Service</b><br><br>Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                            |                   |                    | ✓                    | <b>Policy and Procedures</b><br><br>Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   | ✓                  |                      |

**Overall Performance Summary** – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Acosta arrives early for work each day in preparation for her assignment. Deputy Acosta's uniform is always clean and pressed and her appearance is exemplary. She takes pride in her personal well being and works out on a daily basis to ensure that she has the proper physical ability needed when encountering violent suspects.

Deputy Acosta is always there to assist her fellow deputies and outside agencies when called upon. She maintains a positive attitude and always has a smile on her face. She has a great working relationship with the public, her peers and the district command. She does not know the meaning of "NO" and has adjusted her schedule and days off to assist the agency with special events, as well as operational plans. She recently volunteered to manage the detail for the Town of Pembroke Park, and has done a fantastic job to date.

Deputy Acosta is a very proactive individual and she takes pride in zone integrity. On a daily basis, she interacts with several narcotics dealers and users in the district to combat crime. She consistently exceeds the district's average with arrests and FI cards. During in progress calls, she formulates a safe and appropriate approach and displays above average officer safety skills for a one year deputy. Amongst her peers and supervisors, Deputy Acosta is considered a highly valuable asset to the Broward Sheriff's Office.

**Performance Expectations** – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

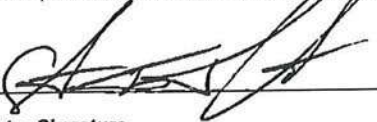
Deputy Acosta will be mentored by her shift Sergeant and senior deputies. This will help ensure that she continues to challenge her strengths and weaknesses daily and keep her skills sharp.

**Career Development** – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Acosta will be afforded career development courses that will allow her to enhance her career goals within BSO. Deputy Acosta is interested in becoming a K9 handler. She will be encouraged to interact with the K9 unit during their training days.

#### Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐



Evaluator Signature

Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

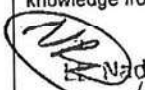


Employee Signature

Date

6/30/14

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

 Nadine Dunn, CCN 6304

Reviewer

Date

6/23/14

Capt. Danzell Brooks, CCN 16938 

Division Signature

Date

6/23/14

Distribution:

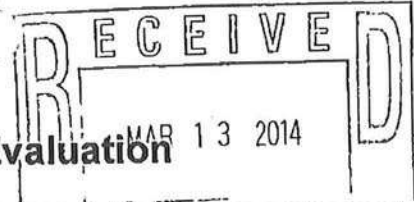
Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 09/12)

ACOSTA BSO FILE\_000334



# BSO Employee Performance Evaluation



|                                          |                                                                                                                                                                                                                  |                               |                                   |                                   |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------------------|-----------------------------------|
| Employee Name:<br>Alexandra Acosta       | CCN:<br>17044                                                                                                                                                                                                    | Employee Job Title:<br>Deputy | Rating Period From:<br>12/01/2013 | Rating Period To:<br>03/01/2014   |
| Evaluation Type:<br>(mark one)           | <input type="checkbox"/> Probation (New Employee/Promotion)<br><input type="checkbox"/> 1 <sup>st</sup> Qtr <input type="checkbox"/> 2 <sup>nd</sup> Qtr <input checked="" type="checkbox"/> 3 <sup>rd</sup> Qtr |                               |                                   |                                   |
|                                          |                                                                                                                                                                                                                  |                               | <input type="checkbox"/> Annual   | <input type="checkbox"/> Transfer |
| <input type="checkbox"/> Other (specify) |                                                                                                                                                                                                                  |                               |                                   |                                   |

## Employee Performance Criteria & Measures

### Measure Definitions:

**Needs Improvement** – Performance is clearly below the requirements for the position.

**Meets Expectations** – Overall performance consistently meets the requirements for the position.

**Exceeds Expectations** – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

| PERFORMANCE CRITERIA                                                                                                                                                                | Measures          |                    |                      | PERFORMANCE CRITERIA                                                                                                                                                                                          | Measures          |                    |                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
|                                                                                                                                                                                     | Needs Improvement | Meets Expectations | Exceeds Expectations |                                                                                                                                                                                                               | Needs Improvement | Meets Expectations | Exceeds Expectations |
| <b>Attendance and Punctuality</b><br>Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.            |                   |                    | ✓                    | <b>Interpersonal Skills</b><br>Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Appearance</b><br>Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                 |                   |                    | ✓                    | <b>Critical Thinking/ Decision Making</b><br>Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                       |                   | ✓                  |                      |
| <b>Initiative</b><br>Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.           |                   |                    | ✓                    | <b>Safety</b><br>Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   | ✓                  |                      |
| <b>Work Performance</b><br>Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume. |                   |                    | ✓                    | <b>Planning &amp; Organizing</b><br>Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                        |                   | ✓                  |                      |
| <b>Customer Service</b><br>Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                            |                   |                    | ✓                    | <b>Policy and Procedures</b><br>Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   | ✓                  |                      |

**Overall Performance Summary** – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Acosta has a good working knowledge of our policies and procedures and Florida State Statutes. Deputy Acosta is highly motivated and is eager to learn. Deputy Acosta has strong relationship with her peers and supervisors and is always eager to work together as a team. She maintains a positive attitude and always has a smile on her face.

