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The 2018 Florida Statutes

30.07 Deputy sheriffs.—Sheriffs may appoint deputies to act under them who shall have the same power as the sheriff appointing them, and for the neglect and default of whom in the execution of their office the sheriff shall be responsible.

History.—s. 4, ch. 1659, 1868; RS 1247; GS 1675; RGS 2881; CGL 4578.

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The 2018 Florida Statutes

30.15 Powers, duties, and obligations.—

(1) Sheriffs, in their respective counties, in person or by deputy, shall:

(a) Execute all process of the Supreme Court, circuit courts, county courts, and boards of county commissioners of this state, to be executed in their counties.

(b) Execute such other writs, processes, warrants, and other papers directed to them, as may come to their hands to be executed in their counties.

(c) Attend all sessions of the circuit court and county court held in their counties.

(d) Execute all orders of the boards of county commissioners of their counties, for which services they shall receive such compensation, out of the county treasury, as said boards may deem proper.

(e) Be conservators of the peace in their counties.

(f) Suppress tumults, riots, and unlawful assemblies in their counties with force and strong hand when necessary.

(g) Apprehend, without warrant, any person disturbing the peace, and carry that person before the proper judicial officer, that further proceedings may be had against him or her according to law.

(h) Have authority to raise the power of the county and command any person to assist them, when necessary, in the execution of the duties of their office; and, whoever, not being physically incompetent, refuses or neglects to render such assistance, shall be punished by imprisonment in jail not exceeding 1 year, or by fine not exceeding $500.

(i) Be, ex officio, timber agents for their counties.

(j) Perform such other duties as may be imposed upon them by law.

(k) Establish, if the sheriff so chooses, a Coach Aaron Feis Guardian Program to aid in the prevention or abatement of active assailant incidents on school premises. A school guardian has no authority to act in any law enforcement capacity except to the extent necessary to prevent or abate an active assailant incident on a school premises. Excluded from participating in the Coach Aaron Feis Guardian Program are individuals who exclusively perform classroom duties as classroom teachers as defined in s. 1012.01(2)(a). This limitation does not apply to classroom teachers of a Junior Reserve Officers' Training Corps program, a current servicemember, as defined in s. 250.01, or a current or former law enforcement officer, as defined in s. 943.10(1), (6), or (8). The sheriff who chooses to establish the program shall appoint as school guardians, without the power of arrest, school employees who volunteer and who:

1. Hold a valid license issued under s. 790.06.

2. Complete 132 total hours of comprehensive firearm safety and proficiency training conducted by Criminal Justice Standards and Training Commission-certified instructors, which must include:

a. Eighty hours of firearms instruction based on the Criminal Justice Standards and Training Commission's Law Enforcement Academy training model, which must include at least 10 percent but no more than 20 percent more rounds fired than associated with academy training. Program participants must achieve an 85 percent pass rate on the firearms training.

b. Sixteen hours of instruction in precision pistol.

c. Eight hours of discretionary shooting instruction using state-of-the-art simulator exercises.

d. Eight hours of instruction in active shooter or assailant scenarios.

e. Eight hours of instruction in defensive tactics.

f. Twelve hours of instruction in legal issues.

3. Pass a psychological evaluation administered by a psychologist licensed under chapter 490 and designated by the Department of Law Enforcement and submit the results of the evaluation to the sheriff's office. The Department of Law Enforcement is authorized to provide the sheriff's office with mental health and substance abuse data for compliance with this paragraph.

4. Submit to and pass an initial drug test and subsequent random drug tests in accordance with the requirements of s. 112.0455 and the sheriff's office.

5. Successfully complete ongoing training, weapon inspection, and firearm qualification on at least an annual basis.

6. Successfully complete at least 12 hours of a certified nationally recognized diversity training program.

The sheriff shall issue a school guardian certificate to individuals who meet the requirements of subparagraph 2. The sheriff shall maintain documentation of weapon and equipment inspections, as well as the training, certification, inspection, and qualification records of each school guardian appointed by the sheriff.

(2) Sheriffs, in their respective counties, in person or by deputy, shall, at the will of the board of county commissioners, attend, in person or by deputy, all meetings of the boards of county commissioners of their counties, for which services they shall receive such compensation, out of the county treasury, as said boards may deem proper.

(3) On or before January 1, 2002, every sheriff shall incorporate an antiracial or other antidiscriminatory profiling policy into the sheriff's policies and practices, utilizing the Florida Police Chiefs Association Model Policy as a guide. Antiprofiling policies shall include the elements of definitions, traffic stop procedures, community education and awareness efforts, and policies for the handling of complaints from the public.

History.—s. 14, ch. 4, 1845; ss. 1, 4, ch. 157, 1848; s. 9, ch. 1626, 1868; ss. 1, 2, ch. 1659, 1868; RS 650, 651, 653, 1241, 1242, 2583; GS 991, 992, 994, 1670, 1671, 3503; RGS 1804, 1805, 1807, 2875, 2876, 5388; CGL 2856, 2857, 2859, 4572, 4573, 7527; s. 4, ch. 22790, 1945; s. 4, ch. 73-334; s. 1, ch. 91-95; s. 179, ch. 95-147; s. 2, ch. 2001-264; s. 5, ch. 2013-25; s. 5, ch. 2018-3.

Note.—Former ss. 144.01-144.03, 30.16.

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FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL AIRPORT (FLL) ACTIVE SHOOTER / MASS EVACUATION INCIDENT AND ITS IMPACT UPON AIRPORT OPERATIONS

An Assessment and Review of the Operational Response to the FLL Active Shooter / Mass Evacuation Incident, and Intelligence Based Research regarding Active Shooter Statistics, U.S. Terrorist Threats and an Overview of Recent Airport Attacks

After Action Report

January 6th, 2017
100 Terminal Drive
Fort Lauderdale, FL., 33315

Authored by: Major Angelo Cedeno
Contributing Author: Executive Lieutenant Robert Furman
Research, Intelligence and Coordination: Deputy Vincent Torres

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Introduction and Executive Summary

On January 6th, 2017, at approximately 12:54hrs, the Fort Lauderdale – Hollywood International Airport (FLL) was targeted by a nefarious individual, who committed the Nation's deadliest attack on a U.S. airport. Though the motive and inspiration in doing so is yet to be confirmed, an analysis of the incident must be undertaken to minimize the risk of future events and improve the coordinated response by first responders, airport personnel and assisting agencies.

Esteban Santiago, W/M, DOB 03/16/1990, boarded a Delta Airlines flight in Anchorage, Alaska, bound for Fort Lauderdale with a stop in Minneapolis, Minnesota. His only checked item was a hand gun container that stored a semi-automatic handgun within. Upon arrival Esteban Santiago reclaimed his checked handgun container at the FLL, Terminal 2 lower baggage claim area, retrieved the firearm and began indiscriminately shooting those waiting in the carousel area. Such action resulted in the death of five (5) airport patrons. An additional six (6) patrons were injured by way of gunfire. The massacre ceased once Santiago discharged all of his ammunition. Santiago surrendered to responding Broward Sheriff's Deputies without further incident.

As a result of the mass shooting, hundreds of potential witnesses remained on scene and first responders attempted to access and stabilize the situation. Misinformation and anxiety among airport visitors and employees triggered sporadic episodes of panic leading to reports of perceived gunfire throughout the remaining airport terminals and parking garages. Concern of a possible coordinated attack in other terminals prompted a complete shutdown of airport operations. Efforts were initiated to identify any potential threats and systematically secure the

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airport grounds and safely remove patrons from the airport property thereby eliminating the potential for further attacks. The Broward Sheriff's Office (BSO) along with the Federal Bureau of Investigations (FBI) spearheaded the investigation, up until it was deemed that the matter potentially constituted a terrorist act, at which point the scene was relinquished to the FBI for processing and prosecutorial efforts. BSO remained in a support role to assist in the investigative effort.

The securing of the airport grounds and safe evacuation of tens of thousands of airport patrons and airport employees, medical treatment of the injured and subsequent investigation posed a serious challenge to all surrounding law enforcement and medical personnel. The burden placed on public safety was far reaching and extended well beyond the initial crime scene. While some of the ripple effects caused by the initial incident were predictable, some were not. When acting in the interest of public safety, some of the cascading events prompted the expenditure of needed resources and further delayed the stabilization of airport operations. The lessons learned are outlined throughout the report in efforts to prevent, enhance and educate the public safety community at large in being better prepared for any future compromise of airports and related active shooter target locations, allowing for higher levels of emergency management preparedness and vigilance in securing the Country and its exposure to such horrific events.

Through astounding dedication and steadfast perseverance, on behalf of all stakeholders involved, a commendable closure to a turbulent event was attained while sustaining significant exertions.

- The BSO Airport District's response to the active shooter was courageous, diligently carried out and terminated with pinpoint reactionary tactics and astute representation.

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- A brave response to the event by public safety personnel represented an immeasurable force of unity and dedication to combating the threat.
- A Unified Command (UC) under strenuous conditions stood up and braved the fight regardless of numerous obstacles and overwhelming conditions.
- Vigilance was upheld to the utmost degree in detecting, eliminating and preventing any unforeseen threats in ensuring the preservation of life.
- Though the event was extremely tragic and defiant to the sanctities of life, complete ownership was had by all stakeholders to fulfilling their obligation in restoring civility and preventing further deterioration of the environment and its civilian population.

Though courage never faltered, key observations were made that exposed weaknesses and the need to correct formal and informal hindrances that obstruct sound operations during the catastrophic events.

- The need to instantaneously establish Incident Command Systems (ICS) and the deployment of an Incident Management Team (IMT) in allowing for defined protocols to be followed and unilateral communications to be shared amongst all Emergency Operations Centers (EOC).
- The need to expand on personnel assignments and their capabilities and the expansion of law enforcement personnel training specifically geared towards the enhancement of tactical responses and their deployment during an emergency crisis.
- Tabletop exercises must consider every possible scenario, fluid familiarity and redundant training in avoidance of pre-planning deficiencies and lackluster preparedness.

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- A cohesive environment must be fostered to unilaterally educate every stakeholder as to their specific roles, levels of expertise, expectations, and the severity of the decision making process to preserving the integrity of the event and the realization of potential disastrous outcomes.

In its totality, the storm was weathered and the event was brought to finality with no further casualties endured. Though a snapshot of the struggles are portrayed, descriptive outlines are provided throughout the report to better assist in the comprehension of acute observations and recommended remedies.

Incident Overview

The Airport active shooter incident is viewed and defined by two independent events; The Primary Event - The Santiago Shooting and Secondary Event - Active Shooter False Alarms and Airport Wide Self-Evacuation. The tragic shooting was over in 85 seconds and was contained to one terminal. The Secondary Event served as a litmus test to emergency preparedness, public safety responses and reactionary behavior to critically induced stressors.

The cause of the Primary Event was Esteban Santiago and his decision to fire his weapon in the baggage claim area of Terminal 2. The cause of the Secondary Event was a frantic response to alleged secondary shooters and well-intended decisions to remove employees and airport patrons from potential harm, but unfortunately the execution of such plan did not go as desired. In turn, it led to a systemic break down in discipline at the Transportation Security Administration (TSA) checkpoints, which cascaded into the self-evacuation of each terminal and all concourses throughout the airport. The following outlines the event from its onset and its

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escalation based on aggravating factors and its affect upon law enforcement, fire rescue personnel, airport personnel, airport patrons, private industry and the enactment of ICS:

Primary Event – Santiago Shooting:

On January 6th, 2017, Santiago flew in to the FLL airport via Delta Airlines flight # 2182. The flight originated in Anchorage, Alaska with one connection, flight #1088, in Minneapolis-St. Paul, Minnesota. Upon landing, Santiago departed the aircraft at 12:15 hrs. and proceeded to the Terminal 2 baggage claim area, which is located on the ground level of such terminal. After waiting at the carrousel for several minutes, Santiago is internally overhead paged to the Delta baggage office located at the southeast end of Terminal 2. Delta had paged Santiago so he could collect the checked firearm he had been traveling with. Santiago had no other checked luggage, and the firearm was in a gun case, which was the only item Santiago had checked in at the Anchorage airport.

After claiming the checked gun, Santiago left the Delta baggage office and walked to the west end of the baggage claim area, where he entered a men's bathroom and loaded the firearm before placing it in his waistband and abandoning the firearm case in the bathroom. Santiago exited the bathroom and walked east to the center of the baggage claim area and pulled out the firearm, and immediately began shooting at random people in the immediate vicinity.

BSO deputies responded to the sound of gunfire and radio dispatch calls of "shots fired" within Terminal 2. Deputies were able to confront and apprehend Santiago within 85 seconds after the first shot was fired. Within those 85 seconds, Santiago had fired 14 rounds, murdering five people and injuring an additional six more by means of gun fire. Below is a brief timeline of the incident:

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- 12:15 hrs. - Santiago walks off the D-5 jet–bridge and makes his way to the lower level of Terminal 2 and over to the Delta baggage claim area where he awaits his firearm at the baggage carrousel. After waiting several minutes, the Delta baggage office overhead pages him to pick up his firearm at their office, which is adjacent to the baggage carrousel. Santiago retrieves his firearm and proceeds to the west end of lower level Terminal 2.
- 12:46 hrs. - Santiago enters the men's restroom located at the west end of Terminal 2 baggage claim area.
- 12:52 hrs. - Santiago exits the restroom and proceeds east through the baggage claim area.
- 12:53 hrs. - Santiago pulls a handgun from waistband and fires his first shot.
- 12:53 hrs. - Delta Checkpoint Ticket Document Checker's begin to notice the sound of gun shots and start moving toward the central checkpoint.
- 12:54 hrs. - A deputy responding from the Terminal 2 upper level TSA checkpoint, which is staffed by BSO at each checkpoint throughout TSA operations, sees the commotion at the checkpoint hears the gunshots and runs to engage Santiago who immediately surrenders and is placed into custody.
- 12:55 hrs. - Six deputies enter the lower level baggage claim, via multiple doors, and establish a secure perimeter and identify and assist victims.
- 12:58 hrs. - First Fire Rescue Triage
- 13:05 hrs. - First treatment of victims from Fire Rescue.

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- 13:06 hrs. - Deputies begin placing crime scene tape.
- 13:08 hrs. - Lower level airport roadway shut down for law enforcement traffic only.
- 13:11 hrs. - Witnesses are moved to the west end of the lower level baggage claim area of Terminal 2 with the intent of gathering their information and getting them on to an airport transport bus ramp side. During such coordination efforts, the secondary incident manifested rendering the plan no longer feasible.

From the time the witnesses were being moved, up until 14:20hrs, the events that took place were standard operations for any crime scene. Responding BSO resources, to include BSO airport fire rescue personnel and additional outside agencies, commence to establish a crime scene and begin the task of treating victims and securing witnesses and evidence. BSO's Explosive Detection Canine Handler (EDCH) teams were further used to sweep the immediate vicinity for potential explosive devices, while the BSO Special Weapons and Tactics Team (SWAT) helped to locate and make safe, sterile areas of Terminal 2 that had been flooded by the initial fleeing of panicked passengers and airport employees.

During this time, an incident command post was established, along with a media staging area and the activation of the Broward County Aviation Department (BCAD) Airport Emergency Operations Center (AEOC). A plan was being enacted that would have made the Security Identification Display Area (SIDA) and areas beyond the TSA checkpoint where passengers and bags had already been screened within Terminal 2 "sterile" again, further allowing operations in Terminal 2 to recommence, with the exception of baggage claim. Up to this point, the decision had been made to keep the remainder of the airport open with the exception of the Terminal 2

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lower level area and roadway. The dynamics changed greatly with onset of the secondary event and the reporting of additional active shooters throughout the airport.

Figure 1: FLL Terminal 2 Baggage Area (Battinger, et al., 2017)

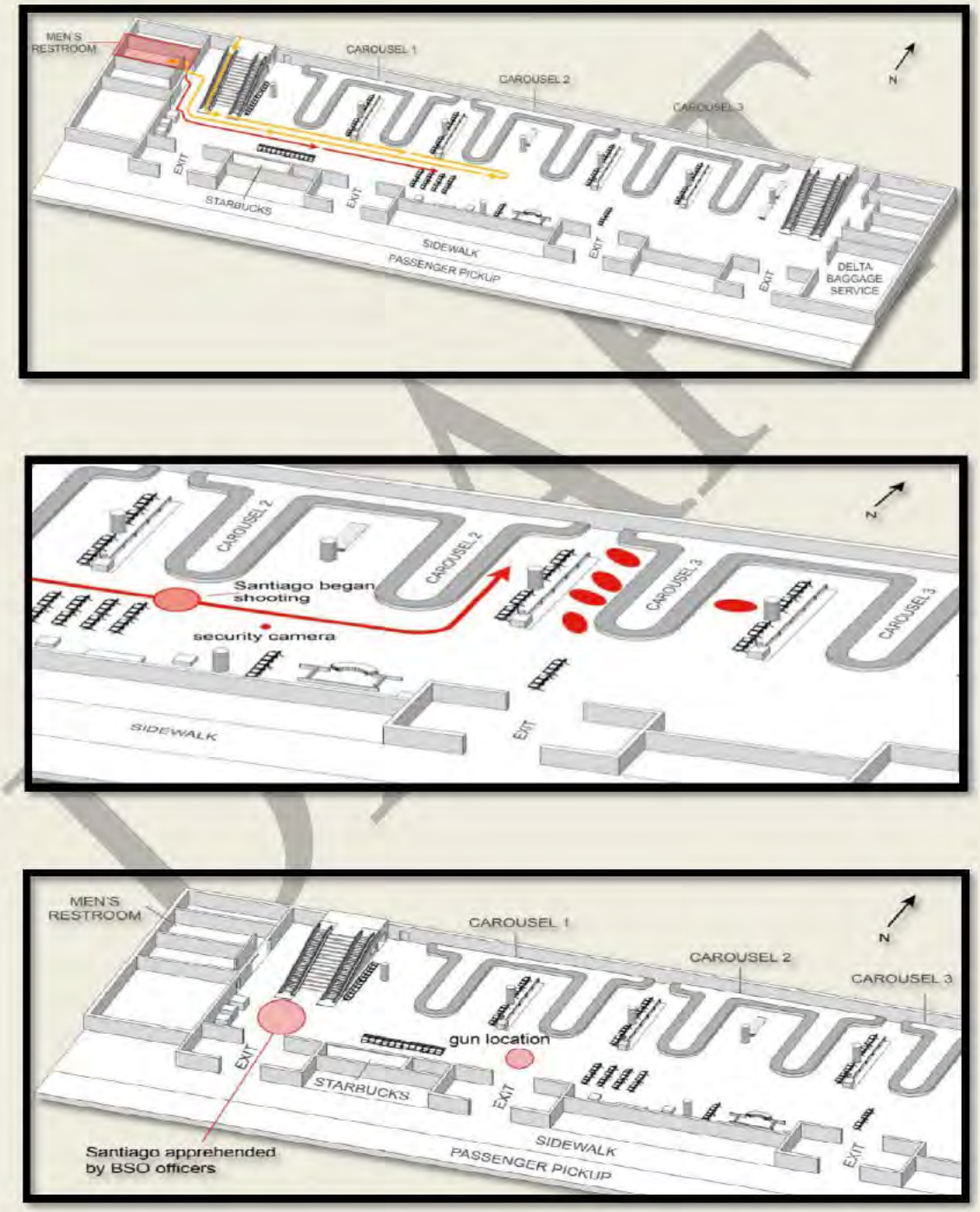

Figure 2: FLL Active Shooter

Esteban Santiago. (BSO)

Secondary Event – Airport Wide Self-Evacuation:

Reference Map, p.30

1 At 14:20hrs, a Customs Border Patrol (CBP) officer was walking with several other CBP officers in the lower level roadway between Terminals 2 and 3 when he heard what he thought was possibly two gunshots being fired, later determined to most likely have been cars on the upper roadway driving across an expansion joint in the road. He questioned his fellow officers as to what was allegedly heard, but was immediately informed that they did not hear anything. In efforts to dispel any further fears, he thought he should run back to Terminal 2 and check, just in case there had been another incident. Closed Circuit Television (CCTV) shows the officer running from the lower-level Ground Transportation Area (GTA) Terminal 3 towards the west end crosswalk at Terminal 2 where the CBP officer met up with several Broward Fire Rescue Emergency Services (BFRES) personnel.

A BFRES captain recalls a CPB officer running towards him with his firearm out and asking if he heard shots fired at Terminal 2. To be safe, the fire rescue captain reports the

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incident over his designated radio channel to BFRES communications. Approximately 45 seconds later, this information is relayed across the primary Department of Law Enforcement (DLE) radio channel as, "Border Patrol reporting shots fired in Terminal 2."

Simultaneously, throughout the airport, CCTV shows deputies appearing to go on alert, while numerous requests via radio transmissions for confirmation of the call or location are made. In the AEOC, located in the upper level area of Terminal 3, the gathered group mostly comprised of department heads for the airport and individual legacy airlines, had heard the initial radio call via the fire rescue radio and subsequently the same radio traffic is heard from police radio reporting similar information. According to JetBlue representatives, a civilian had also hung up a hard line phone, between the fire and police radio call, and stated "They are shooting in two again", referring to Terminal 2.

2 Upon hearing the phone call and two radio calls, a JetBlue supervisor made a decision to keep their employees safe and out of danger by sending an employee from the AEOC to the ticket counters to begin clearing employees from the area. The decision was made without further consultation of AEOC officials or law enforcement.

The JetBlue ticket counters are located in the southern half of Terminal 3 with the passenger "Exit Lane" from surrounding concourses separating the northern and southern sides of the terminal. CCTV shows that as the JetBlue employees clear the counter area, they did so at a rapid pace, running towards the southern-most terminal access door. In the process of the employees running, it appears passengers became alarmed and joined in with the employees.

3 Three (3) subsequent actions took place in a very short time frame once the employee ticket counter began to evacuate:

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- The TSA Foxtrot Checkpoint employees observed the employees running, and became panicked themselves and ran west down the concourse.
- Some employees and passengers fleeing from the ticket counter evacuated east to the Palm Parking Garage.
- Other employees and passengers fleeing from the ticket counter evacuated towards Terminal 4.

These actions created a cascade effect upon the rest of the airport in a very short period of time. The TSA officers fleeing from Foxtrot Checkpoint caused most of the Foxtrot Concourse passengers, concession workers and airline employees to panic and flee the concourse area and into the ramp. Normally with an evacuation, the ramp workers would gather evacuating employees and contain them to a general area. In this case, and in all subsequent concourse evacuations that day, ramp workers had no prior notice of the impending evacuations and began to flee themselves as the panicked passengers and other employees were yelling that they were being shot at or that shots were being fired.

4 The employees fleeing towards Terminal 4 caused two (2) deputies already on the curb, who were still trying to confirm the shots fired in the Terminal 2 incident, to un-holster their weapons and direct their attention to Terminal 3 thinking something critical must have been occurring.

5 The employees and passengers fleeing to the garage appear to have created an alarming sound that caused one of the anxious deputies in front of Terminal 4 to make a radio transmission of "shots fired" coming from the Palm Garage. As the shots fired call was being reported, the passengers who ran past the Terminal 4 curbside deputies entered that terminal and

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caused panic within. Passengers and employees ran towards the checkpoint causing the TSA officers at the Gulf Checkpoint and exit lane to flee down the H and G Concourses. This resulted in passengers in both concourses to self-evacuate towards the ramp, taxiways and the Zulu Aircraft Holding Area located on the west side of Terminal 4.

Once the call of "shots fired" in the Palm Garage occurred, law enforcement officers (LEO's) airport wide ran out of the terminals and from the curbsides towards the Palm Garage, which essentially started a series of incidents causing hysteria across the airport. These incidents are as follows:

- A 911 call is received from Terminal 3 of "shots fired".
- LEO's in Terminal 2, upper and lower levels, ran towards the garage, which caused passengers on upper level Terminal 2 to flee towards Terminal 3.
- Many of these passengers ran into the northern most door of Terminal 3, which caused a self-evacuation of the ticket counters in that area and caused the TSA officers at Echo Checkpoint to take flight down the Echo Concourse.
- Echo Concourse passengers, concession workers and airline employees begin to flee the concourse towards the ramp areas.
- The LEO's running out of Terminal 2 also caused the TSA workers at the Delta Checkpoint to flee, for the second time that day, into the D Concourse.
- This action caused passengers who had returned to the concourse, after they had fled the first incident, to begin evacuating to the ramp area. The ramp was still occupied in two locations, by groups of passengers, concession workers and airline employees who had not yet returned to the D Concourse after the first evacuation.

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- Upon hearing and seeing the new evacuation, the groups already on the ramp fled to new locations closer to the Terminal 1 and Terminal 3 ramp areas.
- Fleeing Terminal 4 passengers reported that a suspicious male was being detained at gunpoint, which was solely based on them overhearing a transmitted police radio communication of a "suspect at gunpoint". These communications were ultimately unfounded, as were many similar incidents throughout the next 15 minutes.

6 The sudden response from LEO's airport wide and their running to a perceived threat, specifically in the Palm Garage, forced passengers east towards the Hibiscus and Cypress Garages. Passengers in those garages, including Terminal 1 curbside, started to get anxious, which resulted in them dispersing and fleeing the area in various directions.

CCTV shows the combined running, increased tension, and mass panic across the airport that led to the knocking over of signs, stanchions, and garbage cans. People ran into doors, knocked them off their tracks, dropped luggage and tripped over strollers. All of these unfamiliar noises in such a short period of time appears to have added to the confusion, and seems to account for various police reports of "shots fired" throughout the garages and in Terminal 1.

The increased LEO activity, coupled with distraught passenger behavior, led to panic in the Charlie Checkpoint area, which caused the TSA staff to flee the checkpoint towards the Charlie Concourse. As with the other terminals, such action led to a virtual evacuation of all passengers, concession workers and airline employees on to the airport ramps. Simultaneously, with TSA fleeing Charlie Checkpoint, the west end of the Terminal 1 lower level baggage area appeared to panic with passengers running in various directions, primarily towards the east.

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7 & 8 The BSO Bravo Checkpoint deputy, who had been listening to the radio transmissions of shots fired in various locations, and the radio call of a potential suspect in a white shirt running in the garages towards Terminal 1, posted himself at the mezzanine level at the Bravo Checkpoint, overlooking all of the baggage claim area. As the passengers at the west end started to run towards his location on the east end, he heard what he perceived to be shots fired coming from that general area. The deputy relayed the information over the radio informing of "shots fired in Terminal 4", but corrected himself a few seconds later stating "shots fired Terminal 1." One minute after correcting himself, separate LEO's are reporting "shots fired" in Terminal 1 and at the Alamo Rental Car Center located at the rental car garage.

9 & 10 The sound and noise of several dozen people running and screaming towards the direction of the Bravo Checkpoint appears to have caught the attention of the TSA employees at that location. With the arrival of the first distraught passenger running up to the mezzanine level, the TSA officers fled the checkpoint down the concourse. This action caused the near complete evacuation of passengers, concession workers and airline employees to the ramp. CCTV also captures two Federal Air Marshals (FAMS) and a Federal Flight Deck Officer (FFDO), who were waiting to board their flight, to immediately run from Gate B2 boarding area towards the checkpoint with their firearms drawn. All three made their way to the Bravo Checkpoint where they identified themselves to the checkpoint deputy and stayed in the footprint of the checkpoint for the next few hours. An interview of the FAMS revealed they never heard any gunshots, but were reacting to the yelling and screaming of panicked passengers who were fleeing the concourse for safety towards the ramp.

It should be noted that Terminal 1 has been the recipient of the most eyewitness reporting's of hearing "gunshots." Depending on the interviewee, they range from two (2) to five

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(5) shots with the succession of the shots fluctuating per interview. Though the terminal is under major construction, all of those interviewed reported having worked in that terminal for some time and all stated they had never heard construction noise that sounded anything like the noise they reported hearing as a gunshot.

Terminal 1 is the only airport terminal with three levels. The upper level is ticketing, the mezzanine has the Bravo Concourse located on the east side, and the Charlie Concourse located on the west side. Both mezzanines connect directly to either the Cypress Garage Bravo Checkpoint or the Hibiscus Garage Charlie Checkpoint via enclosed bridge type walkways over the lower level roadway. The lower level is primarily the baggage claim area for all of Terminal 1 airlines. Interviews with "ear-witnesses" to the sounds of gun shots, and a review of CCTV reveal that the entire upper level appears to hear "gun shots" coming from the eastern mezzanine level. Subsequent interviews with those on the eastern mezzanine level, and review of the CCTV clearly indicates that there were no shot(s) fired at that location, but those interviewed claimed that they heard gun shots coming from what they believe is the western end of the lower level baggage claim area. The people interviewed in the eastern and mid-terminal location of the baggage claim area also stated that the gunshot sounds they heard were coming from the western end of baggage claim.

It should be noted that all of the people interviewed stated the sound of "gunshots" was the reason they fled in the various directions they did. Additional interviews were conducted with a TSA employee in the Charlie Checkpoint, a Starbucks Manager standing in front of a "down" escalator and a civilian BSO employee who was in front of the checkpoint standing in the western mezzanine area of the terminal. All three stated they never heard a gunshot despite being located just above the location where others interviewed believe the gunshot sound was

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coming from. They stated they ran only because they saw others acting afraid and then heard someone yell "run" or something similar to "they're shooting".

As of this writing, there has been no CCTV or actual eyewitness to any type of intentional or unintentional shots being fired in Terminal 1. There have been no shell casings collected, despite reports otherwise, and no cleaning crew or airline employee has reported discovering any damage in Terminal 1 consistent with a gunshot. Attempted re-creations of that noise by normal items found in those areas have been unsuccessful in determining what the noise was. Interviews with FAMS located in the western end of the baggage claim, seconds before the panic began, also revealed that they never heard shots fired. They had jogged out of that location after they observed a deputy move at a quick pace from the west end mezzanine level down to the baggage claim level and out the western exit door to the curb. After the three FAMS ran outside behind the deputy, was when the alleged sound of shots fired occurred. The three FAMS deny having heard any shots, and CCTV of the entire lower level curb area reveals no concerned passengers or LEO's outside or any reaction to a loud noise or incident at that moment.

The total elapsed time from the moment employees and passengers began running from the JetBlue ticket counters in Terminal 3, which began the domino effect of self-evacuations, to the point of passenger reactions in lower level Terminal 1 baggage claim, took 2 minutes and 53 seconds. Four seconds later, TSA employees at Bravo Checkpoint begin to flee, and by the 3 minute 20 second mark, the entire airport had completely self-evacuated.

As a result of such pandemonium and contributing factors that caused the lower level baggage claim area to panic, either due to police radio calls of shots fired in Terminal 1 or the self-evacuation of the Terminal 1 baggage claim area, LEO's continued to respond towards the

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terminal while passengers continued to run away from the terminals. These actions were being perceived in all airport terminals and garages.

CCTV also shows a clearly marked BSO patrol K-9 vehicle driving to Terminal 1 in response to a shots-fired call. The deputy was forced to park his vehicle in the middle of the lower level roadway as a result of the large number of civilians fleeing the baggage claim area and running across the roadway toward the garages. Once stopped, the deputy immediately jumped out of the driver's seat and began running towards the baggage claim area. Simultaneously, one of the airport patrons ran around the BSO vehicle and opened the rear passenger door with the intent of hiding in the vehicle in an attempt to avoid a perceived threat. Upon opening the vehicle door, the patron encountered the patrol canine that jumped out of the vehicle, and reacted as trained, in apprehending the patron. The encounter went on for several moments until a nearby Florida Department of Law Enforcement (FDLE) agent determined what had happened and worked to restrain the canine. With the assistance of additional responding LEO's, the canine was secured and placed back in the patrol vehicle. The civilian was provided medical assistance and transported to a local hospital.

11 & 12 As a result of the confusion regarding the canine incident, LEO's responding to the location reported the incident on the radio as either a "gunshot victim" or in an attempt to clarify the incident, a "canine bite, not gunshot". Either way, the misinformation lent credibility to those listening on the radio that there were in fact additional shooter(s) on the airport property. Shortly after this report of a gunshot victim, there was a new report of an additional shooter on the east side of the airport property near the A Concourse.

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During the majority of the three minutes described above, there was a large number of LEO's responding to all three airport garages in an effort to locate a possible shooter(s). Multiple teams of LEO's are seen on CCTV throughout the garages and on every level tracking down a consistent report of a male in a white t-shirt. It appears this person (s), turned out to be civilian airport employees who had been running through the garages out of fear of the perceived threat. They had made their way to the Hibiscus Garage roof-top where they were intermingled with airport "plane-spotters".

The following is a timeline of shots fired calls (911 calls and police initiated calls) and firearm related calls heard over the primary radio channel and their respective locations related to the secondary event. Reactionary calls commenced at 14:21hrs, as a result of the JetBlue ticket counter's being cleared.

Time	Radio Call	Location	Source
14:22 hrs.	Shots fired	Palm garage	LEO
14:24 hrs.	Shots fired	Terminal 3	911 call
14:24 hrs.	Suspect at gunpoint	Terminal 4	LEO

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14:24 hrs.	Shots Fired	Terminal 4	LEO
14:24 hrs.	Shots Fired	Terminal 1	LEO
14:25 hrs.	Shots Fired	Terminal 1	LEO
14:26 hrs.	Shots Fired	Rental car garage	LEO
14:26 hrs.	Gunshot victim	Terminal 4	LEO
14:36 hrs.	Additional shooter	Train tracks adjacent to airport	LEO
14:54 hrs.	Shots Fired	Huizenga Hangar	LEO
15:19 hrs.	3 firearms recovered	Palm Garage	LEO

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15:22 hrs.	Shots Fired	Terminal 3	911 call
15:24 hrs.	Shots Fired	Huizenga Hangar	Fire/Rescue
16:36 hrs.	Detonation	Railroad tracks	LEO

Ramp Control:

The normal operation for airport evacuations is for ramp employees of the various airlines to collect the passengers as they evacuate down the concourse stairwells. The employees form a loose "bubble" around the passengers to contain them and keep them away from the various hazards found on an airport ramp. During the self-evacuation, ramp employees were suddenly and unexpectedly faced with passengers and fellow airport employees fleeing down stairwells and jet-bridges, and anecdotally jumping from empty jet-ways to the ramp below. The people exiting from the concourses were also running, fearful for their lives, and screaming about shooters and shootings as they ran. Thus, ramp workers reacted similarly, joining in the running until they eventually stopped, often times at other concourses or terminals. CCTV covers much of this, to include ramp and airline employees attempting to manage and control groups of people at various points around the six concourses. Large groups of approximately one thousand people were gathering near the G-14 Ramp area of Terminal 4. A similar number were located on the ramp between concourses E and F of Terminal 3. Terminal 2 had several large groups

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around the concourse, and Terminal 1 evacuees generally made it from the concourse to the taxiways and onto the runway located on the north side of the airport.

Many patrons still had possession of their tablets or cellular phones and were keeping up with social media or speaking with friends and family who were informing them of what the various news channels were reporting. This added to, and heightened, group anxiety as those with social media access would then relay this information to others near them. One specific incident illustrates how this communication led to approximately four hundred people fleeing the ramp locations and attempting to seek shelter at alternate airport runways.

An employee of an airline had evacuated a concourse to the ramp and had been part of a group of approximately 200 people. The group had been startled at one point and fled to another location joining a similar sized group. The employee stated there was a lot of anxiety in the group, and people were relaying to one another the state of their situation according to media reports on line and through phone conversations between friends and family. He stated someone shouted for everyone to move away from the building they were adjacent to, because there were reports of shooters. Simultaneously, the employee was standing next to his friend who was on the phone with a relative. The friend stated something to the effect of, "…we should get down…" The employee's unease and in reaction of such statements made, within seconds of each other, ultimately led to the employee shouting "We should run!" With that, CCTV shows the crowd of approximately 400-500 people running towards the airport's northern runway. Those who lagged behind were directed towards the runway by employees who, according to interviews, felt that it was the safest place for people to be. Others interviewed stated they had just run with the group because they heard people shouting that they were being shot at, while others stated they didn't know why they were running.

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Regardless of the reason, several of these mass groups made it to the airport's northern runway and were eventually split into two groups of approximately 1,000 people. One group ended up at a commercial hangar located on the northern side of the airport and the other filtered out of a construction gate located on the east side of the airport.

The above took place approximately 27 minutes after the secondary incident was initiated. For those people on the ramp and gathered around the concourses that did not make it to the runway, construction gates or perimeter hangars, hindered their placement in a secure area based on the following four reasons:

- There was still a real belief that we had an active shooter(s) event taking place. The ramps were relatively safe, although we had concerns that additional shooters might be mixed in with the various groups.
- The airport had lost all "sterility" when passengers and airport workers had run through the unmanned TSA checkpoints. We could not reintroduce these groups into concourses that might have secondary devices intentionally left there.
- Passengers were separated from their concourses and many had left valuables, phones, wallets, purses and tablets behind. There was a concern for potential large scale thefts, as it was not possible to ascertain who would be picking up what items. All of the passengers' property would have to be screened and collected prior to opening the concourses.
- Many airport passengers and employees who had run during the secondary event were hiding in offices, closets, bathrooms, and any other spot imaginable around the airport. Many of these locations were in spaces located underneath the concourses, and those

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spaces had direct access to those respective concourses. LEO's still believed there might be additional shooters mixed among these people, and each location that could potentially conceal a person had to be cleared by SWAT teams. Any individual that was located was briefly detained and subjected to a pat down prior to releasing them to the terminal side of the airport.

Related Perimeter Issues:

The City of Fort Lauderdale Police Department (FLPD) is jurisdictionally positioned adjacent to the northern side of the airport. FLPD was the first non-BSO department to have resources on site to assist with the active shooter. Though initially not on the same radio channel as the airport district, FLPD was being relayed much of the same information. FLPD was aware that one subject was in custody, but also knew we were looking for other potential suspects. FLPD was also receiving 911 calls and information of passengers climbing fences around the airport property in an attempt to get out of the airport. Several FLPD officers assisted with closing the primary entrance to the airport from US1 southbound and Interstate 595. These two roadways converge as a shared connector to the airport. Additional FLPD officers took up perimeter points around the airport perimeter road.

Twenty-seven minutes after the secondary incident began; approximately 2,000 people still remained on the runway or were attempting to cross the northern runway and taxiways. Two critical incidents occurred within a short time frame of one another that perpetuated the belief that an active shooter threat still remained. The first was attributed to several plain clothes FLPD officers that were stationed on the northern portion of the airport's perimeter road. They were there keeping an eye on the general situation and listening to radio reports of the on-going

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incident. One of the officers heard what he believed to be "multiple shots being fired" from the area of the Embraer or Huizenga Hangars located at the 400 block of S.W. 34 Street, Fort Lauderdale, FL., which was adjacent to his location on airport property.

13 The officers were unable to see the south side of the hangars and did not know that approximately 1,000 people had just made their way to those hangars from the runway. Three LEO's were with that group and were requesting additional LEO's and fire rescue units to respond to that location for assistance. Shortly after their arrival, they heard a radio transmission go out of "shots fired" at their location, several times over the next few minutes. After repeatedly denying the shooting calls, they were able to ascertain that a large group of FLPD officers were on the opposite side of the hangar. FLPD was not allowing fire rescue to enter as they believed an active shooter attack was taking place at the hangars.

The LEO's on scene were able to convince FLPD that no active shooter was taking place, and the fire rescue and law enforcement resources were moved in to the hangars to assist with medical and safety concerns. It was later determined that the initial FLPD officers believed that the "shots" they heard were most likely coming from noises on Interstate 595. That section of roadway is adjacent to, and above, where the FLPD officers were standing. With the confusion of this incident on the primary radio channel adding to the overall belief of more active shooters, another incident was occurring a short distance away that exacerbated the situation.

A similar sized group of approximately 1,000 people had been making their way toward the east side of the runway towards a construction gate. The Allied Universal security guards stationed at the gate had opened it for the entry of a fire rescue ambulance. At the last moment, the crew decided not to enter the gate because they were hearing reports of "shots fired" on the

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runway. While the gate was still open, and with a very large group of people walking towards the gate, a fire rescue paramedic advised the security guards that they might want to leave the gate open for the approaching group. Security complied and hundreds of people made their way out of the airport via the construction gate. Those that left via the gate preceded north down the Florida East Coast (FEC) railroad tracks in to the City of Fort Lauderdale.

One exception to this group, which added to the on-going radio communication belief that other "bad-actors" were part of the incident, was a 22-year-old Iranian male who chose to run east when the rest of the crowd was walking north. The individual ran towards law enforcement officers who were assisting in closing the roadway at a primary entrance into the airport. Those officers had been hearing reports on their radios of the multiple active shooter incidents as well as reports that other shooters might be mixed in among civilians. The individual running towards them was doing so with a backpack in one hand and a cellular phone in the other. The individual refused to comply with several commands to stop, before being ordered to the ground at gun point and a subsequent interview to reveal his identity.

During the interview, he claimed that once he had fled the terminal to the ramp, a security officer in a vehicle picked him up and drove him to the perimeter fence where he was told to get out and run. He told officers that he was an Iranian-Muslim who was not a United States citizen and did not have any identification as he had lost it when he started running. He did claim to have a California driver's license though no record of any driver's license could be located during a teletype check. A fingerprint reader was utilized, with negative results on a positive identification. He claimed to be flying to California with his girlfriend, yet they were traveling on different flights approximately two hours apart. He stated that they had been staying together

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in Palm Beach County, yet he arrived via Uber from approximately 30 miles away, while she was going to be driving her personal vehicle.

14 With his overall story changing throughout the interview, the decision was made to "disrupt" his backpack utilizing a Bomb Squad Team. Notifications were made over the primary radio channel that there would be an intentional disruption that might sound like an explosion. What was left of the back pack was subsequently searched and found to be absent of any explosive materials and only contained personal items. The FBI responded to the scene to conduct a follow up interview and ultimately released the individual.

Figure 3: Incident Overview Reference Map. (BSO)

Ensuing Issues and Recovery:

By approximately 15:30hrs, law enforcement began to believe that something other than another active shooter(s) had happened at FLL during the secondary event. Though numerous

law enforcement and 911 reports of "shots fired" had occurred, there had been no confirmed suspects or victims located. With a very hypersensitive civilian population of approximately 12,000 people walking or hiding randomly around the airport, concourses, offices, jet-bridges, garages, ramps and terminals or stranded on one of the 22 aircraft, several decisions had to be made in addressing the event:

- What to do with approximately 12,000 people that could not stay on FLL property.
- How to secure the airport, as all SIDA sterility had been lost.
- How to ensure the safety of several thousand pieces of abandoned valuables.

Bringing the population back in to the concourses was not an option for several reasons. Primarily there was still a security concern that other shooters could be potentially mixed among the airport population. There were just too many reports of shots fired coming from what would routinely be deemed as credible sources, leading to believe that something occurred or potentially could take place.

All concourses, terminals and garages had people hiding in them and those locations needed to be physically cleared to ensure the safety and sterility of the post-security areas, as well as the public areas of the airport. Civilians could not be allowed back into concourses or security checkpoints, as thousands of personal items had been discarded by those fleeing. Wallets, purses, cellular phones, tablets, passports, bags and more, had been dropped or abandoned as people fled. Airport restaurants and shops had also been abandoned with cash drawers left open and merchandise left unattended. There was no way to locate staff or even know if they were still on the airport property. The concern for theft and subsequent crimes was of paramount consideration.

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BSO Command, in coordination with the Sheriff's Emergency Operations Center (SEOC) determined that all civilian personnel would be moved to an off-site location that was deemed secure. The Port Everglades Seaport was chosen as it is less than one mile away from the airport, has fixed perimeter security, routinely handles large volumes of passengers, could accommodate transportation services, provided a mechanism to interview people without comingling them with the general population, provided basic sanitation services, the ability to keep people out of inclement weather and is serviced by BSO law enforcement and fire rescue services.

The movement would have to occur from the upper terminal roadways, while the lower level would remain closed as a result of the Terminal 2 shooting, but could only begin once the three parking garages could be deemed secure from threats. With the plan to populate the curbs with thousands of people waiting for buses, a shooter in a garage could have had devastating effect. BSO coordinated the systematic clearing of offices, stairwells and vehicles utilizing SWAT teams from multiple jurisdictions who had come to offer support during the event.

By 1530hrs, a SWAT team leader from each of the 18 different departments was directed to the BSO SWAT command vehicle, where individual teams were tasked to specific garages. The mission was to clear every vehicle, office and stairwell in that specific garage, and report suspicious activity, items or persons. A "clearance" meant a visual inspection of the interior and exterior of every vehicle, office or stairwell and a pat-down of any persons found in those locations. Persons located were directed out of the garage, to a temporary holding area that was being secured by LEO's. Throughout this process several hundred civilians were found hiding under or inside of vehicles and offices. As a result of the visual inspections of parked vehicle interiors, follow-up investigations were required where firearm cases, fuel canisters "jerry cans"

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or other suspicious items were located. By 18:25hrs, all three (3) garages were deemed safe and SWAT teams redirected their efforts to clearing individual terminals.

While these clearances began, BSO Command was working with Broward County representatives to obtain as many buses as possible to transport the massive civilian population to Port Everglades. The staging area for the buses was on the western side of the airport where Fixed Based Operations (FBO) were located and prepared for evacuation. Access to these FBO's had been shut down when the secondary incident began and were easy to secure and maintain with very little civilian traffic. Approximately forty-seven (47) buses were utilized from various sources to include, Broward County Mass Transit, BSO prisoner transport, and much smaller transport vans and trolleys.

While the buses were being obtained and the SWAT teams were clearing the secure side of the concourses and terminals, road patrol law enforcement began moving thousands of civilians gathered at various points around the airport to the upper level curbside locations of the four terminals. Such action required a loose "police line" within the concourses to move people from the ramps, through concourses and out to the roadway. With abandoned personal property throughout the concourses and terminals, law enforcement needed to ensure nothing was removed prematurely before property could be reunited with its proper owner. This was applicable in the public areas of the terminals where deputies would keep bathrooms opened for public use, but would escort or maintain a secure barrier around the remaining public area to prevent theft.

The BCAD had contracted with a civilian company BMS CAT that specializes in the recovery and reunification of personal property in mass casualty incidents, to oversee the

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collection of the abandoned items. BMS CAT began the collection once each concourse and terminal was deemed safe by the SWAT teams clearing those locations. All terminals and concourses were declared clear by 22:00 hrs.

The tedious task to evacuate all airport patrons remained, which encompassed the movement of thousands of civilians from the FLL airport to the seaport. Access between the primary and secondary event required a tremendous response from the LEO community to include local, state and federal partners. In all, it is estimated that over 2,000 LEO's from the tri-county area had responded to the airport to offer some type of assistance. While this response was generally manageable from a traffic standpoint after the initial event, traffic control was completely lost after the secondary incident.

With the potential of six or seven active shooter incidents being reported at the same time, responding LEO's were parking vehicles in any location near the terminals and garages. With the haze of the incident on-going for approximately one hour, LEO's and their vehicles became separated with LEO's not recalling where they had left their assigned units. In addition, several dozen civilian vehicles had been left abandoned, without keys, along roadways into and out of the airport and in front of terminals. Several civilian vehicles ran out of gas after having been left to idle for many hours, and unattended. Forty (40) vehicles were towed to a contracted tow yard with dozens more being moved out of the roadway to allow for bus access to the terminals.

By 19:30 hrs. the roadways had been made passable and the buses began to pick up tired, scared, angry and hungry civilians that, for the most part, were relatively well behaved. LEO's stationed themselves on curbs and roadways at all four terminals and assisted with the loading of

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passengers on to buses. LEO vehicles conducted escorts of the buses for the short trip to Port Everglades, but ran into significant traffic congestion upon entering and exiting the port. Though a large port, which is basically shut down at night, the sudden influx of thousands of personal vehicles, cabs and Transportation Network Companies (TNC), such as Uber and Lyft, overburdened the roadways, which led to lengthy delays in getting busses back to the airport for evacuation purposes. The last hour or so of the transports were tense with civilians and LEO's displaying an exhausted demeanor based on the trying times faced during the event.

The SEOC terminated service at approximately 23:00 hrs., and the airport command post ended service at 01:00 hrs., on January 7th, while the Port Everglades command post closed at 03:00 hrs. At that point, the port was empty of all civilians with the Red Cross and Broward County services finding beds and safe locations for the many passengers who had not intended on an overnight stay in Broward County. The event left them with no ability to seek assistance from friends or family, and unexpectedly without monetary and communicative means due to their personal belongings being confined to an airport terminal, concourse or ramp.

With the exception of Terminal 2, FLL was open for business at 05:00 hrs., on January 7th. The BCAD staff and BMS CAT managed to return over 90% of the abandoned items to the rightful owners within one week of the incident. BCAD staff utilized personal and work vehicles to return property to the tri-county area, while overnight shipping was utilized for property traveling farther distances. The governor's office arranged for the Department of Motor Vehicles to have staff on site beginning January 7th to assist with the issuance of replacement identification to Florida residents needing immediate identification for travel purposes. Several consulate offices were also available to help those from foreign countries to obtain emergency travel documents from their respected countries of origin.

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The Terminal 2 departure level was reopened for business on January 7th, while the baggage claim area was put back in service in sections over the following week. One week from the day of the shooting, Terminal 2 baggage claim was completely reopened and a short memorial was held to honor the victims of the tragic event.

Chronology of Notifications

The emergency response to the FLL active shooter incident was chronologically documented by BSO dispatch personnel and described as follows:

- 12:54 hrs. – DLE Computer Aided Dispatch (CAD) header L03170106000501 created as the first 911 call is received at the North Public Safety Answering Points (PSAP) 911 Duty Officer ensured the following:
- Confirmation of accuracy and detail within the created CAD header.
- Confirmation that the call taker was updating the CAD header's narrative as new information was obtained.
- Maintained close proximity to the initial call taker to aid in gathering additional information.
- Monitored the primary DLE dispatch talk-group.
- Monitored the CAD pending queue for related calls and possible diversions.
- 12:54 hrs. – B200 advised "shots fired" on DLE Dispatch 2A.
- 12:55 hrs. – BFRES CAD header FBC170106000173 created and associated to the DLE event (Mize, 2017).
- 12:56 hrs. - Notifications as per Active Shooter Notification Form commenced, which includes the following:

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- 12:57 hrs. – DLE Command Page completed
- 13:03 hrs. – On Call Public Information Officer (PIO)
- 13:05 hrs. – Office of Homeland Security (OHS) notified
- 13:08 hrs. – SWAT Commander notified
- 13:09 hrs. – Bomb Squad notified
- 13:09 hrs. – Violent Crimes
- 13:10 hrs. – Homicide
- 13:10 hrs. – State Warning Point
- 13:11hrs. – Crime Scene
- 13:13 hrs. – DLE Major Page completed
- 13:14 hrs. – TN.DLEALL Page completed
- 13:14 hrs. – TN.ALL Page completed
- 13:15 hrs. – On Call EOC Personnel
- 13:18 hrs. – Victims Advocate
- 13:36 hrs. – BSO Crisis Incident Stress Management (CISM) contacted (*BSO Early Assistance Program (EAP) responded to the North PSAP for debriefing of personnel)
- 13:50 hrs. – Sunrise CISM contacted (*Sunrise BFRES CISM responded to Central PSAP for debriefing of personnel)

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- South PSAP personnel were confirmed to have had limited impact and were debriefed by their Site Management team.
- 12:57 hrs. – Secondary dispatcher placed at DLE Dispatch 2A (Primary FLL talk-group) due to increased radio traffic.
- 12:58 hrs. – Secondary dispatcher placed at DLE Dispatch 7A. Dispatch 7A assumed "overflow" radio traffic from Dispatch 2A for those units not involved in the FLL event.
- 13:23 hrs. – "Branch off" talk groups for DLE and BFRES as well as the UC were identified (field notified via pages as well as announced over various talk group channels) (Mize, 2017).

Dispatch Duty Officer ensured the identification and announcement of unified talk groups for both DLE and BFRES (14OPS1). The identification and announcement of "branch off" talk groups for DLE are as follows:

- 14OPS2 – DLE Staging / Quick Response Force (QRF)
- 14OPS3 – Plantation PD patched in with airport incident due to their digital radio system / other responding municipalities.
- 14OPS4 – Port Everglades due to the Port being shut down (eventually merged with 14OPS2).
- 14OPS5 – SWAT channel monitored by dispatch.
- 14OPS6 to 14 OPS9 – SWAT auxiliary channel (not monitored).
- 8CAL91 – Florida Highway Patrol (FHP) channel reference to road closures.

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Identification and announcement of "branch off" talk groups for BFRES are as follows:

- 12JOPS3 – BFRES Staging (Perimeter Rd and Gate 3).
- 12JOPS4 – BFRES Medical and Triage.

Additional actions taken by dispatch in response to pertinent requests are as follows:

- 13:25 hrs. – Multimedia Television (AV) set up to advise the Communications Center of updates and pertinent information to be disseminated to the families, friend and the public.
- 13:27 hrs. – Request for additional BSO and municipality Units made (Margate, Coral Springs, Plantation, Hallandale Beach and Miami Dade sent SWAT units and/or snipers).
- 13:41hrs. – TAC Channel established for Mass Casualty Incident (MCI).
- 13:41hrs. – TAC Channel established for BFRES units utilizing BCF MEDCOM for level 2 MCI.
- 13:42 hrs. – Collabria page sent instructing Charlie Shift, Duty Officers as well as Communications Operators, to report for duty as soon as possible due to increased call volume, assistance on the dispatch console and supervisors to monitor the additional talk groups established as per the Active Shooter Policy.
- 14:33 hrs. – Request for municipalities to expeditiously send additional units to the staging area.
- 14:35 hrs. – Page(s) completed advising Port Everglades is shut down.