Deputy Acosta formulates a safe and appropriate approach when responding to in-progress calls, utilizing her growing critical thinking skills. She continuously exceeds the squad's average for quality arrests and motor vehicle traffic citations.

Deputy Acosta interacts appropriately with the public and maintains a professional appearance and demeanor at all times. She is available to the needs of the district and has adjusted her schedule on many occasions to assist with special operations and events in the community.

**Performance Expectations** – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Acosta will receive any training and assistance needed to ensure she successfully passes her probation. She will be expected to meet or exceed all performance expectations as outlined above.

**Career Development** – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Acosta has shown an interest in traffic enforcement and street level narcotics investigations. She will be afforded the opportunity to attend career development courses that will allow her to enhance her career goals within BSO.

**Signatures Below**

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Evaluator Signature

Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

Employee Signature

Date

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

LIEUTENANT NADINE DUNN CCN #6304

Reviewer

Date

Capt. Danzell Brooks, CCN 16938

Division Signature

Date

**Distribution:**

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File



## BSO Employee Performance Evaluation

|                                    |                                                                                                                                                                                                                  |               |                                 |                                      |                                          |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------|--------------------------------------|------------------------------------------|
| Employee Name:<br>Alexandra Acosta |                                                                                                                                                                                                                  | CCN:<br>17044 | Employee Job Title:<br>Deputy   | Rating Period<br>From:<br>09/01/2013 | Rating Period<br>To:<br>12/01/2013       |
| Evaluation Type:<br>(mark one)     | <input type="checkbox"/> Probation (New Employee/Promotion)<br><input type="checkbox"/> 1 <sup>st</sup> Qtr <input checked="" type="checkbox"/> 2 <sup>nd</sup> Qtr <input type="checkbox"/> 3 <sup>rd</sup> Qtr |               | <input type="checkbox"/> Annual | <input type="checkbox"/> Transfer    | <input type="checkbox"/> Other (specify) |

**Employee Performance Criteria & Measures**

Measure Definitions:

**Needs Improvement** – Performance is clearly below the requirements for the position.

**Meets Expectations** – Overall performance consistently meets the requirements for the position.

**Exceeds Expectations** – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

| PERFORMANCE CRITERIA                                                                                                                                                                    | Measures          |                    |                      | PERFORMANCE CRITERIA                                                                                                                                                                                              | Measures          |                    |                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|----------------------|
|                                                                                                                                                                                         | Needs Improvement | Meets Expectations | Exceeds Expectations |                                                                                                                                                                                                                   | Needs Improvement | Meets Expectations | Exceeds Expectations |
| <b>Attendance and Punctuality</b><br><br>Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.            |                   |                    | ✓                    | <b>Interpersonal Skills</b><br><br>Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                   |                    | ✓                    |
| <b>Appearance</b><br><br>Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                 |                   |                    | ✓                    | <b>Critical Thinking/ Decision Making</b><br><br>Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                       |                   | ✓                  |                      |
| <b>Initiative</b><br><br>Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.           |                   |                    | ✓                    | <b>Safety</b><br><br>Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                   | ✓                  |                      |
| <b>Work Performance</b><br><br>Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume. |                   |                    | ✓                    | <b>Planning &amp; Organizing</b><br><br>Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                        |                   | ✓                  |                      |
| <b>Customer Service</b><br><br>Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                            |                   |                    | ✓                    | <b>Policy and Procedures</b><br><br>Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                   | ✓                  |                      |

**Overall Performance Summary** – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Acosta has a good working knowledge of our policies and procedures and Florida State Statutes. Deputy Acosta is highly motivated and is eager to learn. Deputy Acosta always has a positive attitude and always has a smile on her face. Deputy Acosta formulates a safe and appropriate approach when responding to in progress calls. Deputy Acosta exceeds the squad's average for arrests and traffic citations. Deputy Acosta takes the initiative and trains with others on her squad to keep in physical condition, her goal is to become a K9 officer. Deputy Acosta trains continuously on Felony Traffic Stops and Building Searches. Deputy Acosta interacts appropriately with the public.

**Performance Expectations** – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

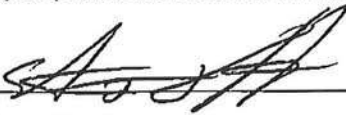
Deputy Acosta will receive any training and assistance needed to ensure she successfully passes her probation.

**Career Development** – Identify educational, training, and professional development activities for the upcoming evaluation period.