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- 14:35 hrs. – Page(s) completed advising of a possible secondary shooter and additional notification of identified operational talk groups.
- 14:43 hrs. – Request for the Trauma Hawk and the Eagle from Miami-Dade and Palm Beach Counties per Col. Knowles (Mize, 2017).

FHP notified reference road closures at the following locations:

- I-595 exits to Dania Beach and FLL.
- Northbound Federal Highway at Griffin Road.
- SR 84 and 22nd Street by the post office.
- FHP assigned 8CAL1.
- 14:56 hrs. – TN.DLEALL Page completed requesting all radio traffic be kept to a minimum unless working the incident.
- 14:57 hrs. – TN.ALL Page completed requesting all radio traffic be kept to a minimum unless working the incident.
- 14:57 hrs. – Aviation assistance from Palm Beach and Miami Dade cancelled per Sgt. Ponticelli advising BSO has enough aviation to support.
- 15:06 hrs. – Resources from Hallandale Beach Police (HBPD) responding per HBPD Chief Martinez.
- 15:15 hrs. – QRF units utilizing 14OPS2 per Sgt. Santalucia.
- 15:15 hrs. – Hollywood Police Department (HPD) requested the Bomb Squad.

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- 15:22 hrs. – TN.DLEALL Page completed, per District 10, advising units not to use the word "bodies" to describe people/personnel/victims.
- 15:35 hrs. – Notification that Broward Health not at full capacity per Fire Chief.
- 15:54 hrs. – TN.DLEALL Page completed, on behalf of DLE Training, advising cancellation of qualifications at Markham to resume Monday morning.
- 16:50 hrs. – TN.DLEALL Page completed, per Col. Knowles advising no additional units are needed at FLHIA.
- 16:59 hrs. – Collabria page sent instructing Alpha Shift, Duty Officers as well as Communications Operators, to report for duty as soon as possible due to increased call volume, assistance on the dispatch console and supervisors to monitor the additional talk groups established as per the Active Shooter Policy.
- 12:54-2100 hrs. – Operators inundated with multiple calls regarding the incident.
- 23:00 hrs. – Regional Communications resumed normal operations (Mize, 2017).

PSAP Resources Utilized:

Broward County and State Mutual Aid talk-groups were assigned with specific functions. The following technologies were utilized in response to this event:

- A single UC Talk-group was established.
- 14 OPS1 – UC Talk-group established for DLE and FR Command Identification and announcement of branch off talk groups for DLE.

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- The following talk-groups were established for DLE:
- 14OPS2 – DLE Staging / QRF.
- 14OPS3 – Plantation Police Department (PPD) patched in with airport incident due to their digital radio system / other responding municipalities.
- 14OPS4 – Port Everglades due to the Port being shut down (eventually merged with 14OPS2).
- 14OPS5 – SWAT channel monitored by dispatch.
- 14OPS6 – 14 OPS9 – SWAT auxiliary channel (not monitored).
- 8CAL91 (state-wide mutual aid) – FHP channel reference to road closures (Mize, 2017).

The following talk-groups were established for FR:

- 12JOPS3 – BFRES Staging (Perimeter Rd and Gate 3).
- 12JOPS4 – BFRES Medical and Triage (Mize, 2017).

PCAD group pages were utilized for global notification purposes. The following group pages were initiated:

- DLEALL – Represents all DLE municipal/BSO field user points of contact county-wide.
- ALL – Represents all FR municipal/BSO field user points of contact county-wide.
- DLECMD – Represents BSO Command Staff.
- DLEMJR – Represents BSO District/CI Command.

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- Collabria group page was utilized to summon and notify all Regional Communications staff members.
- PSAP Multi-media AV system was used to keep all staff informed to tactical talk-groups, staging locations, and emergency contact telephone numbers (Mize, 2017).

Collection of Evidence

BSO Crime Scene Unit (CSU) personnel responded along with Forensic Services personnel. As additional local and federal resources arrived on scene, a command post was established, and once the situation was believed contained, supervisors began coordinating their response with federal authorities as the Federal Bureau of Investigation were deemed the lead investigators for the incident (Hansen, 2017).

After reviewing all available assets, the FBI agreed to proceed with BSO CSU in regards to conducting a LizardQ 360 spherical and overall crime scene photography. BSO Traffic Homicide Investigator's (THI) were further on scene with the FARO scanner and completed scans of the scene. BSO CSU then processed all witnesses who had contact with the shooter or had visible blood evidence on their person. BSO CSU provided assistance to the FBI Forensics Team as they processed the interior of the scene and coordinated the arrival of the Broward County Medical Examiner's Office, allowing for the FBI to proceed with the intimate examination of the victims. At the conclusion of processing, BSO CSU transferred all photos and collected evidence to the FBI Forensic Team for their investigative use (Hansen, 2017).

Homicide Response

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At approximately 13:33hrs, The BSO Homicide Unit arrived at the lower level of Terminal 2 of the FLL airport regarding a multi-victim shooting incident with a suspect taken into custody by multiple BSO deputies immediately after the shooting. Upon arrival on scene, an extremely large law enforcement presence was observed parked in the roadway outside of the lower levels of Terminals 1 and 2. The crime scene was located within Terminal 2 in the lower level baggage claim area and secured with crime scene tape and guarded by multiple uniformed BSO deputies. Contact was made with multiple agency representatives that consisted of BSO command staff, BSO road patrol and BSO investigative personnel. An initial briefing of the event was facilitated, and during the briefing, BSO was identified as the Lead Investigative Agency at the time (Tutler, 2017).

The following was relayed pertaining to the incident:

- There were at least six injured victims at local area hospitals that were being treated for their injuries.
- There were at least five deceased victims within the crime scene.
- Hundreds of potential witnesses were waiting to be interviewed.
- Esteban Santiago was alive, uninjured and in custody in the BSO Airport District office.
- Santiago's firearm was contained within the crime scene.
- BSO was securing the airport from further threat of violence.

It was at this time, that Santiago was interviewed by BSO and the FBI. At the onset, BSO and the FBI were jointly conducting the investigation. Subsequent to the interview of Santiago, the FBI took over as the lead agency. Federal murder-related charges for all deceased victims are pending in Federal Court. The victims' bodies were transported to the Broward Medical

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Examiner's Office for post-mortem examinations and the FBI took over as the Lead for all post-incident homicide related investigative tasks (Tutler, 2017).

In follow up, BSO Homicide, the Violent Crime Unit (VCU) and the CSU were tasked with responding to local hospitals to meet with the surviving victims, conducted civilian witness interviews while on scene at the airport, secured airport surveillance video footage, secured evidence on scene and documented the crime scene. Numerous other BSO employees were tasked with securing the airport, security sweeps, evacuations and airport logistical tasks (Tutler, 2017).

SWAT / Special Response Team (SRT)

The event called for numerous law enforcement representatives to assemble at the BSO Airport District. The response was extremely beneficial to the cause, being that such presence allowed for a multitude of tactical personnel and assets to be thrusted upon the hot zone, further enabling stringent deployment. The ability to pre-plan, train and coordinate with all stakeholders to achieving operational readiness is crucial to surviving an event of such magnitude. A total of 18 SWAT teams from the tri-county area were diligently staged, accounted for and assigned to specific locations, which enabled searches, sweeps and clearing operations to be conducted of the entire BSO Airport District and its surroundings (Patten, 2017).

The Tactical Command Post (TCP) was set up and established on the lower level of Terminal 1, just east of the entrance, secured behind fortified cover. Due to the vast law enforcement response, multiple agency radio channels (14 Ops) were needed to keep search teams organized and assigned to their task at hand. As SWAT teams arrived, one team leader from each jurisdiction was required to check in with the tactical command and advise what

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agency they were with and how many SWAT operators were present to assist. As the teams checked in, proper assignments and radio channels were designated in efforts to deploy within the airport garages and terminals, commencing the operational search and clearing stage. The garages are identified as; the Cypress (9 stories), the Hibiscus (7 stories) and the Palm Garage (4 stories) (Patten, 2017).

At the TCP, dry eraser markers were used on the side of the equipment truck to document and organize the teams and their assignments. Since there were three (3) garages to clear and three (3) BSO team leaders, each team leader was assigned a garage and served as the Incident Commander (IC) of a specific garage and actively monitored the progress of the SWAT teams searching and clearing on dedicated radio channels. During the clearing of the three (3) garages, SWAT teams came across hundreds of civilians who were still in the garages hiding or trapped due to the garage exit gates being closed down. The civilians were gathered up by the assigned SWAT teams and escorted to holding areas outside of Terminal 1, until the garages could be completely cleared and considered safe. Once the garages were deemed safe and free from any danger, the tactical command post re-assigned all SWAT teams to a specific terminals, either upper or lower, to continue clearing and render the terminals safe. The following indicates each garage and its clearing time:

- Hibiscus Garage – cleared at 1730 hrs.
- Cypress Garage – cleared at 1825 hrs.
- Palm Garage – cleared at 1825 hrs.

SWAT Teams had cleared all the terminals both the upper and lower areas and all connecting pathways by 2200 hours and all SWAT teams had cleared the scene by 2300 hours.

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The following is a list of SWAT and SRT that assisted BSO with the search and clearing of all the parking garages and terminals (Patten, 2017):

- Fort Lauderdale Police Dept.
- Hollywood Police Dept.
- Coral Springs Police Dept.
- Pembroke Pines Police Dept.
- Lauderhill Police Dept.
- Plantation Police Dept.
- Miami-Dade Police Dept.
- Miami Beach Police Dept.
- Miramar Police Dept.
- Davie Police Dept.
- Coconut Creek Police Dept.
- Hallandale Police Dept.
- Margate Police Dept.
- Federal Bureau of Investigations
- Alcohol Tobacco and Firearms
- Customs Border Patrol / HSI

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- Florida Wildlife Commission

The BSO SWAT team conducts year round training exercises applicable to airport operations, building tactics and active shooter responses. Furthermore, BSO SWAT partakes in numerous Regional Domestic Security Task Force (RDSTF) and multi-jurisdictional exercises that consist of airport emergency drills to include seaport threats.

Broward County Florida

Broward County, Florida, has grown to approximately 1.9 million residents and is the second most populated county in Florida (US Census Bureau, 2015). It is bordered by Miami-Dade County to the south and Palm Beach County to the north, the first and third most populated counties in the state (US Census Bureau, 2015). Broward is also the seventh largest county in Florida by area; accounting for approximately 1,209 square miles of land, with approximately 1,445 persons per square mile. It is a major tourist destination with over 13 million visitors who come to the area for its beaches, warm climate and the second largest cruise port in the nation.

The Broward County Commision is the governing body and is represented by 9 district seats, which account for all unincorporated areas of Broward County, to include the Broward County Court House, Port Everglades and the Fort Lauderdale - Hollywood International Airport. The following is a breakdown of the population, gender, average income, home ownership rate and values for Broward County (US Census Bureau, 2015):

- Total Population – 1,896,425
- Gender – Male 49% Female 51%
- Income – Median Income $51,968.

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- Home Ownership Rate – 63.5% - Median Value $185.900.

Broward Sheriff's Office

BSO provides law enforcement and public safety services to the residents of Broward County, Florida, which is led by an elected official Sheriff Scott J. Israel. Sheriff Israel is responsible for the administrative and fiscal control of the resources appropriated by the County Commission in order to provide law enforcement and public safety services, crime prevention, corrections and rehabilitation, and fire rescue and emergency services.

BSO was founded in 1915, which at the time served approximately 4,700 residents. BSO has grown, and has become the largest law enforcement agency in Broward County, Florida, with a working budget of $835 million dollars (Fiscal Year 2016/2017 Adopted Budget, p. 10). BSO employs approximately 5,400 full-time personnel. This workforce is comprised of 1,469 sworn deputies, 1,071 detention deputies, 633 firefighters and 2,173 civilian employees (Wagner, 2017). Furthermore, BSO is one of the largest full service public safety agencies and accredited sheriff's office in the nation. Though funding is mainly derived from the Broward County budget, BSO further contracts with numerous municipalities, which allows BSO to serve 16 cities and towns throughout the county and provides public safety service via the Department of Law Enforcement, Department of Detention and Community Programs, Department of Fire Rescue, Community Programs and the Administrative Offices.

BSO is a public safety entity that is responsive to the Broward County Board of Commission, contracted municipal governments, and the distinguished residents of Broward County for all non-emergency and emergency matters faced on a daily basis. The external

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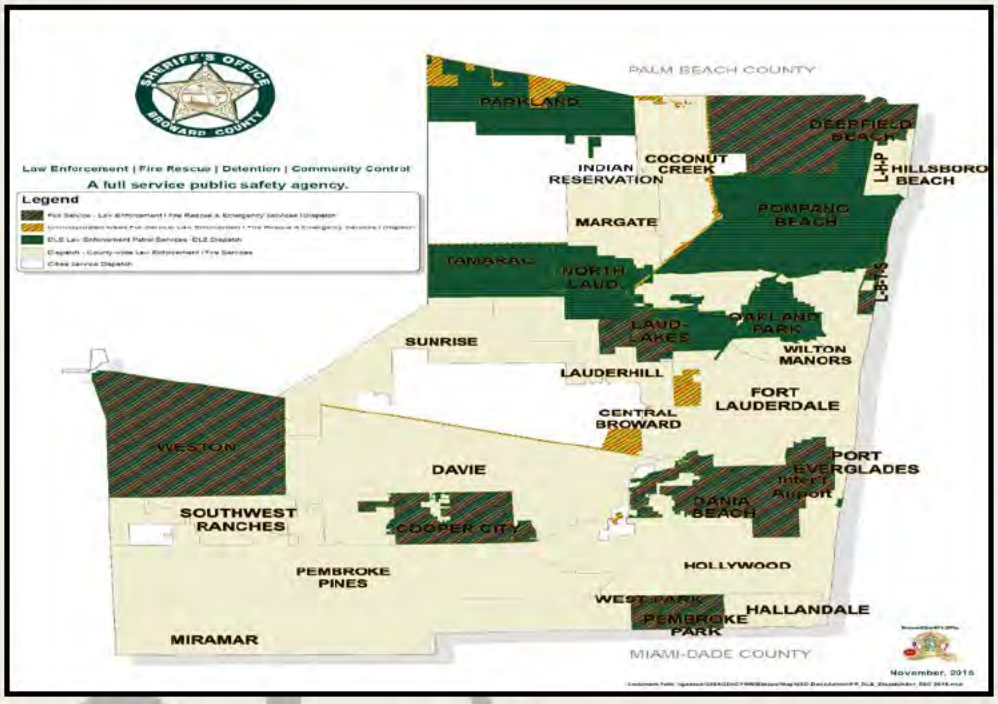
environment is gauged by Broward County's public safety needs, which are three fold; governmental, the community and and it's public safety.

Figure 4: BSO Jurisdictional Map. (Fiscal Year 2016/2017 Adopted Budget)



Department of Law Enforcement

The Broward Sheriff's Office is a full-service, nationally accredited public safety agency. BSO's DLE serves 16 specific areas in Broward County, including the Broward County Courthouse, the Ft. Lauderdale-Hollywood International Airport, areas of the Everglades and the county's waterways, including Port Everglades, all areas of unincorporated Broward and more than 14 cities and towns that have contracted with BSO to provide law enforcement services. DLE also administers the agency's Specialty Units and Divisions that are trained and staffed in dealing with unique law enforcement situations and proactive investigatory endeavors (www.sheriff.org).

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Broward Fire Rescue Emergency Services

BSO's Department of Fire Rescue originated in October 2003 when all operational and administrative responsibilities were transferred from the Broward County Board of County Commissioners to the Broward Sheriff's Office. The department operates five battalions in 22 different locations throughout the county and includes seventeen (17) engines, seven (7) aerials, one (1) Industrial fire truck, three (3) aircraft fire-rescue crash trucks, twenty-three (23) ALS transport units and a cross-staffed brush truck, chemical fire suppression truck and foam tanker. With more than 700 professional and highly-trained operations, support and administrative personnel, the department provides fire suppression, fire protection, emergency medical services and educational programs for most unincorporated areas of Broward County and to the municipalities of Weston, Pembroke Park, Cooper City, Lauderdale Lakes, Dania Beach and Deerfield Beach through contract agreements. Additionally, the department serves Ft. Lauderdale-Hollywood International Airport and Port Everglades. Twenty-two (22) stations for Fire Suppression and Advanced Life Support medical rescue operate in various locations in the county, fifteen (15) engine companies and five (5) aerial companies. There is also an Air Rescue station located at the Ft. Lauderdale Executive Airport. Fire Rescue also administers the Hazardous Materials, Air Rescue, Everglades Rescue and the Technical Rescue teams, each addressing unique and frequently complex and dangerous public safety situations. These teams operate countywide (www.sheriff.org).

Department of Detention

The Department of Detention (DOD) is comprised of the following facilities and functions:

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The Main Jail is an eight-story maximum security facility adjacent to the Broward County Courthouse in downtown Fort Lauderdale. Built in 1985 at a cost of $41.6 million, it was originally designed to house 864 local and state inmates. In 1988 and again in 1992, capacity was expanded to 1,538 inmates. The facility is supervised by more than 400 sworn and civilian staff, which also includes Central Intake Bureau (Booking) for all Broward County law enforcement agencies, pre-magistrate, centralized classification intake assessment for all BSO detention facilities, an infirmary and administrative offices. An all-male facility, most inmates are awaiting trial or sentencing, or are serving terms of less than one year. The inmates housed in the Main Jail are considered escape risks, violent or dangerous, or by the nature of their charges require maximum security housing. The Main Jail also includes an average of 65 juveniles awaiting trial in adult courts; they are housed separately from adult inmates (www.sheriff.org).

The Joseph V. Conte Facility is a male, medium-custody facility housing mainly inmates awaiting trial. Conte is a direct supervision facility, meaning deputies are stationed inside the housing units and interact directly with inmates. Meals, recreation, counseling, treatment programs and medical care are provided within the housing units, eliminating the need to escort inmates to other areas to receive them. The Conte Facility is program intensive and includes 30 day substance abuse programs, as well as various educational programs. Built at a cost of $25.5 million, the facility houses 1,328 inmates and is staffed by 231 law enforcement and civilian personnel (www.sheriff.org).

The North Broward Bureau is a minimum to medium security, special needs detention facility housing male and female offenders. The facility also houses protective custody female offenders and female juveniles. The facility currently holds 1,200 inmates. The primary mission

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of the facility is to house and manage the mentally ill, medically infirm and special needs inmate population (www.sheriff.org).

The Broward Sheriff's Office's newest detention facility opened in February 2004. Modeled after BSO's Joseph V. Conte Facility in Pompano Beach, the $36.6 million complex is a direct supervision jail where staff works more closely with inmates and inmate movement is kept to a minimum. Designed to handle 1,020 inmates in two four-story towers, the 257,790 square foot medium / maximum security jail houses male and female inmates in separate areas. More than 200 deputies supervise the inmates with support from nearly three-dozen non-sworn BSO administrative employees (www.sheriff.org).

Regional Communications

The Broward Sheriff's Office Regional Communications Division is contracted by The Broward County Office of Regional Communications and Technology and is responsible for fielding emergency and non-emergency calls for police, fire, and medical services within Broward County. Managing three PSAP's located in Coconut Creek, Sunrise, and Pembroke Pines, the Broward Sheriff's Office provides 9-1-1 and non-emergency intake, teletype and dispatch services for all unincorporated areas of Broward County, 29 law enforcement municipalities, 28 fire rescue municipalities and numerous special patrol areas including the Ft. Lauderdale-Hollywood International Airport, Port Everglades, BSO Department of Detention, Court Services and other areas. The division functions 24 hours a day, 7days a week and is comprised of an all civilian command staff including a Director, Assistant Director, 3 Site Managers, 3 Assistant Site Managers, 41 supervisors and approximately 400 specially trained public safety tele communicators (www.sheriff.org).

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Fort Lauderdale – Hollywood International Airport

In 2016, FLL ranked 21st in the United States for passenger traffic and 13th in domestic origin and destination passengers. FLL accommodates approximately 290,239 total aircraft movements a year, which accounts for departures and arrival flights, while hosting approximately 29.2 million passengers a year, up 8.4 % from 2015 (www.fll.net). FLL is an immense economic engine for Broward County, which employs 12,500 airport badged employees, 139,920 total jobs (direct, indirect, induced multiplier effect), with an overall payroll of $3.5 billion and a total output of $13.2 billion (www.fll.net). FLL is Broward County's largest employer. FLL is monetarily self-supporting, with no tax revenues expended in support of airport operations, maintenance, or capital improvements. FLL, through the Broward County Aviation Division (BCAD), generates its funding via user fees, rentals and other applicable airport charges (www.fll.net).

In 2014, the South Runway was completed allowing for new expansion initiatives to take place. The following are major improvements underway (www.fll.net):

- Terminal 4 will expand its capacity from 10 to 14 gates, with the inclusion of more international gates, restaurants and shops.
- The Terminal Modernization Program is geared towards improving, renovating and upgrading terminals 1 through 3.
- Terminal 1, Concourse A, is being expanded upon via five (5) additional gates to better accommodate international and domestic flights.
- In Line Baggage System.

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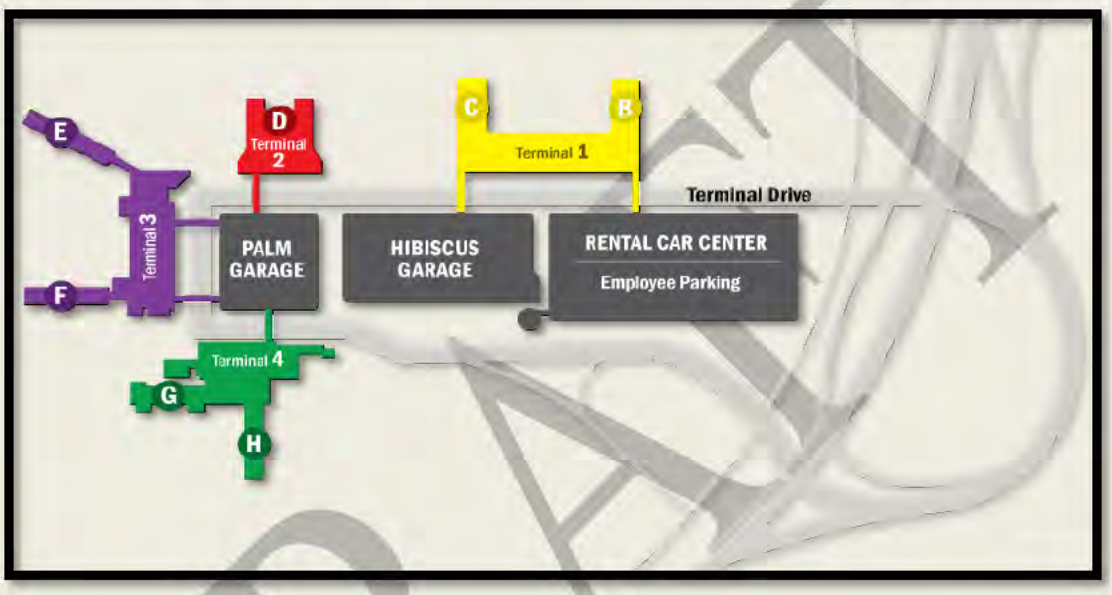
- Noise Mitigation Program
- In Progress Projects
- **Total Cost: $2.3 billion** (www.fll.net).

Figure 5: BSO Airport Terminals and Garages. (Fll.net)



FLL offers nonstop flights to over 100 U.S. and international cities accounting for service to Canada, Cuba, the Bahamas, the Caribbean, Europe, Mexico, Central America and South America. In excess of 12,000 parking spaces are further at hand, allowing for self-parking, extended parking and valet service. FLL is also the gateway to Port Everglades, which allows hundreds of thousands of cruise passengers to travel expeditiously to the cruise terminals just two miles away. Furthermore, the onsite Rental Car Service Center enables easy access travels via 12 rental car companies and a fleet of more than 5,400 vehicles (www.fll.net).

Figure 6: FLL Aircraft Parking Capability. (BSO)

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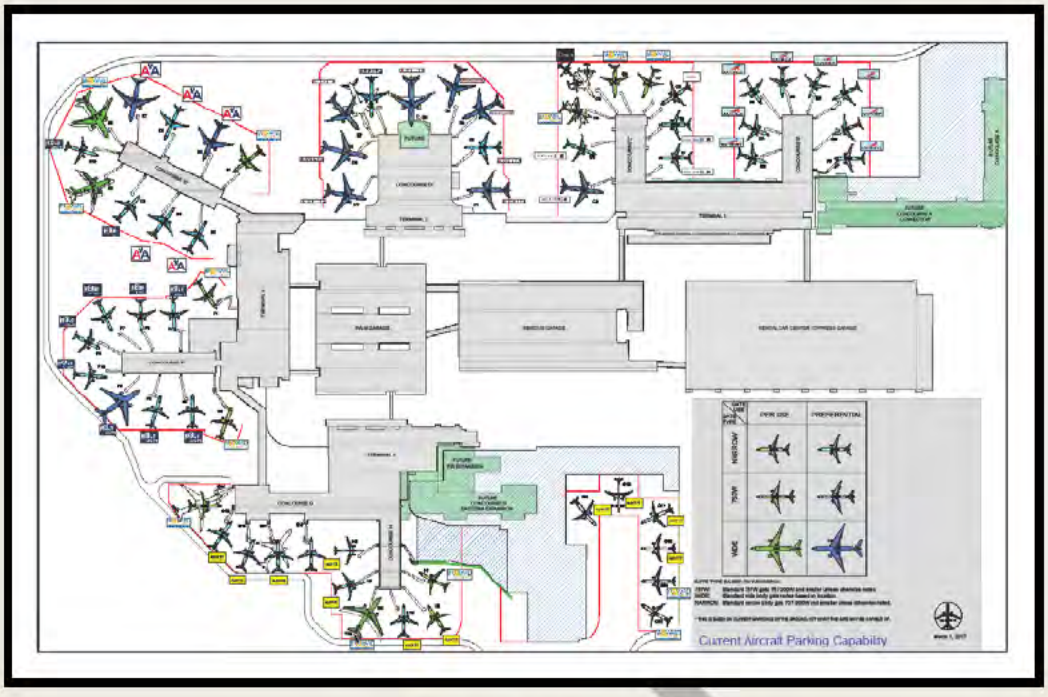

BSO Airport District

The BSO Airport District works with the Broward County Aviation Department, the Transportation Security Administration, the Airline Managers Association, airport tenants and ancillary federal agencies to provide law enforcement and fire rescue protection for the 1,380 acre airport site and its 12,500 employees. BSO provides law enforcement services for the Fort Lauderdale-Hollywood International Airport and handles security measures related to parking and general airport security. The district has an annual operating budget of approximately $17 million dollars, which provides for 116 positions consisting of a district captain, 1 lieutenant, 9 sergeants, 81 deputies, 22 civilian airport security officers, 1 crime analyst and 1 administrative support specialist.

It should be noted, that in 2007 the airport district staffing number stood at a total of 150 positions consisting of 98 sworn and 52 non-sworn positions. Between 2008 and 2013, staffing was drastically reduced by 23%, which accounts for 34 positions lost therefore, creating the

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current day total staffing number of 92 sworn and 24 non-sworn totaling 116 positions. It should be noted this period BSO Airport District staffing reductions incongruously coincided with a period of major growth at the FLL airport in terms of flight operations, passenger capacity and physical growth (including an added fourth terminal).

In calendar year 2016, the BSO Airport District was responsive to 29,039 calls for service, up 30% from 2008. Of those 29,039 calls, 273 incidents were related to Part 1 Crimes (thefts, auto thefts, burglaries and assaults). Part 2 Crimes accounted for 323 incidents (battery, concealed weapons, criminal mischief, drugs, fraud, dealing in stolen property and threats / intimidation). The year-end total for arrests stands at 279, with a clearance rate of 42% (214 out of 512 assigned investigations). The BSO Airport District further handled 804 vehicle crashes, issued 7,845 traffic citations, 303 hours of combined K9 deployments dedicated to searches of aircraft, bomb threats, baggage, cargo, passengers, proactive searches, requested search responses, sweeps, unattended items, vehicles and demonstrations.

On February 6th, 2016, as part of the RDSTF, BSO participated in a full-scale exercise, "Operation Heatshield", conducted in Miami-Dade County, FL., which encompassed full scale interdisciplinary training exercises to include; active shooter, explosive ordinance detection, hostage rescue, water borne responses and other select scenarios.

The Airport Districts most recent TSA / FBI Joint Vulnerability Assessment was conducted on July 18th through the 22, 2016. Based on the sensitive nature of the report, identified areas of concern and recommendations are limited to the following topics:

- Airport Perimeter
- Airport Gates

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- Airport Services
- Catering
- Fuel Farm
- Cargo
- General Aviation
- Terminals
- Ticketing Area
- Baggage Claim
- Checkpoints
- Deliveries
- Custodial Service
- Airport Operations
- Badging Access Control

On October 3rd, 2016, the BSO Airport District's law enforcement and fire rescue assets participated in their yearly Aviation Security Tabletop exercise, and as of February 15th, 2017, post the FLL airport shooting incident, an Aviation Security tabletop exercise was conducted.

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Port Everglades

Domestic seaports throughout the Nation stand to be targeted by potential terrorist plots and anticipated active shooter incident. Such information is concerning and places Port Everglades in a vulnerable position to realizing a future event. Port Everglades is the number one (1) seaport in Florida, which generates in excess of $153 million dollars a year. Port Everglades it is the number one (1) container seaport in Florida and number eleven (11) in the United States by volume (Port Everglades Fiscal year 2015 Commerce Report). Port Everglades is the United States gateway to Latin America and further ranks number one (1) in export in Florida, and refrigerated cargo (number seven (7) in the United States). Furthermore, Port Everglades is the number two (2) seaport in Florida for petroleum and number four (4) in the United States for Foreign - Trade Zone for exports (Port Everglades Fiscal year 2015 Commerce Report). Most importantly, Port Everglades is among the top three cruise ship seaports in the world, accounting for 3.7 million multi day guests a year, that are directed through cruise terminals daily. At any given time throughout the year, 39 cruise ships call Port Everglades home in addressing the world's vacation needs. Total cruise ship revenue for year 2015 is approximately 52.3 million dollars (Port Everglades Fiscal year 2015 Commerce Report). BSO must remain vigilant in preparing for the realization of such event and mirror the hardening of Port Everglades equally, as intended to be done at the FLL airport. Being able to reflect on the active shooter MCI carried out on January 6th, 2017, should instill a sense of urgency to deterring any unforeseen attacks.

Meetings, Debriefs, Summits and Proposals

On January 20th, 2017, Colonel Polan and Major Angelo Cedeño met with the BSO Airport District Command, Captain Roy Liddicott and Executive Lieutenant Robert Furman, at

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the BSO Airport District, located at 200 Terminal Drive, Fort Lauderdale, FL. Discussions were directed at any and all administrative and operational functions of the FLL Airport. Topics conversed consisted of the following; staffing, airport budget, terminal layouts, personnel assignments, special details, supplemental funding (TSA, BCAD), current initiatives, historical trends and statistics, airport expansion and joint ventures with airport stakeholders (law enforcement / private industry).

On February 15, 2017, Colonel Polan and Major Angelo Cedeño met with the BSO Airport District Command, Captain Roy Liddicott and Executive Lieutenant Robert Furman, at the BSO Airport District, located at 200 Terminal Drive, Fort Lauderdale, FL. A formal briefing and review of the event timeline and video surveillance captured was presented. Such efforts were instrumental to thoroughly visualize and understand the dynamics of the event, and further assist in referencing specific instances, the immediate comprehension of contributing factors and reactions and clarification of contentious interpretations.

On February 17th, 2017, Major Angelo Cedeño and Deputy Vincent Torres met with the Fort Lauderdale Police Department and Fort Lauderdale Fire Rescue Emergency Management command component that deployed during the event. The meeting was held at BSO Headquarters, located at 2601 West Broward Boulevard, Fort Lauderdale, FL. During such meeting, concerns were shared regarding public safety interaction and adherence to emergency protocols by the AEOC staff, TSA's response to crisis, special needs of airport patrons, missing children, the lack of points of contact, the inability to cease all airport operations, UC and Command Post (CP) placement and capabilities.

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On March 1st, 2017, Major Angelo Cedeño chaired a formal agency (BSO) debrief of the FLL Airport active shooter event, at the BSO Headquarters Lynn Futch Auditorium, located at 2601 West Broward Boulevard, Fort Lauderdale, FL. Those in attendance represented the following agency departments and divisions and further played an active role during the event; The BSO Airport District, Criminal Investigations Division, SWAT, Crime Scene Unit, Strategic Investigations Division, Regional Communications, Broward Fire Rescue Service, Department of Law Enforcement, Sheriff's Emergency Operations Center and BSO Executive Command.

A formal walkthrough and visual presentation of the event was presented by Lieutenant Robert Furman. Furthermore, an identified representative speaker, from each of the noted departments / divisions, contributed to the agency debrief by sharing their sections observations, recommendations, perceived strengths and areas of improvement.

On March 10th, 2017, Colonel James Polan and Major Angelo Cedeño met with the Broward County Aviation Division Director Mark Gale and members of his staff, at 2200 Southwest 45 Street, Suite 101, Dania Beach, FL. Also present was the BSO Airport District command, Captain Roy Liddicott and Executive Lieutenant Robert Furman. During such meeting, conversations were had regarding areas of concern and remedies to enhance airport staffing and security. A formal proposal was submitted, which seeks the formal creation and implementation of a full time tactical component identified as an Incident Containment Team, assigned fulltime to the BSO Airport District. The tactical posture of the FLL Airport is deficient and several years behind local surrounding airports and national / international airports in the areas of tactical presence and response, training and counter terrorism strategies.

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On March 15th, 2017, Major Angelo Cedeño and Executive Lieutenant Robert Furman responded to the Miami-Dade Police Airport District Station, located at 2100 Northwest 42 Avenue, Miami, Fl., and met with Major Raymond Melcon in efforts to observe and discuss intricate details pertaining to their Incident Containment Team. A physical exercise presentation of the program was provided, to include, discussions pertaining to the teams outlined mission, standards of operation and criteria for deployment.

On March 31st, 2017, Colonel James Polan, Major Angelo Cedeño and Captain Roy Liddicott participated in a formal roundtable meeting with Congresswoman Debbie Wasserman Shultz at her office, located at 777 Sawgrass Corporate Way, Sunrise, FL. Also present were numerous stakeholder representatives from the FLL Airport, both private industry and federal enforcement staff. Areas of concerns were discussed, to include the following topics; mass evacuations, emergency supplies and facilities, proper planning, gaps in security, training exercises (private industry), policy revisions, enhanced public address measures and enhanced foreign national notifications (State Department).

On April 4th and 5th, 2017, Major Angelo Cedeño and Lieutenant Robert Furman, participated in roundtable discussions conducted at the Port Authority of New York and New Jersey Police Department Headquarters, located at 4 World Trade Center, 150 Greenwich Street, New York, NY. The intent of the roundtable was to discuss common terrorist threats, events and experiences shared, as a result of recent airport attacks upon national and international airports throughout the world.

The roundtable meeting was represented by numerous global airport high ranking officials from the following jurisdictions; Amsterdam, Madrid, Copenhagen, Paris, London,

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Stockholm, Boston, Atlanta, Washington, D.C., Dallas Fort Worth, Seattle, New York and New Jersey. The roundtable allowed for real-time information to be shared amongst well versed representatives of the Zaventem Airport bombing, the Orly Airport active shooter and the JFK false alarm. Representatives from LAX were invited, but unable to attend.

Areas addressed focused on topics such as; insider threats, social media, cyber threats, communication and collaboration, intelligence, mass / full airport evacuations, police response, crisis capabilities, airport environment training and interactive debriefs to recent airport attacks. The obstacles faced during the FLL Airport event were shared to some extent amongst most members. Furthermore, key takeaways from the roundtable confirm the need to enhance airport environments and their law enforcement footprint as it pertains to emergency training, tactical presence and response, intelligence gathering, collaboration with partner law enforcement agencies and the hardening of vulnerable non-sterile areas.

On April 7th, 2017, Major Angelo Cedeño, Major Oscar Llerena and Deputy Vincent Torres met with Lieutenant Maria Robainas from the Miami-Dade Police Department. Such meeting was held at the Miami-Dade Police Airport District Station, located at 2100 Northwest 42 Avenue, Miami, FL. The intent of the meeting was to review their current Incident Management Team policies and procedures and discuss interagency cooperation and assistance in revamping the program within BSO. Such initiative is geared towards aligning the tri-county area (Palm Beach, Broward & Miami-Dade) in creating a unified emergency response and tactical training applicable to combating airport threats, attacks and counter terrorism initiatives.

On April 10th, 2017, Colonel James Polan, Major Angelo Cedeño, Major Oscar Llerena and Deputy Vincent Torres attended a formal meeting at BSO Headquarters, located at 2601

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West Broward Boulevard, Fort Lauderdale, FL., with all Incident Management Team stakeholders to discuss the current state of the BSO Incident Management team and the realignment of personnel and the mission.

On April 12th, 2017, Lieutenant Colonel Michael DiMaggio, Major Angelo Cedeño, Major Edward Grant and Executive Lieutenant Robert Furman, met with Broward County Aviation Division Emergency Manager Jason Alvero, at the BSO Airport District office, located at 200 Terminal Drive, Fort Lauderdale, FL. The intent of the meeting was to formally debrief the Broward County Aviation Division as to BSO's role, expectations, observations and recommendations, as it pertains to the January 6th, 2017, active shooter incident and the surroundings of the event. The intended use of the information is geared to assisting the Broward County Aviation Division with their outsourced after action report.

Observations and Recommendations

Airports are complex environments that require a holistic approach to all perceived threats and emergency responses. The below listed observations and recommendations are derived from numerous inter-agency after action reports submitted from various departments and divisions within BSO, to include outside agencies, who actively participated in the event, to include, formal debriefings, follow-up discussions and roundtable sessions.

Observation 1: Active Shooter Response and Training

FEMA Core Capability: Interdiction and Disruption

Upon the sounding of the bell, the need to react, adapt and respond determines the life span of those engaged in the event. Diligent efforts result in enhanced responses, which trigger

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the stopwatch to fulfilling the deployment of personnel and emergency assets that allow for the expeditious containment and control of the event. The need to communicate and remain operationally sound allows for well versed emergency protocols, precise documentation and notification processes that are instrumental to establishing a presence on the ground. The actions are not solely applicable to representative first responders, but in support of a barrage of reinforcements and mechanisms that are determined to act in preservation of the environments breach.

Strengths

Strength 1: BSO mandates that all essential personnel to attend the following courses of instruction; Response to Active Shooter (RAS) four (4) hours, Rescue Task Force (RTF) four (4) hours, Civilian Response to Active Shooter (CRAS) one (1) hour and National Incident Management Systems (NIMS). Enhanced training is provided to SWAT and QRF team members.

Strength 2: All FLL airport sworn and non-sworn credentialed staff are educated and tested in the areas of airport security, airport operations, and active shooter response protocols.

Strength 3: Each TSA terminal checkpoint is staffed by a BSO deputy, funded through Department of Homeland Security grant, to assist and provide law enforcement presence during emergency situations and responses.

Strength 4: The response to the event was timely, and fortunately Santiago had run out of ammunition, which halted his ability to continue shooting and allowed for his immediate apprehension.

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Areas for Improvement (AOI)

AOI 1: The enhancement of current active shooter training lesson plans and the implementation of an active shooter vetting process must be adhered to. Immediate analysis and the processing of real-time information are critical to avoiding an allured mindset to false alarms, with deteriorating consequences. The collapse of the entire airport was driven by knee-jerk reactions to perceived and unverified threats by civilians and law enforcement personnel.

AOI 2: Enhanced training specific to the BSO Airport District and partner agencies personnel that is applicable to the immediate response, establishment and implementation of critical protocols and components of the ICS. The BSO Airport District responded and contained the scene, effectively deployed combined law enforcement and fire rescue assets in the form of Rescue Task Force, but fell short in their ability to expand beyond the terminal and factor in a global perspective of further attacks and potential threats posed in the remaining terminals and airport grounds.

AOI 3: BSO District personnel, though many are tenured, must avoid complacency based on their environment and a perceived sense of security. BSO deputies assigned to the BSO Airport District can mistake the assignment as a lessened exposure to harm or perceived retirement, when the contrary is highly needed to vigilantly address and deter active shooter and bombing events. Historically, it has been an accepted practice, but times have changed immensely requiring a global view to assigned personnel.

Analysis: The initial response to the active shooter threat was commendable by all accounts. The incident was initiated and terminated within 85 seconds. The diligent response is

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attributed to the TSA checkpoint deputy recognizing the sounds of gunfire, actively gauging airport patron's reactions and his pinpointing of the threat and response to engaging and apprehending Santiago. Backup deputies were able to assist and eliminate any further progression of the incident.

Though the response was timely, the scene required much attention, with too many loose ends still present that allowed for confusion to remain. Many grieving passengers laid draped over their loved ones with numerous witnesses parading through the crime scene, further observing horrific sights. Adding to the situation were herds of witnesses corralled within view of the scene and the failure to contain them in a secured area away from the initial event added to the chaos, fears and delays. Furthermore, the failure to commit to an immediate shut down of all airport operations greatly contributed to the creation of unforeseen obstacles. due to a deficient BSO Airport District command and aviation's staff inability to conceptualize the magnitude of the event.

The secondary event is where an acute sense of tactical awareness tested capabilities based on the sensory overload of multiple perceived threats. The initial crime scene was in the process of containment with numerous emergency response personnel present and attempting to register the magnitude of the event. At approximately 1 hour and 28 minutes into the perceived recovery stage is when numerous cries of several active shooters were broadcasted via multiple means of communication. These events stemmed from one specific law enforcement officer's perception of gunfire. In an attempt to dispel his concerns, the officer confided in his immediate counterparts, who denied hearing any gunfire. The officer then chose to obtain a second opinion in support of what he allegedly heard which caused a secondary group of public safety staff, in the vicinity of Terminal 2, to broadcast such inquiry via formal radio transmission without

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properly assessing and verifying a real threat. Errors were made, in the "trust but verify concept", which ultimately brought the FLL airport to complete closure.

Observation 2: Crime Scene

FEMA Core Capability: On-Scene Security, Protection and law Enforcement

The BSO Crime Scene Unit (CSU) consists of twelve (12) sworn detectives, two (2) sergeants, one (1) crime scene technician and three (3) support personnel. Crime Scene Unit detectives are responsible for the documentation of major crime scenes including homicides, suicides, sexual batteries, armed robberies, shootings and suspicious deaths. BSO's Crime Scene Unit covers all BSO districts and also serves most Broward County municipalities as well as federal and state agencies throughout the tri-county area. Members of the Crime Scene Unit provide forensic training to numerous police institutes in the area and are recognized as court-declared experts in several judicial districts in various forensic fields.

Strengths

Strength 1: Highly competent and well versed in crime scene procedures and forensic evidence.

Strength 2: Rapid incident response.

Strength 3: Provided stellar assistance in the processing and management of forensic, digital and photographic evidence.

Areas of Improvement

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AOI 1: Scene control of a large scale event critical and the ability to take charge in addressing crime scene pitfalls is detrimental to every aspect of the investigation.

AOI 2: Limited Scene Access, which contributed to confusion, delayed role assignments and expedient crime scene processing.

AOI 3: The lack of tactical preparedness.

Analysis: The BSO Airport District Terminal 2 was inundated with law enforcement from numerous jurisdictions and bordering counties. Their presence obstructed the containment and control of the grieving families and potential witnesses to the event. The preservation of evidence is paramount to sterilizing the crime scene and enabling fluid actions in addressing unforeseen threats.

On January 6th, 2017, CSU had arrived much sooner than normal, and were propelled into an active crime scene that was not conducive to the collection of evidence, scene preservation and necessary processes to fulfilling their obligation. CSU must take control of the scene to ensure the preservation of evidence. Protocols must be followed, and swift action must take place in correcting and addressing corrosive environments.

CSU members were not tactically prepared for the escalation of events that were derived from the initial attack, leaving them vulnerable to potential injury or death. They must be fully aware of their surroundings and exposure to harm in avoidance of complacency and diminished officer safety. Tactical training and appropriate gear must be adhered to, worn and operationally accessible at all times, specifically during active shooter incidents / terrorist attacks.

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Further hindering the process was their (CSU) inability to maneuver through sterile secured airport areas, due to their failure to possess proper airport credentials, which required civilian escort to such areas. The BSO Airport District is a geographical maze, comprised of multi-level parking garages (over 12,000 spaces), multi-level terminal driveways, gateways, sterile and non-sterile areas, aircraft runways, hangars, adjoining concourses, baggage claim areas, checkpoint screening areas and housing for numerous law enforcement entities and airport personnel. To maneuver through such an environment, is to realize how much is not known, as it pertains to airport operations. The requirement to do so, in the presence of danger, and ensure the safety of airport patrons and the preservation of life, calls for tactical responses. The need to preserve the environment and coordinate a structured crime scene is critical to investigative initiatives. Proper credentialing must be provided to all CSU members in avoidance of repeating operational flaws.

Observation 3: Mindset and Team Building

A vigilant mindset in conjunction with stellar training must be possessed when responding to a perceived or realized active shooter incident. The BSO Airport District environment, based on its geographical layout, calls for an intelligent response not only focused on handling the threat, but well versed with the surroundings, its inhabitants and the assessment of risk. To conquer the task is to know its culture and operational strategies. Successful outcomes are realized through continuous preparation. The failure to plan is to plan to fail.

Strengths

Strength 1: The BSO Airport District command and most of its staff are tenured and interconnected with BCAD, TSA, CBP, FBI, OHS and the airports private industry.

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Areas of Improvement

AOI 1: Identify core BSO personnel currently in place, confirm their willingness and abilities to perform and afford them the opportunity to elevate their skillset, attend enhanced training courses, exposure to tactical interactions and familiarization with the critical components of ICS.

AOI 2: Identification and recruitment of BSO personnel, agency wide, that are driven and determined to fulfill the strenuous obligation to secure, deter and confront threats placed upon the BSO Airport District.

AOI 3: Work seamlessly with BSO Airport District law enforcement counterparts, beyond the formal meetings, and allow for interchangeable training to occur in areas of emergency responses, tactical engagement, investigative endeavors and the hardening of the FLL airport.

Analysis: The BSO Airport District is obligated to respond to critical incidents, particularly an event of this magnitude, and be familiar with the target environment to better serve the agency's emergency needs. There is no reason for those assigned, involved or potentially designated to responding to future incidents not being formally acclimated with the operational demands, layout and key operational components of the BSO Airport District. Although BSO SWAT, QRF and other select tactical units are well versed in the environment, some internal components , BSO commands, outside agencies and their personnel are not familiar and at a disadvantage when faced with responding and addressing emergency issues. Participants are further disoriented with the layout and unfamiliar with communicated radio

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transmissions related to dispatched locations, which further delays the ability to contain, control and potentially terminate a threat.

During an event, each terminal must be independently assigned as individual area commands and report directly to the UC, which would allow for seamless control, containment, the preservation of life, methodical evacuation and an enabled sterile search area. Continuity allows for a structured environment to be realized and enables the application of a structured emergency response to achieving compliance and diminishes the presence of fear.

The BSO Airport District, its private industry, along with BSO, BFRES, BCAD and our federal counterparts must jointly establish Standard Operating Procedures (SOP) to better meet and exceed emergency expectations. The current standard leaves much for improvement in establishing a unified front for combating current active shooter and terrorist trends.

The active shooter incident brought upon many challenges. In the initial stages of the event, many were absorbed by the fact that Santiago was contained and that no eminent danger existed or could unfold. A false sense of security drew those involved in to a lull, and if vigilance is not maintained, catastrophic outcomes will occur. To serve in a critical role requires astute decision making, followed by physical capabilities and essential interactions to fulfill obligations.

Much attention must be given to creating a foundation of identified personnel whose sole mission is to serve within the airport as an Incident Containment Team (ICT). The team would be BSO's point of contact in deterring, identifying and responding to active shooter incidents, bomb threats and the activation of UC. In doing so, a highly trained and vetted unit is tasked to perform within the BSO Airport District, serving as an enhanced team of law enforcement

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personnel fully acclimated and conscious of airport operations, its geographical layout and a heightened intelligence source to communicating internal threats with outside emergency responses and their deployment within.

The ICT can further conduct numerous training exercises with all pertinent stakeholders within the BSO Airport District, allowing for an elevated skillset to be achieved pertaining to active shooter incidents; to include bomb and terrorist threats that are shared by all members involved. Tabletop exercises, threat assessments and RDSTF training is currently in place, which the BSO Airport District actively participates in, but much is needed to achieve exemplary staffing levels, personnel enhancements and the hardening of the BSO Airport District in allowing for a commendable presence, threat deterrence and responses to disastrous events.

Observation 4: Sense of Urgency and Visionary Security Tactics

FEMA Core Capability: Risk Management for Protection Programs and Activities

It is pertinent to assess risk that is applicable to the global perspective that directly impacts the safeguarding and integrity of the FLL airport. The FLL Airport hinges upon competent staffing, superior technology and vetted policies and procedures that allow for the deterrence of risk and lessoned exposure to catastrophic events. The public served is reliant upon law enforcement to meet such expectations, as they are a critical component of the mission's purpose.

Strengths

Strength 1: The FLL Airport is mandated to uphold stringent airport emergency guidelines and protocols, and identify, prepare and prevent airport disruption.

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Areas of Improvement

AOI 1: BSO must play an intricate role in the enhancement and expansion of airport vulnerability assessments and follow-up improvement planning.

AOI 2: BSO must play an intricate role in the enhancement and expansion of tabletop exercises.

AOI 3: BSO must play an intricate role in the enhancement and expansion to ICS exercises following Homeland Security Exercise and Evaluation Program (HSEEP).

AOI 4: The establishment of a multi-disciplinary Incident Management Team within BSO is pertinent to future successes and the sound implementation of ICS throughout the FLL Airport and major incidents throughout Broward County.

Analysis: The event revealed weaknesses and unfamiliarity by many involved. Such shortcomings prolonged the establishment of a dedicated ICS. Many involved were freelancing and creating individual silos further hindering the decision making process and the timely deployment of personnel to much needed tasks. The ability to navigate within the 21st Century requires the abandonment of antiquated mindsets. In order to move forward, distinct paradigm shifts must be fully acknowledged and embraced in furtherance of attaining enhanced inputs and outcomes. Ignoring such warning signs allow for complacency to set in and a diminished sense of urgency. BSO along with the BSO Airport District are obligated to vigilantly evolve with the ever changing global threats and trends, which place the BSO Airport District in a vulnerable position.

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Security risks must be constantly identified and reacted upon to enable the realization of a hardened infrastructure of its environment. Airport threat assessments and tabletop exercises must require more than just the checking of a box and boiler plate responses and ratings. The need to factor in the evaluation of staff, their preparedness and ability to perform is critical to supporting and enhancing operational standards. Furthermore, much emphasis is placed on mechanics and structure and not focused on the human factor that will address, engage and disrupt encountered threats.

Joint agency disaster drills, threat assessments, aviation tabletops, ICS exercises and annual BSO SWAT tactical airport training looks good on paper, but how deep is such training rooted in the initial layer of protection? Tabletop exercises, ICS and disaster drills are not frequent enough and do not go far beyond the placing a phone call, email, text or online check in to confirming readiness levels and threat compliance. These practices are infrequent and extremely deficient in simulating or preparing any participant for what is to come.

Enhanced interactive training and real time emergency drills, beyond table top exercises, allows for the gauging of astute planning, performance and UC with airport staff, private industry, law enforcement and fire personnel in maximizing ownership of emergency protocols. The sole components that were truly prepared, well trained and ready to carry out the mission upon deployment were agency SWAT teams and other select tactical components. It was realized during the secondary event and commendable in its delivery. The presence of disorder consumed the environment; fortunately, normalcy was reached through tactically established protocols.

A formalized full time IMT is greatly needed during such events and allows for the foundation of the ICS to be laid and expanded upon, as needed, and in response to the fluidity of

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the event. Without a defined beacon all else crumbles. A fragmented command is a loss for all involved. The BSO Airport District must work hand in hand with their counterparts to firm up relationships and integrate all parties involved into one seamless UC.

Furthermore, a vetted IMT composed of law enforcement, fire rescue, and emergency management personnel solely focused on mitigation, planning, responses and recovery from major incidents and disasters is key to surviving 21st Century threats and trends that have become the "new normal." An IMT would ensure smooth transitions through emergency phases and bridges the gap between outside agencies, their personnel and contributed assets to better assist in the mission.

Observation 5: Cohesive Interactions and Unified Command

FEMA Core Capability: Operational Coordination

The unification of leadership and the necessity to merge respected disciplines involved in the event is paramount to obtaining mass oversight of the BSO Airport District during a disaster. The path to such endeavor evolves around the ability to navigate through unobstructed leadership. Though easier said than done, there is no alternative if desired outcomes are to be met.

Strengths

Strength 1: The BSO Airport District is immersed in airport operations and its obligations to the private sector.