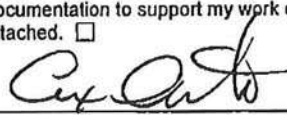
Deputy Acosta will be afforded career development courses that will allow her to enhance her career goals within BSO.

**Signatures Below**

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

 12/15/13  
Evaluator Signature Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

 12/12/13  
Employee Signature Date

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

 Lt. Nadine Dunn, CCN 6304 12/14/13  
Reviewer Date

  
Capt. Danzell Brooks, CCN 16938

Division Signature Date

**Distribution:**

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File



## BSO Employee Performance Evaluation

|                                    |                                                                                                                                                                                                                  |               |                                 |                                      |                                          |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------|--------------------------------------|------------------------------------------|
| Employee Name:<br>Alexandra Acosta |                                                                                                                                                                                                                  | CCN:<br>17044 | Employee Job Title:<br>Deputy   | Rating Period<br>From:<br>06/01/2013 | Rating Period<br>To:<br>09/01/2013       |
| Evaluation Type:<br>(mark one)     | <input type="checkbox"/> Probation (New Employee/Promotion)<br><input checked="" type="checkbox"/> 1 <sup>st</sup> Qtr <input type="checkbox"/> 2 <sup>nd</sup> Qtr <input type="checkbox"/> 3 <sup>rd</sup> Qtr |               | <input type="checkbox"/> Annual | <input type="checkbox"/> Transfer    | <input type="checkbox"/> Other (specify) |

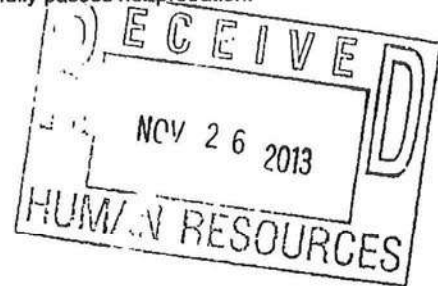
| Employee Performance Criteria & Measures                                                                                                                                            |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------|-------------------------|
| Measure Definitions:                                                                                                                                                                |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
| <u>Needs Improvement</u> – Performance is clearly below the requirements for the position.                                                                                          |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
| <u>Meets Expectations</u> – Overall performance consistently meets the requirements for the position.                                                                               |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
| <u>Exceeds Expectations</u> – Overall performance consistently exceeds the expected results of job responsibilities.                                                                |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
| (Mark the appropriate measure that best matches each performance criteria for this evaluation period)                                                                               |                      |                       |                         |                                                                                                                                                                                                               |                      |                       |                         |
| PERFORMANCE<br>CRITERIA                                                                                                                                                             | Measures             |                       |                         | PERFORMANCE<br>CRITERIA                                                                                                                                                                                       | Measures             |                       |                         |
|                                                                                                                                                                                     | Needs<br>Improvement | Meets<br>Expectations | Exceeds<br>Expectations |                                                                                                                                                                                                               | Needs<br>Improvement | Meets<br>Expectations | Exceeds<br>Expectations |
| <b>Attendance and Punctuality</b><br>Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.            |                      |                       | ✓                       | <b>Interpersonal Skills</b><br>Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.                             |                      |                       | ✓                       |
| <b>Appearance</b><br>Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.                                                 |                      |                       | ✓                       | <b>Critical Thinking/ Decision Making</b><br>Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.                                       |                      | ✓                     |                         |
| <b>Initiative</b><br>Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.           |                      | ✓                     |                         | <b>Safety</b><br>Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.                                         |                      | ✓                     |                         |
| <b>Work Performance</b><br>Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume. |                      |                       | ✓                       | <b>Planning &amp; Organizing</b><br>Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.                                                        |                      | ✓                     |                         |
| <b>Customer Service</b><br>Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.                            |                      |                       | ✓                       | <b>Policy and Procedures</b><br>Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements. |                      | ✓                     |                         |

**Overall Performance Summary** – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Acosta has a good working knowledge of our Policy's and Procedures and Florida State Statutes. Deputy Acosta is highly motivated and is eager to learn. She always has a positive attitude and always has a smile on her face. She uses proper distance and officer safety tactics when dealing with suspects. Deputy Acosta trains weekly with her squad regarding building searches and Officer Down Rescues. She applies the correct Florida State Statute charges on her Arrest forms. Deputy Acosta formulates a safe and appropriate approach when responding to in progress calls.

**Performance Expectations** – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Acosta will receive any training and assistance needed to ensure she successfully passes her probation.

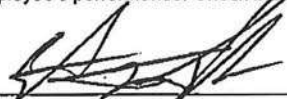


**Career Development** – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Acosta will be afforded career development courses that will allow her to enhance her career goals within BSO.

**Signatures Below**

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

 11/17/13  
Evaluator Signature Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

  
Employee Signature Date

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

 Lt. Nadine Dunn, CCN 6304 11/19/13  
Reviewer Date

 Capt. Danzell Brooks, CCN 16938  
Division Signature Date 11-19-13

**Distribution:**

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File