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Areas of Improvement

AOI 1: Changes of administration bring upon new leadership, visions, goals and objectives. The ability to interact and build relationships is paramount to moving the needle in the right direction and the achievement of a holistic environment. BSO must build upon existing relationships to enable fluid exchanges and realize commendable returns by means of joint endeavors.

AOI 2: BSO must work jointly with airport counterparts to enable sound decisions and the attainment of goals.

AOI 3: BSO must partake in open lines of communication with airport counterparts to allow for the establishment of seamless and transparent joint initiatives.

Analysis: The environment of the BSO Airport District, specifically during the event that occurred on January 6th 2017, was strenuous upon the executive level decision making processes. Power struggles occur when public safety and private industry collide amidst a frantic and tragic event. The needs of all entities involved must be met, while diversely different in their roles, the saving of lives and the elimination of threat far exceeds the financial burden that will ensue. A balanced UC, with an acute sense of urgency in overcoming all interests, enables fluid action to ensuring a commendable closure to the event.

Critical information and decisions based on such intelligence must be adhered to and not obstructed or delayed due to internal struggles. The ability to respond and carry out pertinent orders relies heavily on possessed competency levels and positional power to do so. During the event, decisions were entangled by territorial hurdles and underling challenges. Sensitive

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information pertaining to the incident was further disseminated creating instances of misinformation and confusion.

Observation 6: Sheriff's Emergency Operations Center

FEMA Core Capability: Operational Coordination

The SEOC must establish full communication with the ICP and all EOC's activated during disaster events such as; the Broward Emergency Operations Center and the FLL Airport Emergency Operations Center (AEOC). The Unified Command Post (UCP) must be privy to all communications surrounding the event, exclusively any and all decision making processes and components that may impact the global arena of the event. Command and control, sets the stage for the response and containment. The absence of such atmosphere allows for chaotic maneuvers to derail intended efforts.

Strengths

Strength 1: Highly trained and vetted SEOC.

Strength 2: Highly trained and vetted UCP.

Areas of Improvement

AOI 1: Total Ownership amongst all EOC's must be in place in allowing for expedient decisions and responses to emergency needs. The inability to navigate within a trusted environment creates unnecessary hurdles to addressing demands placed upon staff during an MCI such as what occurred January 6th, 2017.

AOI 2: Acute attention to staging areas and deployment of ICS resources.

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Analysis: The SEOC and its counterparts EOC's must be well represented, operationally competent, well versed, fully engaged and credible in bridging multifaceted resources consisting of private industry, law enforcement and fire rescue and emergency management personnel. Recurrent training must be implemented, second nature and geared to aligning law enforcement, fire rescue and emergency management personnel and BSO Airport District counterparts in the educational process of emergency responses and the activation of the ICS. Participants must be fully vetted, willing and able to rise to the occasion and driven to perform in high stress situations that exceed the norm. It is not suitable to bare your weakness while navigating through crisis. The goal is to maximize talent in the face of adversity, for the sake of the mission. Situational leadership encompasses such action and serves as a gauge to fulfilling such role.

Questionable readiness levels were discovered during the event. The mere designation of an incident commander became a challenge, while trying to solicit support for the UCP and communicate designated leadership to the SEOC. Though some participants were willing, but not able, wedges were driven between operational initiatives and designated partner representatives. In a time when solidarity is paramount, such behavior is detrimental to emergency endeavors in bringing the airport back to operational readiness.

Observation 7: Airport Emergency Public Broadcast

FEMA Core Capability: Public Information and Warning

Diligent emergency notifications via public address systems within the BSO Airport District enables the deliverance of crisis information during, post and in furtherance of instructional measures in aiding and addressing the aftermath. An informed public is better prepared to understand the dynamics and adhere to requests, while affirming a structured

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command. Furthermore, fears are quelled based on a perceived sense of security due to interactive instructional efforts. Add to the equation a strong presence of authority, which in turn translates to the containment and control of an expanded environment and aids in securing the complex surroundings.

Strengths

Strength 1: BSO deputies diligently engaged in dialogue with airport patrons to better assist in their informational and evacuation needs.

Strength 2: BSO deputies attended to airport patron's physical needs in assuring their compliance with announced emergency protocols to evacuate.

Areas of Improvement

AOI 1: Updated announcements and use of social media applicable to the changing dynamics surrounding current airport emergency protocols.

AOI 2: Proper representation to educate, inform and assist distressed airport patrons to finding safe surroundings and astute evacuation from the airport.

Analysis: The BSO Airport District must capitalize on such tools and adjust notifications as the event unfolds to better assist in fluid activities dedicated to restoring airport operational functions. A looped, fixed broadcast does nothing, but allow for patrons and staff to regurgitate a robotic message, which does not assist with the ever changing surroundings applicable in a catastrophic event.

Updated announcements allow for the progression of mass movement and evacuation. When tactfully done, patron compliance levels rise based on an enhanced sense of security and

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sense of urgency to do so. Such behavior is beneficial to bringing matters to closure. The communication of such an endeavor must conform and be in unison with all participating EOC's in allowing for confirmation and preparedness for the next stages of the ICS to be carried out.

Internal message boards along with technological advances in emergency smart phone applications allow for controlled messages to be delivered to pertinent emergency staff and aid in the reduction of misinformation and external influencers that contribute to chaotic reactions. All stakeholders must share in one common messaging system in avoidance of a total collapse of emergency communicative efforts.

Observation 8: Airport Terminal Decorum

The BSO Airport District caters to approximately 29 million patrons within a year's span requiring steadfast attention and the utmost vigilance to seamlessly transition those passengers through the airport gateways. Those very passengers are the economic lifeline to Broward County, Florida. In addition, they rely upon the BSO Airport District to ensure their protection and safe passage through the airport. In safeguarding the airport and its patrons, much attention to detail is required when emergency intervention is applied.

Strengths

Strength 1: BSO deputies were well represented at assigned TSA checkpoints.

Strength 2: BSO deputies responded to the threat and attempted to control areas regardless of the mass exodus of airport staff, patrons and potential first responders.

Areas of Improvement

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AOI 1: BSO Airport District personnel must be able to interactively operate with airport security staff, and their federal counterparts to further meet airport emergency needs in avoidance of a total loss of control of airport operations.

AOI 2: Discipline must be instilled amongst all airport representatives regarding communications of emergency events in avoidance of instilling panic and the abandonment of posts, based on misinformation.

AOI 3: BSO law enforcement communications must be precise, vetted and in avoidance of broadcasting potential misleading information inflammatory to the event. Radio discipline is paramount to achieving airport control and containment.

Analysis: The BSO Airport District and its enforcement partners must fulfill their moral obligation in paying judicious attention to the needs of airport patrons. Airport staff, whether sworn, civilian, local, state or federal, must recognize their role as it pertains to crisis situations, deter further panic and provide direction and assistance in aiding with a partial or complete evacuation of the airport. Emergency training and evacuation etiquette must be standardized across all boundaries within the BSO Airport District.

Miscommunications and frantic responses aided in the loss of control during the event. Such communications made, in ear shot of airport staff and patrons, instills fear and reactions detrimental to controlling the environment. Many, who could have assisted, failed and inflamed the environment.

Observation 9: Mass Exodus, Relocation and Care

FEMA Core Capability: Mass Care Services

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The critical stage of an event, and heavily contingent upon pertinent notification and direction, relies upon the ability to rally together, organize and carry out patron relocations in adherence to their evacuation during mass transportation efforts to an offsite designated shelter. An event as overwhelming as the one faced on January 6th, 2017, posed great challenges in meeting such expectations.

Strengths

Strength 1: The deployment of evacuation assets to assist in the evacuation of airport patrons.

Strength 2: The identification of an emergency shelter conducive to harboring airport patrons and the ability to meet airport patron needs.

Areas of Improvement

AOI 1: Selecting and identifying a staging area conducive to the deployment and prompt backfill of assets.

AOI 2: Timely communication and verification of assets and confirmed response.

AOI 3: Traffic control and clear paths to terminals for expedient removal of distressed patrons.

AOI 4: The identification of available resources and assets accessible for emergency deployment.

Analysis: One of the many struggles realized during the event involved the decision making process to evacuate all airport patrons and where to send them. No tabletop exercise has

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ever planned for such action, which in turn, posed a great challenge in acquiring assets, their prompt delivery, structured deployment and committed personnel. Uninformed participants caused assets to be prematurely released and at times uncooperative to remaining prolonged hours. Further adding to the dilemma, was an obstructed path to the terminals by abandoned emergency vehicles upon their initial response. Once the hurdles were cleared and the redirections of initiatives were in place, the operation commenced and allowed for a total removal of all airport patrons.

The BSO Airport District must conduct vital planning, training and exercises in the areas of compartmentalizing and the separation of mass patrons within and throughout the FLL Airport grounds. It is important to be well versed when the task at hand involves the movement of tens of thousands airport patrons that require transportation to shelters located in the outer limits of the BSO Airport District.

The BSO Airport District must act diligently in communicating, staging, managing and providing transportation in furtherance of essential ICS contingencies in delivering patrons to designated areas and allow for fluid movement and evacuation.

Designated shelters must be identified and vetted for capabilities in sustaining tens of thousands of airport patrons. Furthermore, extreme consideration must be given to the ability to cater to patron necessities such as; crisis intervention, food, water, medical attention, children, the elderly, the disabled, restrooms, access to private transportation, support services, protection from the weather, missing persons and safety-site security.

A fostered partnership must be made with private industry such as; the airline industry, area hoteliers, area restaurants, food banks, Publix Supermarkets, pharmacies, the Red Cross and

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other non-governmental organizations to securing required necessities for the airport patrons, as a result of the event. Emergency funds should further be allocated via BCAD / law enforcement in providing vouchers and or gift cards to airport patrons to better meet their needs during the window of the event.

Observation 10: Airport Emergency Operations Center (AEOC)

FEMA Core Capability: Operational Coordination

The Airport Emergency Operation Center serves as the nerve center to all of the BSO Airport District operations. In doing so, all relative stakeholders assigned to the airport actively manage, interact and monitor the day to day functions and issues that arise. During the implementation of the ICS, the AEOC becomes a trusted source and point of contact in furtherance of addressing emergency needs. The AEOC must stand in unison with the BSO Airport District and enable intelligent, precise and actionable decisions to be made in avoidance of any escalation of threat during crisis incidents.

Strengths

Strength 1: The FLL AEOC is staffed by airport stakeholders dedicated to addressing airport emergency matters that directly impact daily airport operations.

Areas of Improvement

AOI 1: BSO must work diligently with the AEOC to ensure that law enforcement decisions are not disregarded or delayed when coordinating and responding to greatly needed emergency services.

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AOI 2: BSO must rely on the AEOC to identify, select and deploy vetted staffing to the AEOC in avoidance of any complacent or deficient input on behalf of AEOC representatives.

AOI 3: BSO must confirm that the AEOC's designated representative within the UCP is competent in the arena of ICS and cognizant to law enforcement decisions outside their scope of capabilities and experience.

AOI 4: The FLL AEOC must work hand in hand with the UCP to ensure emergency matters are addressed and fulfilled in accordance with the Airport Emergency Plan.

Analysis: BSO provides law enforcement and fire services to the BSO Airport District. Such dynamics create a unique environment when dealing with Incident Command. There must be a clear delineation as to when an airport incident exceeds BCAD's capabilities, which would require the relinquishment of all care and control of the airport to law enforcement for the sake of preservation of life and the general public's safety.

The private sector and public safety are two separate entities. BSO is a non- profit organization, while the FLL Airport and its vendors are profit driven. The longer the aircrafts are grounded, the higher the monetary loss. With that said, there is no conceivable price attached to the loss of life. During an MCI, specifically the mass murder of airport patrons by a defendant suspected to have ties to terrorism, it is immensely critical to contain airport occupants and diligently shut down all airport operations. The number of airport occupants traveling through the BSO Airport District on January 6th, 2017, instantaneously became potential terrorist targets, in the eyes of law enforcement. And as a result of such actions, law enforcement was obligated to sweep and search every square inch of the BSO Airport District to dispel any and all concerns

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pertaining to any additional active shooters, gunshot victims, potential explosives or additional terrorist targets. Though highly unpopular to the business aspect of the airport, it is highly critical in the public safety arena.

The AEOC must ensure that any and all emergency personnel assigned within its center, be highly trained and well versed in NIMS and ICS. Law enforcement plays a key role to the preservation of life and the decision making process during crisis incidents, requiring the AEOC to be lockstep and aligned accordingly with law enforcement in their operational endeavors.

Observation 11: Mutual Aid and Resource Management

FEMA Core Capability: Logistics and Supply Chain Management

The event at the BSO Airport District called for an unprecedented response on behalf of law enforcement, which consisted of local, state and federal resources from the tri-county area. The UCP plays a vital role in allocating such resources and their deployment within key areas of responsibility to fulfilling the containment and control of the event. The ability to plug in the right personnel and required assets enhances response times and the management of tasks, which allows for operational efficiency. Though BSO operates within the WebEOC, which allows for the use of its Crisis Management Systems (CMS) and assists in the capturing of data collected throughout the event and resource management, operational adjustments must be made to maximizing the agency's potential in fulfilling emergency obligations.

Strengths

Strength 1: BSO as an agency operates within the WebEOC, which serves as a fully functional emergency resource management tool.

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Strength 2: The SEOC and the UCP are fully functional critical incident platforms within the agency that are WebEOC equipped, and were actively utilized to manage resources and their deployment during the event.

Areas of Improvement

AOI 1: The multi-agency personnel response and their accountability was a constant challenge in controlling the ingress and egress into the airport, creating traffic congestion, which inhibited emergency responses due to the abundance of law enforcement presence.

AOI 2: The lack of communication with outside agencies and informal groups created duplication of efforts and potential "blue on blue" situations.

AOI 3: The UCP was unable to properly gauge all on scene initiatives based on the freelancing of assignments and their outcomes.

AOI 4: BSO personnel must be well versed in the arena of emergency management and possess a refined skillset applicable to the handling of critical incidents.

Analysis: Identified BSO personnel throughout the agency, who are in a position that categorizes them as potential command or a critical component of the BSO Airport District during an event, must be properly badged for access or provided dedicated escorts, must participate in an airport acclimation / orientation process, conducted in groups, to better allow for a disciplined response to the incident. Furthermore, a mapping system should be created and provided to law enforcement representatives in allowing for specific navigation within the FLL Airport and assists in identifying geographical locations conducive to establishing the ICS, the deployment of resources and incident management.

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An IMT is instrumental in assisting and coordinating resources to better serving and achieving desired goals and objectives. A defined core must be in place to streamline personnel and thoroughly account for ongoing tasks, area of deployment and identification of assets. During the event, numerous law enforcement representatives tactically convened upon one another, setting the stage for potential "blue on blue" encounters.

Observation 12: Perimeter Containment

The BSO Airport Districts ability to cordon off a breached environment from sterile areas in prevention of a compromised perimeter is highly dependent upon solid reinforcements, emergency assets and resource personnel. Preserving the integrity of the BSO Airport District during critical incidents is vital to deterring any further contamination or threat and enables access points to be established in fulfilling response and recovery initiatives.

Strengths

Strength 1: The event brought upon an unprecedented response by law enforcement agency representatives from throughout the tri-county area. Eventually, such resources assisted greatly in securing the FLL airport perimeter.

Strength 2: As a direct result of coordinated efforts on behalf of the assisting agencies, potential threats were identified and commendably addressed.

Areas of Improvement

AOI 1: The ingress and egress into the airport was virtually impossible; the failure to establish formal checkpoints and thoroughly vet and deter unwanted and unnecessary access in to the airport was challenging to preserving the integrity of the airport.

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AOI 2: The compromising of perimeter access gates allowed for hundreds of airport patrons to flee the airport runway, which allowed for the comingling of unconfirmed airport patrons to wander aimlessly into the surrounding civilian population and neighboring jurisdictions, with no accountability measures in place and a diminished sense of awareness to the exposure of risk and the potential liability incurred, via further terroristic acts.

Analysis: The BSO Airport District perimeter must be secured and manned upon the immediate occurrence of a critical incident. Any breach of such perimeter exposes the internal operations of the airport to further threats. The UC must properly designate inbound law enforcement resources to the preservation of the perimeter and further establish checkpoints in allowing the entry of key component personnel into the airport in efforts to overcome the internal threat. A vetting process of all traffic must be adhered to, along with additional instructions and guidance pertaining to their intended areas of responsibility.

Those deemed necessary in obtaining emergency airport access /credentials and required escorts, must be directed to the UCP for specific instructions, with immediate notification to the AEOC. The accountability process to maneuvering through the airport grounds is vital to preserving the integrity of the Airfield Operating Area (AOA).

During the event, the release of airport patrons through a compromised gate enabled an unprovoked encounter with an Iranian subject. The subject failed to dispel law enforcement concerns, which resulted in his detainment and detonation of his backpack. Furthermore, essential personnel were prohibited access and denied entry to the airport based on unstructured and misinformed checkpoints.

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Observation 13: Evacuation Fleet

FEMA Core Capability: Planning

In the planning and development stages of a comprehensive evacuation plan, vigorous attention must be given to identifying assets to be used, how to obtain such assets and how will such assets be delivered and deployed during critical incidents. It is without saying, that if it is in your plan, it must be produced. Failing to meet operational needs when fully engaged in a catastrophic event is absolutely unacceptable and detrimental to the overall mission. The creation of a plan is not intended to serve as an act of futility, but a life saving measure in the face of chaos.

Strengths

Strength 1: The staging of evacuees was orderly, with diligent law enforcement attentiveness and consideration to their needs.

Areas of Improvement

AOI 1: Executive decisions need to be made collectively and free from any mitigating circumstances that hinder the expedient extraction of airport patrons.

AOI 2: Proper planning must be in place to allow for the appropriation of evacuation assets and their commitment for the duration of the event.

AOI 3: The assignment of personnel within the UCP must be cognizant of their role and work diligently as a team and not impede operational endeavors.

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AOI 4: Evacuation assets were intermittently provided and delayed in fulfilling their obligation to transporting airport patrons to the designated shelter within Port Everglades.

AOI 5: While operating in a deteriorating environment and facing a magnitude of airport patrons needing to be relocated, the task was compounded by self-inflicted traffic delays, lackluster bus responses and a diminished variety of transport vehicles.

Analysis: The BSO Airport District and their counterparts must ensure established plans are followed and that agency assets, Broward County assets (specifically buses), or private vendor fleets are made available in times of crisis and assure timely response to the incident in allowing for mass evacuation and the sheltering of airport patrons. If needed, contractual agreements must be secured in advance, in avoidance of such pitfalls. The AEOC must be sure to coordinate with the UCP such request and thoroughly prepared to swiftly navigate such assets into the airport and provide unobstructed staging points within all terminal access points.

During the event, multiple command decisions were conflicting with the intended actions of the UCP, which deterred timely responses and contributed to a disenfranchised environment amongst participating members. Figure heads and underlings posed obstacles to the deliverance of efficient evacuation efforts.

Observation 14: Regional Communications

FEMA Core Capability: Operational Communications

Regional communications serves as the radio traffic controller to the BSO Airport District and Broward County as a whole. Major catastrophes inject elevated stressors to the already hectic surroundings, which burdens outlined tasks, that much more. The mere

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communication of an active shooter threat via radio transmission further heightens the sense of urgency and emotional state. Taking into consideration the aggravating factors, the need to be attentive, prompt, disciplined, clear and concise during active shooter incidents is critical to meeting operational needs applicable to the ICS. Preparing and planning for such event enables for the minimization of predictable impediments that can potentially disrupt communication efforts. All lives and operational demands are literally on the line.

Strengths

Strength 1: Regional Communications had implemented a stellar active shooter SOP and protocols that greatly assisted in the communication efforts and notification process of the event.

Strength 2: Regional Communications staff remained steadfast and troubleshot many obstacles they faced that attempted to compromise their efforts in ensuring adequate and precise communications with ground personnel.

Areas of Improvement

AOI 1: Active shooter protocols must be immediately committed to upon the presence of convincing and definitive communicated radio transmissions.

AOI 2: Technological means of notification must be updated and expanded upon to ensure a wide-ranging and consistent message is delivered to all stakeholders.

AOI 3: Regional Communications must confirm a point of contact within the UCP to allow for seamless communications and confirmations to be made with law enforcement and fire operations.

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Analysis: The enhancement of PSAP's and their design is critical to triaging monumental events. The inability to interactively communicate within and verbalize pertinent information creates gaps in timely responses to emergency needs. Technological devices are heavily relied upon to communicate in today's state of the art environment, but in their failure, contingency plans need to be in place in reverting to simpler methods and traditional means in securing banks of communication assets and their real-time deployment in the field upon system collapses. To ignore a state of preparedness is to potentially ignore your only lifeline. Maintaining a level of expertise is fundamental to successful outcomes. The attention to training, testing and the vetting of communications systems and processes, enables the continuous evolution of the PSAP's. Though job stressors create staffing shortfalls, much attention must be given to the retention and prompt backfill of personnel in avoidance of complacency and fatigue.

There must be no hesitation in declaring an active shooter incident by field personnel. Such declaration enables Regional Communications to adhere to their Active Shooter SOP immediately. Collabria group pages, must further be generated to allow for automatic notifications to be made to the Office of Regional Communications and Technology (ORCAT) in furtherance of placing a mass technological resources alert. Telephone service associated with the UCP must be optimally used in avoidance of lackluster connectivity and failed responses. With the PSAPs receiving priority calls from agencies such as the FBI, there must be clear-cut methods to connecting incoming callers with Command. The hotline activation must further be incorporated as part of the Airport Emergency Plan and should be quickly established in allowing communications to immediately address and direct inquiries pertaining to the event, and further assists in minimizing continuous calls made to 911 and non-emergency communications operators.

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Post event, the BSO Audio Evidence Unit reviewed hundreds of 911 and non-emergency calls for the purposes of investigative evidence. With 135 total calls received, and in conjunction with the BSO and BFRES transmissions, an estimated 444 hours of audio transmissions were captured and reviewed.

During the event, communications operations suffered degradation to both the CAD and radio systems as users immediately inundated both systems. Radio ID usage swelled from 1800 to over 3000 users, moments after the event. As a result, the communications system experienced site-trucking and throttling. Furthermore, the CAD system experienced continuous and frequent occurrences of system slowdowns, due to the number of personnel attempting to communicate. During critical events, the CAD system is the communications center's primary lifeline. Any impact to both radio and CAD must be mitigated.

The BSO and BFRES command must identify and establish a "safe word" to be used by victims speaking with 911 operators who are communicating from hidden locations throughout the airport. Many calls to 911 were received from patrons who had barricaded themselves. The 911 callers were further seeking assistance and had no means to visually identify emergency personnel. There was no immediate method to confirm the identity of someone claiming to be law enforcement or BFRES. The establishment of a "safe word" allows law enforcement or BFRES to simply state the word, and have the caller repeat that word back to the 911 Operator, who would then confirm the unit's identity and allow extraction.

It is pertinent to have one centralized Point of Contact (POC) from the UCP communicating with the PSAP's. Multiple incident commanders' result in directions being given

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from different POC's to communications. Directives can often become repetitive and contradictive.

Observation 15: Public Information Office

FEMA Core Capability: Public Information and Warning

BSO's Public Information Office (PIO) prepares news releases, coordinates print and broadcast coverage of agency events and acts as the liaison between BSO and the local, state and national media at crime scenes and other activities that generate media interest.

Strengths

Strength 1: Highly credible, experienced, professional and tenured staff.

Strength 2: Immediate access to all major branches of media and their representatives.

Strength 3: Commendable response and management of high level press conferences.

Areas of Improvement:

AOI 1: BSO PIO must work diligently to secure reputable means of cellular service and internet connectivity in allowing for prompt notifications and emergency alerts to be posted, updated and viewed by the inquiring public.

AOI 2: The current FLL Airport PIO Staging Area must be moved from its current location at the upper level curbside, between Terminal 1 and Terminal 2, and re-designated to a position contained within the outer limits of the FLL Airport entrance, which assists in creating distance between the identified crime scene and media representatives.

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Analysis: The Regional Domestic Security Taskforce Mobile Joint Information Center (JIC) established expeditiously and enabled PIO's to actively convey their presence to outside interests and the prompt sharing of information as it pertained to the event. Numerous participant agencies, and their PIO's, had established their base at the JIC, which further burdened the environment due to its location. The staging area was much too close to the active scene and contributed to the wandering of media crews and their exposure to sensitive areas and the release of such images captured. Much was not known during the event, and the release and exposure of fluid tactics and the environment can potentially compromise ongoing initiatives. The relocation of the PIO Staging Area must be adhered to and tactically placed in a non-corrosive environment in preservation of the scene and the integrity of the investigation.

BSO PIO's further realized an inordinate disruption of cellular service while on scene due to congestive cellular traffic. BSO PIO's were not able to communicate with each other or able to post updates on BSO's social media platforms. The ripple effect resulted in delays of critical emergency updates and its immediate dissemination to the public. BSO must apply for the Department of Homeland Security's Government Emergency Telecommunications Service (GETS), and ensure that all key role players engaged in the event are properly equipped and thoroughly capable in communicating and relaying pertinent information.

Observation 16: Mobile Command Vehicle (MCV)

The BSO MCV is a 44 foot, Class A, slide-out capable mobile command post. Contained within the MCV are formal conference areas, a radio communication center and a perimeter video surveillance monitoring station. The BSO MCV communication center allows for shared radio notifications with assisting local, state and federal law enforcement agencies. The BSO

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MCV serves as the on scene UCP and stages at a centralized point during an event, which requires strategic placement to ensure that it is conducive to sustaining operational needs, and not obstructive to the events environment. Furthermore, the BSO MCV functions as a de facto dispatch center, which accounts for all ground activities and the deployment of resources.

Strengths

Strength 1: The BSO MCV was rapidly deployed and immediately operational upon arrival to the scene.

Strength 2: The BSO MCV functions as a WebEOC platform.

Strength 3: The BSO MCV operated as a UCP, and allowed for the ability to conduct impromptu meetings and debriefs pertaining to the event.

Areas of Improvement

AOI 1: Upon staging the BSO MCV on the scene of an event, much consideration must be given to its placement and ability to relocate upon the deterioration of the scene.

AOI 2: The BSO MCV must be fully prepared and equipped upon deployment. The BSO MCV must remain at an operational readiness level, in assuring that any and all technological resources, communication assets and foreseeable support devices are readily working and accessible upon system failures.

AOI 3: The BSO MCV, though it serves a purpose, has become limited in its capacity. Active shooter events and terrorist threats and encounters have become the "new normal." MCV's have evolved with the times and are now better prepared and equipped in dealing with larger scale responses. The need to accommodate multiagency initiatives

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calls for the enhancement of MCV layouts and design. The event of January 6th, 2017, pushed the BSO MCV to its limits in accommodating a large scale event, command presence, and the ability to truly function as a UC.

Analysis: The BSO MCV responded and arrived at the scene soon after the shooting occurred. Upon arrival, The BSO MCV was immediately staged outside of Terminal 2, on the lower level driveway. The UC was attempting to become operational, while mass law enforcement responses flooded the immediate vicinity of the BSO MCV. Without warning, and consideration to any further potential threats, the BSO MCV remained in its location and became surrounded and trapped by adjoining MCV's and parked public safety vehicles. Upon the occurrence of the mass exodus and law enforcement response to alleged active shooters contained within the FLL Airport, the BSO MCV was incapable to relocate and reposition itself to a secure environment. The ability to do so would have allowed for the seamless delegation of duties, clear lines of communication and fortification from any further potential threats.

Further hindering the BSO MCV was its intermittent loss of telephone connectivity and deplorable radio communication capabilities. Due to the BSO MCV being staged in the lower level driveway of terminal 2, it virtually became encapsulated in concrete a box. Such surroundings diminished radio and cellular phone signals, creating a huge void in communication efforts with emergency personnel. Furthermore, the telephone numbers associated with the BSO MCV were sporadically unanswered and immediately defaulted to voicemail.

The BSO MCV was exposed to strenuous conditions based on the amount of personnel operating within, attempting to move internally and elevated levels of participants trying to

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engage staff, conduct meetings and participate in critical discussions regarding pertinent decisions. The BSO MCV is not prepared to accommodate such volume of public safety and emergency personnel traffic and be expected to maintain its integrity, based on the influx of participants. The BSO MCV must expand its capabilities in allowing orderly operations and sophisticated technology to better serve the public during the upward trend of mass casualty events and active shooter encounters.

U.S. Active Shooter Incidents 2000 – 2016

In light of the deadly active shooter incident that occurred on January 6th, 2017, at Fort Lauderdale – Hollywood International Airport and the not so distant incident that occurred on November 1st, 2013, at Los Angeles International Airport, active shooters and acts of terrorism have propelled the Country and abroad to elevated states of vigilance to hardening soft targets and expanding their efforts to those areas perceived to be hardened. The need to develop and implement strategies designed to respond to an actual or threat of an Active Shooter / Suicide Bomber at Fort Lauderdale – Hollywood International Airport is paramount to functioning in the 21st Century mindset and tactics applied to public safety. No longer is the focus solely based on areas of commerce, educational institutions, public areas, governmental properties, houses of worship, residential communities and health care facilities, but have expanded to critical infrastructures such as airports and has exposed seaports as a potential future target. The dynamics have greatly shifted domestically since 2000, and the active shooter / terrorists have expanded their borders from the traditional aircraft cabin and fuselage, to the airport terminals check in counters, to include the baggage claim areas and exterior curbside access. All in which are pre / post security checkpoint areas, routinely less attractive to law enforcement and their dedicated efforts to thwart catastrophic outcomes.

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In recent studies conducted by the FBI between the year 2000 and 2016, there have been 213 active shooter incidents throughout the country. Approximately 13.3 incidents per year, with a total of 645 persons killed and 789 wounded in the span of 16 years (U.S. Department of Justice, 2016). Also, between 2000 and 2016, there have been 61 incidents in which law enforcement terminated the threat. 2013 accounted for the highest number of incidents at 13, with some stabilization between 2014 and 2015 with a total of eight (8) for each year. Only two (2) incidents involved multiple shooters. Sadly though, 12 law enforcement officers have lost their lives, while 27 were wounded (Department of Justice, 2017).

Active shooter outcomes, between 2000 and 2015, reveal the following key findings (Department of Justice, 2017):

- 39 % (80) committed suicide.
- 38.5 % (79) were apprehended by law enforcement.
- 20.5 % (42) were killed by law enforcement (40) and private citizens (2).
- 2 % (4) at large, with one captured in 2015 (Department of Justice, 2017).

As of 2015, the number of active shooters killed has plateaued at seven (7), holding fast back to 2013 (Department of Justice, 2017). The apprehension of active shooters continues to increase, which would lends one to believe, that domestically, law enforcement is ramping up their efforts in combating the "new normal", within the active shooter realm. The paradigm shift is upon us, and the need to adapt is critical to preserving the integrity of our Country, our communities, soft targets, perceived hardened targets and the current trend within airports and vulnerable seaports.

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Terrorist Crosshairs

Between 2014 and 2016, the United States was identified as the top country targeted by terrorists, specifically ISIS related, accounting for 41 (40%) out of 101 terrorist linked plots globally (House Homeland Security Committee Majority Staff Report, 2016, p. 4). Other countries affected by such threat are identified as France, the United Kingdom, Australia, Belgium, Germany, Spain, Canada, Turkey, Denmark, Italy, Egypt, Tunisia, Saudi Arabia, Israel, Indonesia, Libya, Kosovo, United Arab Emirates, Algeria, Switzerland, Bangladesh and Sweden (House Homeland Security Committee Majority Staff Report, 2016, p. 4). Such terrorist plots have been executed with a success rate of 44% with 56% resulting in disruption. Research further indicates that 53% of the attacks were encouraged, where only 47% of the attacks were actually directed (House Homeland Security Committee Majority Staff Report, 2016, p. 4). The terrorists are mostly male and of military age, which accounts for an 89% core group of males and 11% female, representing an average age of 26. The attacks have intensified throughout the years ranging from 30 (3 casualties) in 2014, 720 (48 casualties) in 2015 and 875 (58 casualties) in 2016 (House Homeland Security Committee Majority Staff Report, 2016, p. 4). States targeted throughout the country are as follows; Florida, New York, New Jersey, Ohio, California, Arizona, Michigan, Missouri, Philadelphia, Massachusetts, Texas, North Carolina and Illinois (House Homeland Security Committee Majority Staff Report, 2016, pp. 8-15). Key findings of the House Homeland Security Committee Majority Staff Report confirm the following:

- The United States is the most targeted country.
- The terrorist's attacks are becoming deadlier with elevated destructive outcomes.
- Independent followers are heavily involved in external operations.

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- The terrorists are capitalizing on cloaking their efforts on a greater scale.
- Explosives are playing a bigger role in their attacks.
- "Lone Wolf" attacks are not exclusively carried out alone.
- Targets of choice are government locations and employees, military personnel, law enforcement officers, public transportation and entertainment venues (House Homeland Security Committee Majority Staff Report, 2016, pp. 5-7).

Recent Domestic and Foreign Airport Attacks

Los Angeles International Airport, Los Angeles, California:

On November 1st, 2013, at approximately 0918 hours, a "lone wolf" active shooter (Paul Cianca) entered the Los Angeles International Airport and made his way to Terminal 3. Once at the terminal, the shooter, at point blank range, shot and killed TSA Officer Gerardo Hernandez. The shooter then fled the area, while continuing to shoot at and injure airport patrons and staff. The shooter continued his movements toward airport gate areas, which ultimately resulted in his capture. The entire incident, from gunshot to apprehension, transpired within approximately seven (7) minutes (Los Angeles World Airport, 2014).

Figure 7: Los Angeles International Airport (LAX). (Miller, 2014)

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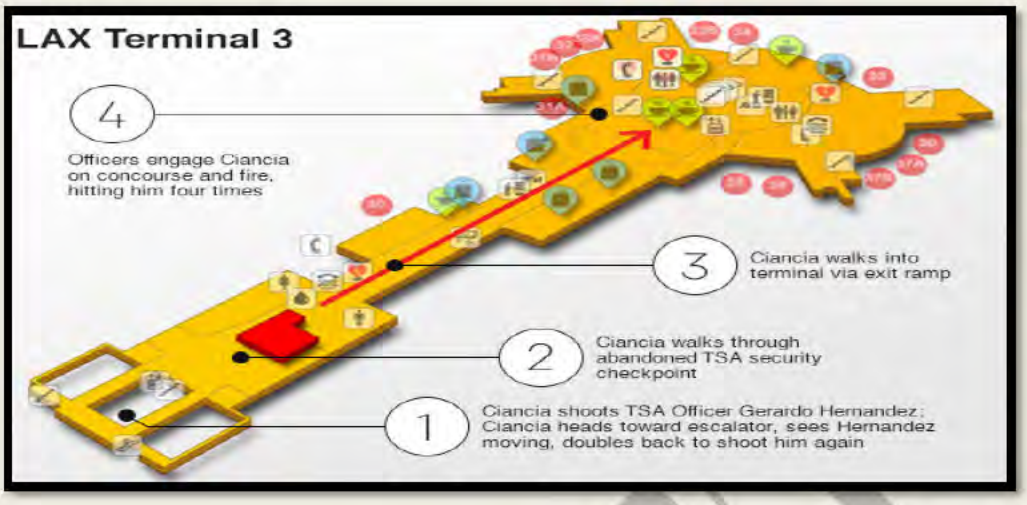

Figure 8: LAX Shooter

Paul Cianca. (James & Shaw, 2013)

The event resulted in the displacement of approximately 4,500 airport patrons from terminals 1, 2 and 3, further inhibiting 20,000 passengers contained within 22 aircrafts and subsequent terminals. Efforts to restore airport operations lasted approximately 30 hours. The event greatly burdened law enforcement, fire personnel, airport staff, airport operations, private vendors and aviation endeavors nationally and internationally (Los Angeles World Airport, 2014).

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Though the FLL Airport incident resulted in more fatalities and suffered a total loss of any and all passengers contained within, their abandoned luggage, required total evacuation, tactical sweeps, too include airport operations, common ground is realized in observations and recommendations made that greatly coincide with the struggles had during the FLL active shooter incident. The following are areas identified through literature review that parallel in comparison:

- Security and Incident Prevention.
- Response to Armed Threats.
- Airport Response Coordination.
- Alert and Response Mobilization.
- Communications.
- Incident Command.
- Unified Command.
- Airport Emergency Operations Center.
- Resource Management.
- Public Notification.
- Perimeter Access and Control.
- Evacuation and Shelters.
- Transportation.
- Clearing Operations.
- Recovery.
- Ascendancy and Administration.
- Risk Management.

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Zaventem Airport, Brussels Belgium:

On March 22nd, 2016, at approximately 0758 hours, the Zaventem Airport located in Brussels, Belgium, suffered a devastating terrorist attack at the hands of three suspected terrorists. Two suitcase bombs were detonated within airport check in areas located at Terminal 3 and Terminal 11, killing two at the scene and one arrested weeks later (International Institute for Counter Terrorism, 2016). Furthermore, an assault rifle and an unexploded suicide belt were retrieved from the scene. At approximately 0924 hours, and in addition to the airport incident, a secondary attack was initiated upon the Maelbeek subway station by means of an explosive belt. The explosion occurred within close proximity to the Parliament of the European Union. ISIS, through formal written statements laid claim and full responsibility for both incidents. As a result of such horrific acts, approximately 32 people were killed and in excess of 300 were injured. (International Institute for Counter Terrorism, 2016).

Figure 9: Brussels International Airport (www.myblogkaustubh.worldpress.com)

Figure 10: Brussels Airport Terrorist Bombers

Khalib & Ibrahim El Bakraoui and Najim Laachraoui. (Vinograd, 2016)

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The Zaventem Airport bombing is the deadliest attack upon Brussels, Belgium to date. Such event forced security standards to be elevated beyond the traditional aircraft and expanded upon airport entrances, terminals, parking garages and perimeter points. Furthermore, the need to establish new counter-terrorism units to better deter and respond to complex, multi-area, assimilated and concurrent terrorist attacks was highly recommended based on such event (International Institute for Counter Terrorism, 2016). Literature review of the Zaventem Airport, though not thoroughly detailed, reflects an equal finding as it pertains to the FLL Airport event, though not a bombing, in relation to the hardening of the airports curbside, check in counters and the creation of tactical response teams dedicated to the ICS and active shooter / counter terrorism initiatives.

Orly Airport, Paris, France:

On March 20th, 2017, in an article published by the Chicago Tribune, , titled *Paris Orly Airport attacker wanted to kill, die for Allah*, authored by Nicolas Garriga and John Leiceter, clearly outlines the terrorist event that transpired on March 18th, 2017, during the "lone Wolf" attack upon military personnel stationed throughout the Orly Airport as part of "Operation Sentinelle". At approximately 0830 hours, Islamic extremist Ziyed Ben Belgacem entered the

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South Terminal area of the Orly Airport and immediately approached and attacked a female soldier and attempted to wrestle away her assault rifle, while holding her at bay and shouting that he wished to kill and die for Allah. As a result of such action, Belgacem, while in possession of a revolver managed to take control of the rifle and slung it upon his back. Belgacem continued his tirade, while positioning the soldier as a human shield and threatening her with his revolver squarely pointed at her head and shouting to responding soldiers "Put down your weapons! Put your hands on your head! I am here to die for Allah. Whatever happens, there will be deaths". As the event unfolded, Belgacem ducked behind the hostage soldier and was immediately engaged by the responding soldiers via three sequential gunshot bursts resulting in the death of Belgacem.

Figure 11: Orly Airport (www.deccanchronicle.com)

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Figure 12: Orly Airport Terrorist Shooter

Ziyed Ben Belgacem

Approximately 3000 airport patrons were evacuated, 13 flights were held over, which were fully occupied and 15 flights diverted to Charles de Gaulle Airport. Upon the completion of a thorough search of the entire Orly Airport, operations were restored with the exception of the South Terminal (www.chicagotribune.com).

A timeline of Belgacem's last 90 minutes alive entails a traffic stop by French police, which resulted in an exchange of gunfire with one officer suffering facial injuries. Belgacem then fled to a neighboring town, where he visited a bar and again opened fire, ultimately carjacking a vehicle at gunpoint, which was driven by Belgacem to the Orly Airport. Belgacem had a criminal record for robbery and drug offenses and was currently out on bail and further banned from leaving France (www.chicagotribune.com). Belgacem is alleged to have been radicalized between 2011 and 2012, as a result of incarceration. Furthermore, in November 2015 his residence was targeted and searched by authorities as a result of the Paris bombing and gun attacks that resulted in the death of 130 people(www.chicagotribune.com) .

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Much is yet to be revealed due to the early stages of the criminal investigation, limited access to information and the absence of any structured after action reports. Comparisons made to the FLL shooting are solely based on the fact that an intended terrorist driven active shooter incident occurred within the Orly Airport, large scale patron evacuations were conducted, total disruption of airport operations and tactical sweeps of the entire airport grounds were conducted.

The incident was superbly contained and immediately disrupted by the termination of the target. France is heavily protected by soldiers who play an active role in "Operation Sentinelle". Approximately, 7,500 troops are deployed throughout France tasked in providing a strong presence, deterrent to attacks, tactical deployment and vigilant responses to terrorist plots.

Airport False Alarms and Their Consequences

John F. Kennedy International Airport (JFK), New York:

On August 14th, 2016, at approximately 2133 hours, an emergency call pertaining to alleged gunshots and a man who was supposedly armed with a handgun was received at the Port Authority Police Department (PAPD) desk. The caller was a female airport employee, who was located in Terminal 8. Furthermore, the female stated that there was a large disturbance taking place. Multiple subsequent calls were received reiterating such information, which led to believe that there was an active shooter incident taking place (Port Authority Police Department, 2017). Upon law enforcement response, airport patrons were observed fleeing the airport terminals, to include TSA agents that were actively vacating and expressing their fears of an active shooter. PAPD immediately put into motion their active shooter protocols and commenced in closing down roads, the identification of staging areas, agency notifications and the establishment of a command post (Port Authority Police Department, 2017).

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At approximately 2157 hours, information was obtained via PAPD operations personnel that Terminal 1 was further reporting possible gunshots. Two strike teams diligently responded and verified that no active shooter incident was occurring and no signs of such action existed (Port Authority Police Department, Police Academy Training Review, 2017). Aggravating circumstances to the event consisted of revelations made by Korean Airlines staff members that a gun was allegedly observed, causing aircraft passengers to panic and deploy the rear emergency slides and evacuate. Surrounding terminals self-evacuated in to sterile airport environments and AOA's (Port Authority Police Department, 2017).

Immediate efforts were made to dispel any further fears and quell potential threats, which resulted in the securing of the affected areas and the sound return of airport operations. The event lasted approximately three hours, causing all air traffic to cease and further delays to airport operations (Port Authority Police Department, 2017).

The BSO Airport District suffered similar consequences during its secondary event. Contributing factors were identified by the failure to verify an active shooter incident, other than solely relying on civilian reports and patron yells, and not factoring the absence of an identified shooter, persons wounded or injured, evidence of a shooting and corresponding damage. Those receiving the initial information should most importantly attempt to confirm that the situation is real, obtain critical information such as a location and suspect description in allowing for an educated response, opposed to relaying misinformation in furtherance of setting in motion mass panic.

The BSO Airport District incident involved numerous unfounded reports of an active shooter spanning across all terminals, parking garages, perimeters, roadways and runways. The

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event would have been greatly minimized if proper vetting tactics and containment of critical areas were properly supported by vigorous assessment and confirmation by responding personnel.

Summary Conclusion

January 6th, 2017, brought upon the Nation's most tragic airport active shooter mass casualty event in history. The event and its aftermath, serves as a grim reminder that the 21st Century has forced airports and their methods of operation to drastically change. September 11th, 2001 served as the tipping point to the continued erosion of society and enabled the evolution of terrorist and active shooter attacks. The global impact on the world's airports transcends security efforts beyond the traditional mindset, forcing antiquated leadership to reflect upon recent trends and question their willingness and ability to adapt, change and engage in order to suppress the "new normal".

In 2013, the LAX Airport attack marked the uptick of the new trend, and should have instilled much concern upon the airport industry, its police service and methods of training and preparation of all its stakeholders. Unfortunately, tragic events become forgotten with time, and the sense of urgency to react only becomes real when it lands squarely on ones lap. Too many times, the loss of lives attached to such events is what forces change.

The FLL Airport active shooter event could not have been deterred, but leaves much to be questioned as to what could have been done differently beforehand, in avoidance of transporting a killer, and his handgun, to the Delta Terminal 2 baggage claim area on that tragic day. Law enforcement valiantly responded, but were unaware of the volatility of the

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surroundings and the hair trigger responses and reactions that would bring airport operations to its knees in a matter of minutes.

The confusion, chaos and magnitude of the event, tested all involved and challenged every aspect of a conceivable remedy to alleviating the torment instilled by the event. Mistakes were made, lessons were learned and the self-effacement of key role players carries on, but the path to success always involves a degree of discomfort. This event will not be the last, but marks the day as a new era in changing the dynamics of the FLL Airport, the BSO Airport District and the southern region of Florida, to elevate their tactics and prepare in defending against any conceivable future attacks upon its airports.

The roadmap has been identified, the unification of stakeholders has commenced and the vision has clearly been defined. Collaborative efforts to enable foreseeable inputs and the realization of stellar outcomes remain steadfast and ongoing with anticipated commendable returns.

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Appendix A:

ACRONYMS

Acronym	Definition
AEOC	Airport Emergency Operations Center
AOA	Airfield Operating Area
BCAD	Broward County Aviation Department
BFRES	Broward Fire Rescue Emergency Services
BSO	Broward Sheriff Office
CAD	Computer Aided Dispatch
CBP	Customs Border Patrol
CCTV	Closed Circuit Television
CISM	Crisis Incident Stress Management
CMS	Crisis Management Systems
CRAS	Civilian Response to Active Shooter
CP	Command Post
CSU	Crime Scene Unit
DLE	Department of Law Enforcement
EAP	Early Assistance Program
EDCH	Explosive Detection Canine Handler
EOC	Emergency Operations Center
FAM	Federal Air Marshals
FBI	Federal Bureau of Investigations
FBO	Fixed Based Operations
FDLE	Florida Department of Law Enforcement
FEC	Florida East Coast
FFDO	Federal Flight Deck Officer
FHP	Florida Highway Patrol
FLL	Fort Lauderdale- Hollywood International Airport
FLPD	Fort Lauderdale Police Department
FR	Fire Rescue
GETS	Government Emergency Telecommunications Service
GTA	Ground Transportation Area
HBPD	Hallandale Beach Police Department
HPD	Hollywood Police Department
HSEEP	Homeland Security Exercise and Evaluation Program
IC	Incident Command
ICS	Incident Command Systems
ICT	Incident Containment Team
IMT	Incident Management Team
JIC	Joint Information Center
LEO	Law Enforcement Officers
MCI	Mass Casualty Incident

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MCV	Mobile Command Vehicle
NIMS	National Incident Management Systems
OHS	Office of Homeland Security
ORCAT	Office of Regional Communications and Technology
PAPD	Port Authority Police Department
PCAD	P1 Computer Aided Dispatch
PIO	Public Information Officer
POC	Point of Contact
PPD	Plantation Police Department
PSAP	Public Safety Answering Points
QRF	Quick Response Force
RAS	Response to Active Shooter
RDSTF	Regional Domestic Security Task Force
RTF	Rescue Task Force
SEOC	Sheriff's Emergency Operations Center
SIDA	Security Identification Display Area
SOP	Standard Operating Procedures
SRT	Special Response Team
SWAT	Special Weapons and Tactics Team
TCP	Tactical Command Post
THI	Traffic Homicide Investigator
TNC	Transportation Network Companies
TSA	Transportation Security Administration
UC	Unified Command
UCP	Unified Command Post
VCU	Violent Crimes Unit

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FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL AIRPORT (FLL) ACTIVE SHOOTER / MASS EVACUATION INCIDENT AND ITS IMPACT UPON AIRPORT OPERATIONS

An Assessment and Review of the Operational Response to the FLL Active Shooter / Mass Evacuation Incident, and Intelligence Based Research regarding Active Shooter Statistics, U.S. Terrorist Threats and an Overview of Recent Airport Attacks

After Action Report

January 6th, 2017
100 Terminal Drive
Fort Lauderdale, FL., 33315

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PREFACE: Definition and Purpose of this After-Action Review

An After-Action Review (AAR) is a professional discussion of an event, focused on performance standards, that enables commanders of the Broward Sheriff's Office (BSO) to identify what happened, why it happened, and how to sustain strengths and improve upon weaknesses. It is a tool commanders can use to get maximum benefit from every mission or call for service. This AAR is modeled after the United States Army's "A Leader's Guide to After-Action Reviews."[1] It provides:

- Candid insights into specific deputy, supervisor, commander, and unit strengths and weaknesses from various perspectives.
- Feedback and insight critical to response and tactic-focused training.
- Details that are often lacking in evaluation reports alone.

Evaluation is the basis for the commander's assessment of a call to service. No commander, no matter how skilled, will see as much as the individual deputies and supervisors who were actually involved in an incident. Interview and feedback compares the actual outcome of a process with the intended outcome.

By focusing on individual tasks and by describing specific observations, deputies, supervisors, and commanders identify strengths and weaknesses and together decide how to improve their performances. This shared learning improves task proficiency, promotes unit esprit, and improves upon public safety.

BSO Commanders will use this information to organize input for unit training plans. Of course, AARs are not cure-alls for unit-training problems. Commanders must still make on the-spot corrections and take responsibility for training their deputies and supervisors. However, AARs are a key part of the training process. The goal is to improve deputy, supervisor, and unit performance. The result is a more cohesive and proficient response for service.

Preceding this AAR, BSO conducted numerous interviews of participants, conducted numerous internal discussions with all involved units, examined video and audio evidence, reviewed televised, print, and social media broadcasts, examined internal infrastructure performance, examined external infrastructure performance, reviewed BSO's Comprehensive Emergency Management Plan (CEMP), reviewed the National Incident Management System (NIMS) protocols, and collected AARs from several agencies that experienced critical emergencies at airports. This AAR includes and analyzes all information collected.

The format for corrective action matrix is organized by using the National Incident Management Structure (See CORRECTIVE ACTION MATRIX.)

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[1] United States Army: A Leader's Guide to After-Action Reviews TC 25-20, 1993

EXECUTIVE SUMMARY: A Summary of Events and Challenges

On Friday, January 6, 2017, Esteban Santiago boarded a Delta Airlines flight in Anchorage, Alaska, bound for Fort Lauderdale with a stop in Minneapolis, Minnesota. His only checked item was a semi-automatic handgun stored in a FAA-approved container. Upon arrival at Terminal 2 of Fort Lauderdale/Hollywood International Airport (FLL), Esteban Santiago reclaimed his checked handgun and proceeded to a men's restroom, where he loaded the hand gun and discarded the container. Santiago concealed the handgun in his waistband and walked to the center of the baggage claim area where he removed the gun from his waistband and proceeded to shoot random travelers waiting near a baggage carousel. Santiago discharged all of his ammunition, which resulted in the death of five and the wounding of six airport patrons.

A Deputy assigned to a secure area of the upper floor of Terminal 2 heard the gunshots, called for backup, and immediately ran down the escalator to engage Santiago. Within 85 seconds of the initial shot fired, BSO Deputies had weapons pointed at Santiago, who surrendered. Santiago was immediately removed from the scene and secured. Responding FLL Deputies assessed the area to address the existing threat. This shooting is referred to as the "Primary Event" in this AAR.

At 12:54 PM, BSO Regional Communications (RC) received "shots fired" radio calls from FLL Deputies and numerous 911 callers. RC immediately enacted Active Shooter/Mass Casualty Protocols and simultaneously notified key commanders and summoned assistance from a multitude of BSO, Municipal, State, and Federal resources utilizing the Computer Aided Dispatch system (CAD) and BSO's Calabria notification system. Within minutes of the initial notification, several thousand public safety personnel turned on their radios, overtaxing Broward County's 30-year old radio system. The radio system went into "failsoft" and "throttling" mode several times, which cut or interfered with all radio communication.

As a result of the mass shooting in Terminal 2, panic ensued among visitors and airport employees. Hundreds of potential witnesses scattered and sought shelter – even into Security Identification Display Area (SIDA) areas (e.g.: baggage carousel ports, restricted areas, etc.), which compromised the security of Terminal 2. One fleeing witness attempted to seek shelter in the rear of a marked BSO K-9 vehicle parked near Terminal 1 that had responded to the initial Primary Event. When the victim opened the vehicles rear door, the dog emerged and began biting the victim. RC received several 911 calls and broken radio transmissions concerning a gunshot victim outside of Terminal 1 (which was the dog bite victim). The unconfirmed report of a gunshot victim in Terminal 1, radio communication interruptions, and misinformation and anxiety among airport visitors and employees triggered sporadic episodes of panic and hysteria leading to reports of perceived gunfire throughout the remaining airport terminals and parking garages. When word passed to the upper levels of Terminal 2, the fire alarm was activated, which opened all concourse exit doors leading to tarmacs. This resulted in the flooding of passengers onto tarmacs and other SIDA areas and back into the secured crime scene set up in Terminal 2. A cascading effect of hysteria and panic ensued in each remaining terminal. This hysteria and panic are referred to as the "Secondary Event" in this AAR.

BSO's Mobile Command Post (MCP), which includes specialized communications equipment, arrived on scene shortly after the initial call for assistance. Due to the large response from first responders, and a large number of abandoned vehicles on Terminal Drive, the MCP was located under a concrete roadway

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and in-between two large structures. This placement effectively rendered all the specialized equipment contained within the MCP inert.

Concern of a possible coordinated attack in other terminals prompted a complete shutdown of airport operations. Efforts were initiated to identify any potential threats and systematically secure the airport grounds and safely remove patrons from the airport property thereby eliminating the potential for further attacks. BSO along with the Federal Bureau of Investigations (FBI) spearheaded the investigation, up until it was deemed that the matter potentially constituted a terrorist act, at which point the scene was relinquished to the FBI for processing and prosecutorial efforts. BSO remained in a support role to assist in the investigation.

The securing of the airport grounds and safe evacuation of tens of thousands of airport patrons and airport employees, medical treatment of the injured and subsequent investigation posed a serious challenge to all surrounding law enforcement and medical personnel. The burden placed on public safety was far reaching and extended well beyond the initial crime scene. While some of the ripple effects caused by the initial incident were predictable, some were not. When acting in the interest of public safety, some of the cascading events prompted the diversion of critical resources and further delayed the stabilization of airport operations.

Below is a summary to identify strengths and weaknesses/areas of improvement in responding to this event. The below lists includes items outside of BSO's control. See section entitles PLAN OF ACTION in this AAR for specific courses of action and timelines.

Strengths:

- The BSO FLL District's Response to the active shooter was courageous, diligently carried out, and the threat was terminated using professional and pinpoint reactionary tactics. The first command post was immediately activated by BSO FLL District staff in the District Office.
- The efforts by first responders and airport personnel to rapidly act to control the many challenges faced throughout this tragedy is commendable and worthy of recognition.
- The call for assistance resulted in over 2000 county, city, state, and federal law enforcement resources to descend upon FLL. Some resource responded while "off duty."
- The Unified Command Post, despite experiencing communications and equipment failures, utilized innovative methods to maintain control.
- Deployed Law Enforcement personnel maintained command and control even with sporadic radio communications difficulties and utilized many other means to maintain communication. (e.g.: Hand signals, runners, cell phones, etc.)
- On-scene law enforcement maintained vigilance in detecting, eliminating and preventing any unforeseen threats in ensuring the preservation of life.
- First responders displayed remarkable restraint and professionalism when dealing with panicked or uncooperative persons.
- Regional Communications activated their Active Shooter/Mass Casualty protocols immediately, and successfully contacted off-duty operators to report to duty.
- Regional Communications completed regularly-scheduled Active Shooter drills weeks before this event, which aided in their response.

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- Regional Communications successfully broadcasted and linked to statewide channels to aid state resources responding to the event.
- Regional Dispatch added dispatchers to each effected radio channel to aid in accuracy.
- Regional Dispatch created a primary talk group and moved unaffected districts from the main talk channels
- Regional Dispatch created several Tactical Channels and were able to staff operators to ensure support to first responders.
- Eighteen SWAT Teams from multiple jurisdictions restored SIDA Integrity to each Terminal in a methodical and well-planned manner. SWAT command coordinated a well-planned clearing of all parking garage area and airport grounds where false reports of armed individuals were received.
- BSO Department of Detention availed several large busses when Broward County EOC and Broward County Transportation Division could not immediately provide transportation vehicles for stranded travelers.

Weaknesses/Areas of Improvement:

Planning

- There is/was no visible armed police presence/deterrent assigned to the baggage areas of FLL.
- BSO/BCAD Tabletop exercises did not consider challenges encountered during this event. (Full evacuation, Full shutdown, Mass Care (feeding, physiological care, and family reunification), passenger relocation, evacuation, etc.)
- FLL/BCAD Tabletop exercises failed to educate participants as to specific roles, expectations, and consequences of their failure to cooperate.
- No law enforcement Tabletop exercises are conducted with other municipal, county, state, and federal resources to discuss large-scale events.
- Calabria test pages went unanswered by 30% of recipients with no follow up.
- Calabria System is not able to send photos or maps which would enable IC to coordinate staging areas.
- Available alternatives to Calabria, "Code Red" and "Everbridge" systems, were not utilized during either event.
- Mobile Joint Information Center Generator was too loud and had to be shut down during press conferences.
- SWAT Teams arriving by helicopter from other jurisdictions were unclear of landing zones and building numbers (e.g.: Terminal 1, Dolphin Garage, etc.)
- No documentation was located to prove that BSO, BCAD, or TSA implemented or followed up on a 2016 TSA/FBI Joint Vulnerability Assessment that contained suggested improvements

Incident Command

- As events grow, and outside resources are requested, BSO must seek to rapidly establish a NIMS Incident Command Systems (ICS) and order the deployment of an Incident Management Team (IMT) to allow for defined protocols to be followed. Upper Echelon Commanders (above the rank of Major) must remove themselves from the scene and report to the Policy Group area and

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allow Operational Commanders to carry out orders while establishing and adhering to a strict chain of command.

- In events large scale events that call for multijurisdictional support, BSO should immediately stand up its Sheriff's Emergency Operations Center at "Full Activation" and allow deactivation as the situation(s) allow.
- In large scale events that call for multijurisdictional support, BSO should immediately declare to all responding units that BSO is the Unified Commander for all operations.
- In large scale events that call for multijurisdictional support, Broward County Government should immediately stand up their Emergency Operations Center to support law enforcement and impacted citizens.
- Staging areas were not properly identified to responding resources. Several staging areas were set up "on the fly," but not broadcasted to field personnel.
- The MCV was placed in an area that rendered its communications capabilities useless.
- The initial crime scene was not large enough. Bathrooms and offices near the scene were left out of the controlled scene.
- Insufficient perimeter resources were set up after the Primary Event to confine event to Terminal 2.
- Witnesses were held in an area which had direct view of victims. This prevented proper crime scene management and further traumatized the witnesses and victims.
- The initial secured crime scene was compromised by panicked civilian staff and travelers during the Secondary Event.
- Crime Scene staff were unprepared for a secondary event and were exposed to potential harm, and adequate Crime Scene protective forces were not deployed/assigned.
- The Command Post location was not identified to responding units in a timely manner.
- Several different Units identified themselves as the incident commander over the radio system, causing confusion. (BSO, BSOFR, TSA, CBP, FBI, Fort Laud PD, and various municipal departments.)
- Several Agencies set up their own Command Center. BCAD did not coordinate with Law Enforcement CP.
- LEO Self-Deployed/Over-deployed in certain areas. This can be attributed to lack of Unified Command Structure and poor radio communication.
- BCAD and Law Enforcement did not coordinate. No clear transfer or declaration of authority occurred.
- The first SEOC Calabria notification pages went out two hours after the initial event and were not received by some recipients.
- Calabria System was not utilized by Incident Command to communicate to field units.
- SEOC, PIO, and RC were not trained on and did not utilize the IPAWS statewide warning system to notify the public of the event. (This is a geo-fenced Reverse 911 system that will send a text message to all persons in a geographic area set by the user.)
- Too few specialized groups requested tactical channels from Regional Communications, which prevented effective IC communication with field units.
- The Media Staging area was located inside of or too close to the crime scene.

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- No "emergency hotline" or "information hotline" was set up, which inundated the 911 system with non-emergency traffic. The non-emergency line was also inundated with general inquiry or "curiosity" calls. PIO should expand its use of social media (e.g.: Facebook and Twitter) to release timely and important public information.
- Several on-site Commanders and staff identified themselves as the same call sign. The identifier "Sierra" was used by too many sources, creating confusion.
- The large number of responding law enforcement officers created an impassible "parking lot" of vehicles, creating obstacles for tactical and FRES teams.
- Plain Clothes officers wore balaclavas to cover their faces, raising the potential for blue-on-blue deaths and the potential to cause further trauma to fearful victims.
- Florida Highway Patrol was tasked with traffic control surrounding FLL, but were not provided with instructions as to which vehicles to allow into the protected area.
- Vehicles allowed into the secure area were not escorted by perimeter forces or deputies familiar with the FLL layout. This caused delays in response to several emergency situations.

Regional Communications

- Regional Communications must confirm with on-scene sources of the presence of an actual Active Shooter before activating Active Shooter Protocols and notifications. The initial event was contained within 85 seconds. Routine notifications of "Active Shooter" were sent out for an hour after the Primary Event was under control. Review of the content of notifications should be made to avoid notifications from appearing to be calls for assistance.
- After Regional Communications called for assistance, the Incident Command failed to effectively provide direction to responding forces, failed to provide assignments to responding forces, and failed to provide effectively direct and control forces that had arrived.
- RC CAD "Page" lists designed to contact commanders or first responders contain incorrect telephone numbers, contain retired or terminated employees, and did not transmit to all recipients. (Page lists audited: TN:All, TN:DLEALL, TN:DLEMJR, TN:DLECMD)
- Regional Communications does not have ORCAT programmed into the Calabria System for emergency events.

Communications Technology

- Several key BSO Commanders utilized cellular phones not registered with the Government Emergency Telecommunications Service (GETS), which provides for priority service during emergencies.
- The initial response to the call for assistance overwhelmed the county radio system. The act of turning on a thousand radios and switching channels "crashed" the 30 year old radio system several times. (In the first minutes of the event, radio ID usage went from 1800 to over 3000.)
- Law Enforcement received "tone" when attempting to transmit. When RC attempted to clarify reports of gunfire, on-scene units were unable to communicate to RC. This added to hysteria.
- Radio failures hampered attempts by field commanders to coordinate staff.
- At approximately 2PM, several hundred Broward County School Board bus drivers turned on their radios for duty (part of routine), which further taxed the already overwhelmed public safety radio system. This caused increased radio site trunking and loss of "linked" channels (several linked cities and resources were immediately disconnected from the event.)

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- The school board and other non-public safety departments use the same radio system as public safety.
- There is no standard fleet map of radio channels for Broward County. Each Police Department has their own names and channel lineup. (Example: BSO cannot instruct another city to use 14Ops2 channel because the channel number is different in each city.)
- Regional Communications is not equipped with portable radios, which are required for large scale events.
- Regional Communications has no back-up headsets or supplies in cases of emergency or large-scale events.
- Regional Communications does not have an internal radio channel or device – this created loud verbalization (yelling) of information over a busy communications center.

Post-Event/Recovery

- Broward County EOC/Broward Mass Transit were slow to respond to aid in the evacuation of thousands of travelers stranded on the tarmacs.
- Passengers stranded on running planes lined up on the tarmac experienced recurring "jet wash" air quality issues and air conditioning failures and received little of no information updated from BCAD.
- Travelers stranded on Tarmacs for up to 10 hours (including the infirmed) were not provided with basic necessities such as water, food, or shelter.
- The lack of resources made available from the Broward County EOC resulted in travelers being stranded for extended periods of time. Unanswered calls for Transportation vehicles resulted in extreme delays and medical emergencies from travelers stranded on tarmacs without food, water or medication.
- The use of Department of Detention Inmate Transportation Buses was a valid on-the-fly remedy for immediate transportation needs, but added to the stress-levels of innocent victims being locked onto buses designed for prisoners.
- There was an untimely response to the travelers with special needs. There were not enough ALS ambulances and other specialty vehicles utilized.
- Post incident funding is non-existent. Public Records Requests for audio, video, reports by media sources from all over the world drained available funds.

Issues to Address with BCAD

- The Airport remained in routine operations until the Secondary Event. It was at this time BSO communicated to BCAD the request to completely lock down the airport.
- Aircraft were allowed to take off after the Primary Event while it was unclear if the airport was under coordinated attack. This could have resulted is catastrophic loss of life.
- Control of certain aspects of the event was challenged by internal and external forces. BCAD EOC did not immediately understand its role was to support the BSO IC.
- The Evacuation Plan at FLL was not followed and SIDA integrity was lost in every terminal.
- BCAD's Evacuation Plan did not include a plan for complete evacuation of FLL.
- The airport fire alarm was set off, which released all jet way and tarmac access doors. This resulted in travelers fleeing onto tarmacs in use by landing aircraft.

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- Confidential Law Enforcement-sensitive information was released via social media by elected officials. This action prompted an unnecessary expedited investigative response that required swift coordination with multiple law enforcement entities.
- Confidential Investigative Information was freely passed to politicians by BCAD Staff.
- BCAD has no communications plan for an event of this magnitude. (Stranded Passengers had no information provided for several hours.) BCAD has no exterior public address system.
- BCAD Airport Information Officer did not coordinate with the Joint Information System/PIO
- BCAD and TSA Staff reacted inconsistently (Several SIDA posts were abandoned initially, and eventually all SIDA posts were abandoned.)
- Other agency SWAT teams experienced problems with accessing certain areas of the airport due to unavailability of airport emergency access cards.
- Terminal 2 maintained operation too long after Primary Event. Fleeing passengers escaped into the baggage portals, creating a SIDA breech. BCAD allowed potential evidence or parcels to be moved from Terminal 2 before they were cleared or screened by bomb dogs.
- Plain clothed Federal Air Marshals, when alerted about both Incidents, openly revealed their concealed weapons and were seen running through SIDA Areas without showing proper identification or markings. (This added to the hysteria and increased the potential for blue-on-blue deaths.
- BCAD denied SWAT Teams access to FLL Terminal Blueprints during SIDA clearing and victim searches.
- Contracted construction security officers left SIDA Security Gates open, allowing for fleeing travelers to reach the outer FLL perimeter and Florida East Coast (FEC) railroad tracks.
- BCAD placed low priority to the evacuation of passengers stranded on tarmacs and in airplanes on the tarmac. Planes began to run out of fuel, causing a cascading and increased need for immediate evacuation.

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PRIMARY EVENT: The Shooting at Terminal 2 Baggage Claim Area

On January 6th, 2017, Esteban Santiago flew to the Fort Lauderdale-Hollywood International Airport (FLL) on Delta Airlines flight DL2182 that originated in Anchorage, Alaska with one connection (DL1088) in Minneapolis-St. Paul, Minnesota. Santiago departed the aircraft in FLL at 12:15 p.m. and proceeded to the Terminal 2 baggage claim area, which is located on the ground level of the airport.

After waiting at Carrousel 3 for several minutes, Santiago is paged by Delta Airlines Staff via the overhead paging system to come to the Delta Baggage Service Office, which is located at the southeast end of the Baggage Area. Delta had paged Santiago so he could collect the firearm he had checked in a secured gun case at the Anchorage Airport. Santiago checked no other luggage.

After claiming the checked gun, Santiago walked through the entire baggage area to the west end of the baggage claim area where he entered a men's bathroom and loaded the firearm before concealing it in his waistband and abandoning the firearm case in the bathroom. Santiago exited the bathroom and walked east to the approximate center of the baggage claim area before pulling out the firearm and immediately began shooting at random people in his vicinity. Panicked civilians fled the gunfire by any means available - including into access-restricted Security Identification Display Area (SIDA) areas (e.g.: baggage carousel ports, restricted areas, etc.) At this time, Terminal 2 SIDA integrity was compromised.

Broward Sheriff's Office (BSO) deputies responded to the sound and radio calls of shots fired and had a firearm pointed at Santiago 85 seconds after the first shot was fired. Santiago immediately dropped the firearm and surrendered to deputies. Within those 85 seconds, Santiago had fired 14 rounds, murdering five people and shooting six more.

Six deputies responded to the lower level baggage claim (via multiple doors), where they encountered hundreds of screaming and panicked travelers as they attempted to assess the existing threat, calm and control the effected, begin establishing a perimeter, and identify and assist victims.

From the time the witnesses were being moved until 14:20hrs the events taking place were standard for any crime scene. Responding BSO resources (including BSO FLL fire rescue personnel) and additional outside agencies established a crime scene and began the task of treating victims and securing witnesses and evidence. BSO's Explosive Detection Canine Handler teams were used to sweep the immediate vicinity for potential explosive devices while the BSO SWAT helped to locate and make safe, SIDA areas of Terminal 2 that had been flooded by the initial fleeing of panicked passengers and airport employees.

During this time, an incident command post was established, along with a media staging area and the Broward County Aviation Department (BCAD) Emergency Operations Center (EOC). A plan was being enacted that would have made the SIDA, areas beyond the TSA checkpoint where passengers and bags have already been screened, of Terminal 2 "sterile" again and would have allowed operations in Terminal 2 to recommence (with the exception of baggage claim). Up to this point the decision had been made to keep the remainder of the airport open with the exception of the lower level roadway and Terminal 2. This decision changed with onset of the secondary event.

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Timeline of the Primary Event:

12:15:32	Esteban Santiago exits D-5 jet bridge and makes his way to the lower level of Terminal 2 to the Delta baggage claim area. He retrieves his checked gun.
12:46:22	Santiago enters men's restroom located at the west end of Terminal 2 baggage claim area.
12:52:40	Santiago exits the restroom and proceeds east through the baggage claim area.
12:53:20	Santiago pulls a handgun from waistband and fires his first shot.
12:53:29	Delta Airlines Checkpoint Ticket Document Checkers at the upper level of Terminal 2 begin to notice the sounds of gun shots and start moving toward the central Transportation Security Administration (TSA) checkpoint.
12:54:45	A deputy responding from his assigned area at the upper level of Terminal 2 TSA checkpoint, sees the commotion, hears the gunshots and runs to engage Santiago who immediately surrenders and is placed into custody. Santiago is immediately removed from the crime scene to a secure area.
12:55:28	Six deputies enter the lower level baggage claim (via multiple doors) where they assess the existing threat, control hundreds of panicked civilians, begin establishing a perimeter, and identify and assist victims.
12:58:54	Fire/Rescue personnel enter area to begin triage assessment.
13:05:44	Fire/Rescue begin treatment of victims.
13:06:52	Deputies begin placing crime scene tape.
13:08:20	Lower level airport roadway shut down for law enforcement traffic only.
13:11:24	Witnesses are moved to west end of lower level baggage claim, Terminal 2, with the intent of gathering their information and getting them on to an airport transport bus ramp side. (This process was being coordinated when the secondary incident took place rendering the plan no longer feasible.)

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Graphical Depictions of Primary Event in Terminal 2[2]

Figure 1

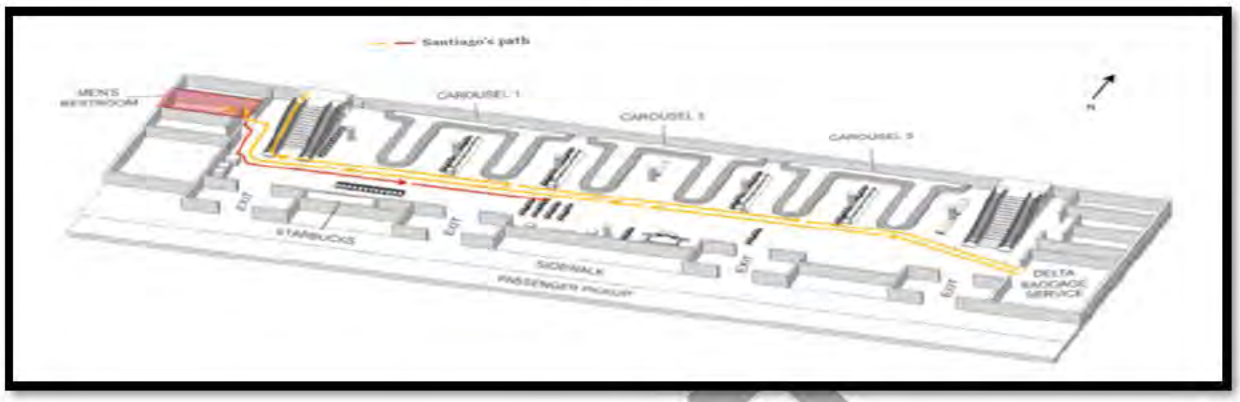

Figure 1 depicts the path of Santiago from arrival to the west men's room to the location of the location to where he first began shooting. (Note: The figure was altered by BSO to show the correct path that Santiago took.)

Figure 2

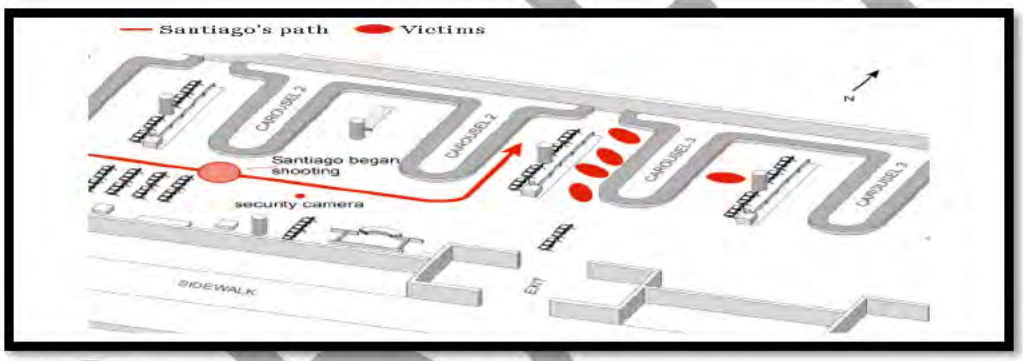

Figure 2 depicts the point where Santiago removed his concealed firearm and began shooting random persons around luggage carousel 2.

Figure 3

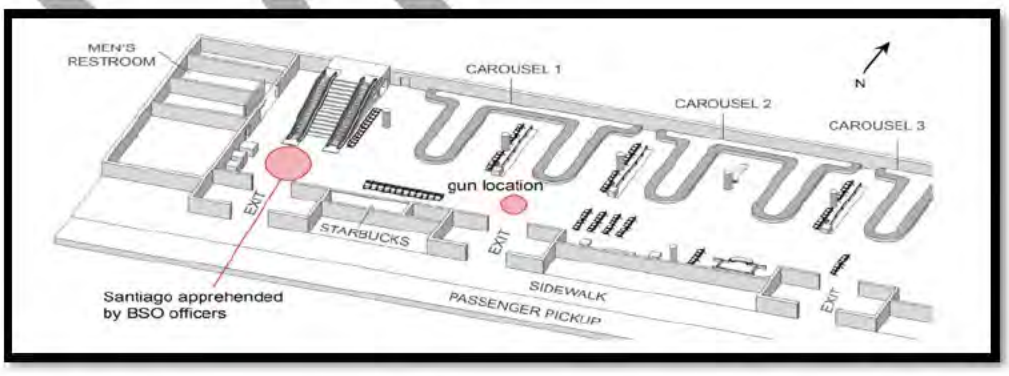

Figure 3 depicts the staircase the BSO Deputy ran down to engage and apprehend Santiago.

[2] Battinger, B, Clarkson, B, Peterson, C, Trischitta, L, Uraizee, I & Zhu, Y. (2017, January 4). Sun-Sentinel. Timeline: How the Fort Lauderdale Airport Shooting Unfolded.

Figure 4

Figure 4 depicts an aerial view of Fort Lauderdale/Hollywood International Airport with labels identifying the locations of key events that contributed to the Secondary Event. Labels are referenced throughout the description of Secondary Event.

Reports of "Shots Fired" & Contributing Factors

① At 14:20hrs, a Customs Border Patrol (CBP) officer was walking with several other CBP officers in the lower level roadway between Terminals 2 and 3 when he heard what he thought was possibly two gunshots being fired. (It is theorized that the noises heard most likely were cars on the upper roadway driving across an expansion joint in the road.) The CPB Officer questioned his fellow officers as to what was allegedly heard, but was immediately informed that they did not hear anything. In efforts to dispel any further fears, the officer ran back to Terminal 2 to determine if there was an active threat. Closed Circuit Television (CCTV) shows the CBP officer running from the lower-level Ground Transportation Area (GTA) Terminal 3 towards the west end crosswalk at Terminal 2 where the he met up with several Broward Sheriff's Office Fire Rescue Emergency Services (BSOFRES) personnel.

A BSOFRES Captain recalls a CPB officer running towards him with his firearm out and asking if he heard shots fired at Terminal 2. To be safe, the fire rescue Captain reports the incident over his designated radio channel to BSOFRES communications. Approximately 45 seconds later, this information is relayed across the primary Department of Law Enforcement (DLE) radio channel as, "Border Patrol reporting shots fired in Terminal 2."

Simultaneously, throughout the airport, CCTV shows deputies appearing to go on alert, while numerous requests via radio transmissions for confirmation of the call or location are made. In the Airport

Emergency Operations Center (AEOC), a group comprised of airport department heads and individual legacy airlines, heard the initial radio call via the fire rescue radio and subsequently the same radio traffic is heard from police radio reporting similar information. According to JetBlue representatives, a civilian had also hung up a hard line phone, between the fire and police radio call, and stated "They are shooting in two again", referring to Terminal 2.

(2) Upon hearing the phone call and two radio calls, a JetBlue supervisor made a decision to keep their employees safe and out of danger by sending an employee from the AEOC to the ticket counters to begin clearing employees from the area. The decision was made without further consultation of AEOC officials or law enforcement.

The JetBlue ticket counters are located in the southern half of Terminal 3 with the passenger "Exit Lane" from surrounding concourses separating the northern and southern sides of the terminal. CCTV shows that as the JetBlue employees clear the counter area, they did so at a rapid pace, running towards the southern-most terminal access door. In the process of the employees running, it appears passengers became alarmed and joined in with the employees.

(3) Three (3) subsequent actions took place in a very short time frame once the employee ticket counter began to evacuate:

- The TSA Terminal 3 F Concourse Checkpoint employees observed the employees running, abandoned their posts and fled west down the concourse.
- Some employees and passengers fleeing from the ticket counter evacuated east to the Palm Parking Garage.
- Other employees and passengers fleeing from the ticket counter evacuated towards Terminal 4.

These actions created a cascading effect upon the rest of the airport in a very short period of time. The TSA officers fleeing from F Concourse Checkpoint caused most of the F Concourse passengers, concession workers and airline employees to panic and flee the concourse area and into the ramp. Normally with an evacuation, the ramp workers would gather evacuating employees and contain them to a general area. In this case, and in all subsequent concourse evacuations that day, ramp workers had no prior notice of the impending evacuations and began to flee themselves as the panicked passengers and other employees were yelling that they were being shot at or that shots were being fired.

(4) The employees fleeing towards Terminal 4 caused two deputies already on the curb, who were still trying to confirm the shots fired in the Terminal 2 incident, to un-holster their weapons and direct their attention to Terminal 3 - thinking that something critical must have been occurring.

(5) The employees and passengers fleeing to the garage appear to have created an alarming sound that caused one of the deputies in front of Terminal 4 to make a radio transmission of "shots fired" coming from the Palm Garage. It is at this point that the radio system first went into "failsoft" mode and all bridged talkgroup connections to responding resources were lost. RC Dispatchers attempted to re-bridge talkgroups several times, but were unsuccessful because of the number of transmissions the system was encountering. RC dispatchers advised all units to stop transmitting until the radio bridges could be restored. The bridges were restored within 4 minutes, but the radio system began to "site trunk" and "throttle" transmissions, which resulted in partial "phrase loss" or completely prevented transmission. ("Phrase loss" is when only a portion of a transmission is repeated. E.g.: "Confirm shots fired in Terminal 1." is broadcast to other radios as "(*distortion*)...shots fired in Terminal 1." This phenomenon was experienced at different times throughout the event.

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As the "shots fired" call was being reported, the passengers who ran past the Terminal 4 curbside deputies entered that terminal and caused panic within. Passengers and employees ran towards the checkpoint causing the TSA officers at the G Concourse Checkpoint and exit lane to flee down the H and G Concourses. This resulted in passengers in both concourses to self-evacuate towards the ramp, taxiways and the Zulu Aircraft Holding Area located on the west side of Terminal 4.

Once the call of "shots fired" in the Palm Garage occurred, law enforcement officers (LEO's) from all locations ran out of the terminals and from the curbsides towards the Palm Garage – which, essentially started a series of incidents causing hysteria across the airport. These incidents are as follows:

- A 911 call is received from Terminal 3 of "shots fired".
- LEO's in Terminal 2, upper and lower levels, ran towards the garage, which caused passengers on upper level Terminal 2 to flee towards Terminal 3.
- Many of these passengers ran into the northern most door of Terminal 3, which caused a self-evacuation of the ticket counters in that area and caused the TSA officers at E Concourse Checkpoint to take flight down the E Concourse.
- E Concourse passengers, concession workers and airline employees begin to flee the concourse towards the ramp areas.
- The LEO's running out of Terminal 2 also caused the TSA workers at the Delta Checkpoint to flee, for the second time that day, into the D Concourse.
- This action caused passengers who had returned to the concourse, after they had fled the first incident, to begin evacuating to the ramp area. The ramp was still occupied, in two locations, by groups of passengers, concession workers and airline employees who had not yet returned to the D Concourse after the first evacuation.
- Upon hearing and seeing the new evacuation, the groups already on the ramp fled to new locations closer to the Terminal 1 and Terminal 3 ramp areas.
- Fleeing Terminal 4 passengers reported that a suspicious male was being detained at gunpoint, which was solely based on them overhearing a transmitted police radio communication of a "suspect at gunpoint". These communications were ultimately unfounded, as were many similar incidents throughout the next 15 minutes.

⑥ The sudden response from LEO's responding from all locations and their running toward a perceived threat, specifically in the Palm Garage, forced passengers eastward towards the Hibiscus and Cypress Garages. Passengers in those garages, including Terminal 1 curbside, started to get anxious, which resulted in them dispersing and fleeing the area in various directions.

CCTV shows the combined running, increased tension, and mass panic across the airport that led to the knocking over of signs, stanchions, and garbage cans. People ran into doors, knocked them off their tracks, dropped luggage and tripped over strollers. All of these unfamiliar noises in such a short period of time appeared to have added to the confusion, and seemed to account for various LEO reports of "shots fired" throughout the garages and in Terminal 1.

The increased LEO activity, coupled with distraught passenger behavior, led to panic in the C Concourse Checkpoint area, which caused the TSA staff to abandon their posts and flee the checkpoint into the C Concourse. As with the other terminals, such action led to an evacuation of all passengers, concession workers and airline employees on to the airport tarmacs. Simultaneously, with TSA fleeing Charlie Checkpoint, the west end of the Terminal 1 lower level baggage area appeared to panic with passengers running in various directions, primarily towards the east.

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⑦⑧The BSO B Concourse Checkpoint Deputy, who had been listening to the radio transmissions of shots fired in various locations, and the radio call of a potential suspect in a white shirt running in the garages towards Terminal 1, posted himself at the mezzanine level at the Bravo Checkpoint, overlooking all of the baggage claim area. As the passengers at the west end started to run towards his location on the east end, he heard what he perceived to be shots fired coming from that general area. The deputy relayed the information over the radio informing of "shots fired in Terminal 4", but corrected himself a few seconds later stating "shots fired Terminal 1." One minute after correcting himself, separate LEO's radio report "shots fired" in Terminal 1 and at the Alamo Rental Car Center located at the rental car garage.

⑨⑩ The sound and noise of several dozen people running and screaming towards the direction of the Concourse B Checkpoint appears (via CCTV) to have caught the attention of the TSA employees at that location. With the arrival of the first distraught passenger running up to the mezzanine level, the TSA officers abandoned their post and fled the checkpoint into the concourse. This action caused the near complete evacuation of passengers, concession workers and airline employees to the ramp. CCTV also captures two Federal Air Marshals (FAMS) and a Federal Flight Deck Officer (FFDO), who were waiting to board their flight, to immediately run from Gate B2 boarding area towards the security checkpoint. CCTV shows that the FAMS and FFDOs were dressed in civilian clothing with no visible law enforcement identification running through fleeing travelers with their firearms drawn. This further added to the panic of the crowd. The FAMS and DFFDOs made their way to the Bravo Checkpoint where they identified themselves to the checkpoint deputy and stayed in the footprint of the checkpoint for the next few hours. An interview of the FAMS revealed they never heard any gunshots, but were reacting to the yelling and screaming of panicked passengers who were fleeing the concourse for safety towards the ramp.

It should be noted that Terminal 1 has been the recipient of the most eyewitness reporting's of hearing "gunshots." Depending on the interviewee, they range from two (2) to five (5) shots with the succession of the shots fluctuating per interview. Though the terminal is under major construction, all of those interviewed reported having worked in that terminal for some time and all stated they had never heard construction noise that sounded anything like the noise they reported hearing as a gunshot.

Terminal 1 is the only airport terminal with three levels. The upper level is ticketing, the mezzanine has the B Concourse located on the east side, and the C Concourse located on the west side. Both mezzanines connect directly to either the Cypress Garage B Security Checkpoint or the Hibiscus Garage C Security Checkpoint via enclosed bridge type walkways over the lower level roadway. The lower level is primarily the baggage claim area for all of Terminal 1 airlines. Interviews with "ear-witnesses" to the sounds of gun shots, and a review of CCTV reveal that the entire upper level appears to hear "gun shots" coming from the eastern mezzanine level. Subsequent interviews with those on the eastern mezzanine level, and review of the CCTV clearly indicates that there were no shot(s) fired at that location, but those interviewed claimed that they heard gun shots coming from what they believe is the western end of the lower level baggage claim area. The people interviewed in the eastern and mid-terminal location of the baggage claim area also stated that the gunshot sounds they heard were coming from the western end of baggage claim.

It should be noted that all of the people interviewed stated the sound of "gunshots" was the reason they fled in the various directions they did. Additional interviews were conducted with a TSA employee

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in the C Security Checkpoint, a Starbucks Manager standing in front of a "down" escalator, and a civilian BSO employee who was in front of the checkpoint standing in the western mezzanine area of the terminal. All three stated they never heard a gunshot despite being located just above the location where others interviewed believe the gunshot sound had originated. They stated they ran only because they saw others acting afraid and then heard someone yell "run" or something similar to "they're shooting".

As of this writing, there has been no CCTV evidence or actual eyewitness to any type of intentional or unintentional shots being fired in Terminal 1. There have been no shell casings collected, despite reports otherwise, and no cleaning crew or airline employee has reported discovering any damage in Terminal 1 consistent with a gunshot. Attempted re-creations of that noise by normal items found in those areas have been unsuccessful in determining what the noise was. Interviews with FAMS located in the western end of the baggage claim, seconds before the panic began, also revealed that they never heard shots fired. They had jogged out of that location after they observed a deputy move at a quick pace from the west end mezzanine level down to the baggage claim level and out the western exit door to the curb. After the three FAMS ran outside behind the deputy, was when the alleged sound of shots fired occurred. The three FAMS deny having heard any shots, and CCTV of the entire lower level curb area reveals no concerned passengers or LEO's outside or any reaction to a loud noise or incident at that moment.

The total elapsed time from the moment employees and passengers began running from the JetBlue ticket counters in Terminal 3, which began the domino effect of self-evacuations, to the point of passenger reactions in lower level Terminal 1 baggage claim, took 2 minutes and 53 seconds. Four seconds later, TSA employees at B Concourse Checkpoint begin to flee, and by the 3 minute 20 second mark, the entire airport had completely self-evacuated.

As a result of such pandemonium and contributing factors that caused the lower level baggage claim area to panic, either due to police radio calls of shots fired in Terminal 1 or the self-evacuation of the Terminal 1 baggage claim area, LEO's continued to respond towards the terminal while passengers continued to run away from the terminals. These actions were documented on CCTV in all airport terminals and garages.

CCTV also shows a clearly marked BSO patrol K-9 vehicle driving to Terminal 1 in response to a shots-fired call. The deputy was forced to park his vehicle in the middle of the lower level roadway as a result of the large number of civilians fleeing the baggage claim area and running across the roadway toward the garages. Once stopped, the deputy immediately jumped out of the driver's seat and began running towards the baggage claim area. Simultaneously, one of the airport patrons ran around the BSO vehicle and opened the rear passenger door with the intent of hiding in the vehicle in an attempt to avoid a perceived threat. Upon opening the vehicle door, the patron encountered the patrol canine that jumped out of the vehicle, and reacted as trained, in apprehending (biting) the patron. The encounter went on for several moments until a nearby Florida Department of Law Enforcement (FDLE) agent determined what had happened and worked to restrain the canine. With the assistance of additional responding LEO's, the canine was secured and placed back in the patrol vehicle. The civilian was provided medical assistance and transported to a local hospital.

⑪⑫ It is in this crucial moment, the radio "throttling" added to the hysteria. Audio tapes captured partial transmissions of "(*distortion*) victim in terminal 1," which rapidly turned into "gunshot victim in Terminal 1." Central Dispatch made several attempts to verify the location of the "gunshot" victim at

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Terminal 1 – to which they received no reply. After several minutes a deputy was able to transmit "canine bite, not gunshot". This misinformation lent credibility to those listening on the radio that there were, in fact, additional shooter(s) on the airport property. Shortly after this report of a gunshot victim, there was a new report of an additional shooter on the east side of the airport property near the A Concourse.

During the majority of the three minutes described above, there was a large number of LEO's responding to all three airport garages in an effort to locate a possible shooter(s). Multiple teams of LEO's are seen on CCTV throughout the garages and on every level tracking down a consistent report of a male in a white t-shirt. No such person was located.

The following table identifies a timeline of shots fired calls (911 calls and police initiated calls) and firearm related calls heard over the primary radio channel and their respective locations related to the secondary event. Reactionary calls commenced at 14:21hrs, immediately following JetBlue ticket counter's being cleared.

Time-PM	Message Received	Location	Received from
2:22	Shots fired	Palm Garage	LEO
2:24	Shots fired	Terminal 3	911 call
2:24	Suspect at gunpoint	Terminal 4	LEO
2:24	Shots Fired	Terminal 4	LEO
2:24	Shots Fired	Terminal 1	LEO
2:25	Shots Fired	Terminal 1	LEO
2:26	Shots Fired	Rental Car Garage	LEO
2:26	Gunshot victim	Terminal 1	LEO
2:36	Additional shooter	Train tracks adjacent to airport	LEO
2:54	Shots Fired	Huizenga Hangar	LEO
3:19	3 firearms recovered	Palm Garage	LEO
3:22	Shots Fired	Terminal 3	911 call
3:24	Shots Fired	Huizenga Hangar	Fire/Rescue
4:36	Detonation	Railroad Tracks	LEO

Hysteria & Panic

The normal operation for airport evacuations is for ramp employees of the various airlines to collect the passengers as they evacuate down the concourse stairwells to the tarmacs. The employees form a loose "bubble" around the passengers to contain them and keep them away from the various hazards found on an airport ramp. During the self-evacuation, ramp employees were suddenly and unexpectedly faced with passengers and fellow airport employees fleeing down stairwells and jet-bridges, and anecdotally jumping from empty jet-ways to the ramp below. The people exiting from the concourses ran, fearful for their lives, and screamed about shooters and shootings as they ran. Thus, ramp workers reacted similarly, joining in the running until they eventually stopped, often times at other concourses or terminals. CCTV covers much of this, to include ramp and airline employees attempting to manage and control groups of people at various points around the six concourses. Large groups of approximately one thousand people were gathering near the G-14 Ramp area of Terminal 4. A similar number were located on the ramp between concourses E and F of Terminal 3. Terminal 2 had several large groups around the

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concourse, and Terminal 1 evacuees generally made it from the concourse to the taxiways and onto the runway located on the north side of the airport.

Many patrons still had possession of their tablets or cellular phones and were monitoring social media or spoke with friends and family who informed them of what the various news channels had reported. No airport concourse public address messages were broadcast. This added to, and heightened, group anxiety as those with social media access would then relay this information to others near them. One specific incident illustrates how this communication led to approximately four hundred people fleeing the ramp locations and attempting to seek shelter at alternate airport runways:

> An employee of an airline that had evacuated a concourse to the ramp and was in a group of approximately 200 people. The group had been startled at one point and fled to another location joining a similar sized group. The employee stated that there was a lot of anxiety in the group, and people were relaying to one another the state of their situation according to media reports on line and through phone conversations between friends and family. He stated someone shouted for everyone to move away from the building they were adjacent to, because there were reports of shooters. Simultaneously, the employee was standing next to his friend who was on the phone with a relative. The friend stated something to the effect of, "...we should get down..." The employee's unease and in reaction of such statements made, within seconds of each other, ultimately led to the employee shouting "We should run!" With that, CCTV shows the crowd of approximately 400-500 people running towards the airport's northern runway. Those who lagged behind were directed towards the runway by employees who, according to interviews, felt that it was the safest place for people to be. Others interviewed stated they had just run with the group because they heard people shouting that they were being shot at, while others stated they didn't know why they were running.

Regardless of the reason, several of these mass groups made it to the airport's northern runway and were eventually split into two groups of approximately 1,000 people. One group ended up at a commercial hangar located on the northern side of the airport and the other filtered out of a construction gate located on the east side of the airport.

The above took place approximately 27 minutes after the secondary incident was initiated. For those people on the ramp and gathered around the concourses that did not make it to the runway, construction gates or perimeter hangars, hindered their placement in a secure area based on the following four reasons:

- There was still a real belief that we had an active shooter(s) event taking place. The ramps were relatively safe, although we had concerns that additional shooters might be mixed in with the various groups.
- The airport had lost all "sterility" when passengers and airport workers had run through the unmanned TSA checkpoints. We could not reintroduce these groups into concourses that might have secondary devices intentionally left there.
- Passengers were separated from their concourses and many had left valuables, phones, wallets, purses and tablets behind. There was a concern for potential large scale thefts, as it was not possible to ascertain who would be picking up what items. All of the passengers' property would have to be screened and collected prior to opening the concourses.
- Many airport passengers and employees who had run during the secondary event were hiding in offices, closets, bathrooms, and any other spot imaginable around the airport. Many of these

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locations were in spaces located underneath the concourses, and those spaces had direct access to those respective concourses. LEO's still believed there might be additional shooters mixed among these people, and each location that could potentially conceal a person had to be cleared by SWAT teams. Any individual that was located was briefly detained and subjected to a pat down prior to releasing them to the terminal side of the airport.

Related Perimeter Issues

The City of Fort Lauderdale Police Department (FLPD) is jurisdictionally positioned adjacent to the northern side of the airport. FLPD was the first non-BSO department to have resources on site to assist with the active shooter. Though initially not on the same radio channel as the airport district, FLPD was being relayed much of the same information. FLPD was aware that one subject was in custody, but also knew we were looking for other potential suspects. FLPD was also receiving 911 calls and information of passengers climbing fences around the airport property in an attempt to get out of the airport. Several FLPD officers assisted with closing the primary entrance to the airport from US1 southbound and Interstate 595. These two roadways converge as a shared connector to the airport. Additional FLPD officers took up perimeter points around the airport perimeter road.

Twenty-seven minutes after the secondary incident began; approximately 2,000 people still remained on the runway or were attempting to cross the northern runway and taxiways. Two critical incidents occurred within a short time frame of one another that perpetuated the belief that an active shooter threat still remained. The first was attributed to several plain clothes FLPD officers that were stationed on the northern portion of the airport's perimeter road. They were there keeping an eye on the general situation and listening to radio reports of the on-going incident. One of the officers heard what he believed to be "multiple shots being fired" from the area of the Embraer or Huizenga Hangars located at the 400 block of S.W. 34 Street, Fort Lauderdale, FL., which was adjacent to his location on airport property.

⑬ The officers were unable to see the south side of the hangars and did not know that approximately 1,000 people had just made their way to those hangars from the runway. Three LEO's were with that group and were requesting additional LEO's and fire rescue units to respond to that location for assistance. Shortly after their arrival, they heard a radio transmission go out of "shots fired" at their location, several times over the next few minutes. The LEOs escorting the group at the hanger repeatedly broadcast that the hanger had no active shooter. It is suspected that this is the second instance where the radio system went into "failsoft," which terminated radio bridges/patches between BSO and Fort Lauderdale PD. On-scene LEOs made physical contact with a large group of FLPD officers on the opposite side of the hangar to make clear notifications.

Once the on-scene LEO's communicated the correct information to FLPD, fire rescue and law enforcement resources were moved in to the hangars to assist with medical and safety concerns. It was later determined that the initial FLPD officers believed that the "shots" they heard were most likely coming from noises on Interstate 595. That section of roadway is adjacent to, and above, where the FLPD officers were standing. With the confusion of this incident on the primary radio channel adding to the overall belief of more active shooters, another incident was occurring a short distance away that exacerbated the situation.

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A similar sized group of approximately 1,000 people had been making their way toward the east side of the runway towards a construction gate. The Allied Universal security guards stationed at the gate had opened it for the entry of a fire rescue ambulance. At the last moment, the crew decided not to enter the gate because they were hearing reports of "shots fired" on the runway. While the gate was still open, and with a very large group of people walking towards the gate, a fire rescue paramedic advised the security guards that they might want to leave the gate open for the approaching group. Security complied and hundreds of people made their way out of the airport via the construction gate. Those that left via the gate preceded north down the Florida East Coast (FEC) railroad tracks in to the City of Fort Lauderdale.

Suspicious Person with Suspicious Package

As the large group that exited through the construction entrance and approached LEOs positioned at the FLL property boundary, various persons pointed out a suspicious male among the group. Various evacuees pointed out an agitated and belligerent male. After being pointed out, this 22-year-old Iranian male chose to run east when the rest of the crowd was walking north. The individual ran towards law enforcement officers who were assisting in closing the roadway at a primary entrance into the airport. Those officers had been hearing reports on their radios of the multiple active shooter incidents as well as reports that other shooters might be mixed in among civilians. The individual running towards them was doing so with a backpack in one hand and a cellular phone in the other. The individual refused to comply with several commands to stop, before being ordered to the ground at gun point. The individual was held for questioning and initially refused to reveal his identity.

During the interview, he claimed that once he had fled the terminal to the ramp, a security officer in a vehicle picked him up and drove him to the perimeter fence where he was told to get out and run. He told officers that he was an Iranian-Muslim who was not a United States citizen and did not have any identification as he had lost it when he started running. He did claim to have a California driver's license. LEOs attempted to verify the individual via Teletype with no success. They could also find no record of any driver's license with the information the person provided. A fingerprint reader was utilized, with negative results for identification. He claimed to be flying to California with his girlfriend, yet they were traveling on different flights approximately two hours apart. He stated that they had been staying together in Palm Beach County, yet he arrived via Uber from approximately 30 miles away, while she was going to be driving her personal vehicle. The individual became increasingly belligerent to LEOs and began changing his account of events and became uncooperative.

⑭ With his overall story changing throughout the interview, the decision was made by FLPD use a disruption device on the individual's backpack utilizing a Bomb Squad Team. Notifications were made over the primary radio channel that there would be an intentional disruption that might sound like an explosion. What was left of the back pack was subsequently searched and found to be absent of any explosive materials and only contained personal items. The FBI responded to the scene to conduct a follow up interview and ultimately released the individual.

Ensuing Issues and Recovery

By approximately 15:30hrs, law enforcement began to believe that something other than another active shooter(s) had happened at FLL during the secondary event. Though numerous law enforcement and

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911 reports of "shots fired" had occurred, there had been no confirmed suspects or victims located. With a very hypersensitive civilian population of approximately 12,000 people walking or hiding randomly around the airport, concourses, offices, jet-bridges, garages, ramps and terminals or stranded on the 22 aircraft on the tarmac, BSO was faced with several challenges:

- What to do with approximately 12,000 people that could not stay on FLL property.
- How to secure the airport, as all SIDA sterility had been lost.
- How to ensure the safety of several thousand pieces of abandoned valuables.

Bringing the population back in to the concourses was not an option for several reasons. Primarily there was still a security concern that other shooters could be potentially mixed among the airport population. There were just too many reports of shots fired coming from what would routinely be deemed as credible sources, leading to believe that something occurred or potentially could take place.

All concourses, terminals and garages had people hiding in them and those locations needed to be physically cleared to ensure the safety and sterility of the post-security areas, as well as the public areas of the airport. Civilians could not be allowed back into concourses or security checkpoints, as thousands of personal items had been discarded by those fleeing. Wallets, purses, cellular phones, tablets, passports, bags and more, had been dropped or abandoned as people fled. Airport restaurants and shops had also been abandoned with cash drawers left open and merchandise left unattended. There was no way to locate staff or even know if they were still on the airport property. The concern for theft and subsequent crimes was of paramount consideration.

BSO Command, in coordination with the Sheriff's Emergency Operations Center (SEOC) determined that all civilian personnel would be moved to an off-site location that was deemed secure. The Port Everglades Seaport was chosen as it is less than one mile away from the airport, has fixed perimeter security, routinely handles large volumes of passengers, could accommodate transportation services, provided a mechanism to interview people without comingling them with the general population, provided basic sanitation services, the ability to keep people out of inclement weather and is serviced by BSO law enforcement and fire rescue services.

The movement would have to occur from the upper terminal roadways, while the lower level would remain closed as a result of the Terminal 2 shooting, but could only begin once the three parking garages could be deemed secure from threats. With the plan to populate the curbs with thousands of people waiting for buses, a shooter in a garage could have had devastating effect. BSO coordinated the systematic clearing of offices, stairwells and vehicles utilizing SWAT teams from multiple jurisdictions who had come to offer support during the event.

By 1530 hrs., a SWAT team leader from each of the 18 different departments was directed to the BSO SWAT command vehicle, where individual teams were tasked to specific garages. The mission was to clear every vehicle, office and stairwell in that specific garage, and report suspicious activity, items or persons. A "clearance" meant a visual inspection of the interior and exterior of every vehicle, office or stairwell and a pat-down of any persons found in those locations. Persons located were directed out of the garage, to a temporary holding area that was being secured by LEO's. Throughout this process several hundred civilians were found hiding under or inside of vehicles and offices. As a result of the visual inspections of parked vehicle interiors, follow-up investigations were required where firearm cases, fuel canisters "jerry cans" or other suspicious items were located. By 18:25hrs, all three (3) garages were deemed safe and SWAT teams redirected their efforts to clearing individual terminals.

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While these clearances began, BSO Command was working with Broward County representatives to obtain as many buses as possible to transport the massive civilian population to Port Everglades. The staging area for the buses was on the western side of the airport where Fixed Based Operations (FBO) were located and prepared for evacuation. Access to these FBO's had been shut down when the secondary incident began and were easy to secure and maintain with very little civilian traffic. Broward County Transit busses were not immediately made available, so a decision was made to immediately begin evacuation by utilizing BSO Department of Detention Secured Inmate Transportation busses until the County busses arrived. Approximately forty-seven (47) buses were utilized from various sources to include, Broward County Mass Transit, BSO prisoner transport, and much smaller special needs transport vans and trolleys.

While the buses were being obtained and the SWAT teams were clearing the secure side of the concourses and terminals, road patrol law enforcement began moving thousands of civilians gathered at various points around the airport to the upper level curbside locations of the four terminals. Such action required a loose "police line" within the concourses to move people from the ramps, through concourses and out to the roadway. With abandoned personal property throughout the concourses and terminals, law enforcement needed to ensure nothing was removed prematurely before property could be reunited with its proper owner. This was applicable in the public areas of the terminals where deputies would keep bathrooms opened for public use, but would escort or maintain a secure barrier around the remaining public area to prevent theft.

The BCAD had contracted with a civilian company BMS CAT that specializes in the recovery and reunification of personal property in mass casualty incidents, to oversee the collection of the abandoned items. BMS CAT began the collection once each concourse and terminal was deemed safe by the SWAT teams clearing those locations. All terminals and concourses were declared clear by 22:00 hrs.

The tedious task to evacuate all airport patrons remained, which encompassed the movement of thousands of civilians from the FLL airport to the seaport. Access between the primary and secondary event required a tremendous response from the LEO community to include local, state and federal partners. In all, it is estimated that over 2,000 LEO's from the tri-county area had responded to the airport to offer some type of assistance. While this response was generally manageable from a traffic standpoint after the initial event, traffic control was completely lost after the secondary incident.

With the potential of six or seven active shooter incidents being reported at the same time, responding LEO's were parking vehicles in any location near the terminals and garages. With the haze of the incident on-going for approximately one hour, LEO's and their vehicles became separated with LEO's not recalling where they had left their assigned units. In addition, several dozen civilian vehicles had been left abandoned, without keys, along roadways into and out of the airport and in front of terminals. Several civilian vehicles ran out of gas after having been left to idle for many hours, and unattended. Forty (40) vehicles were towed to a contracted tow yard with dozens more being moved out of the roadway to allow for bus access to the terminals.

By 19:30 hrs., the roadways had been made passable and the buses began to pick up tired, scared, angry and hungry civilians that, for the most part, were relatively well behaved. LEO's stationed themselves on curbs and roadways at all four terminals and assisted with the loading of passengers on to buses. LEO vehicles conducted escorts of the buses for the short trip to Port Everglades, but ran into significant traffic congestion upon entering and exiting the port. Though a large port, which is basically shut down at night, the sudden influx of thousands of personal vehicles, cabs and Transportation Network

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Companies (TNC), such as Uber and Lyft, overburdened the roadways, which led to lengthy delays in getting busses back to the airport for evacuation purposes. The last hour or so of the transports were tense with civilians and LEO's displaying an exhausted demeanor.

The SEOC terminated service at approximately 23:00 hrs., and the airport command post ended service at 01:00 hrs., on January 7th, while the Port Everglades command post closed at 03:00 hrs. At that point, the port was empty of all civilians with the Red Cross and Broward County services finding beds and safe locations for the many passengers who had not intended on an overnight stay in Broward County. The event left them with no ability to seek assistance from friends or family, and unexpectedly without monetary and communicative means due to their personal belongings being confined to an airport terminal, concourse or ramp.

With the exception of Terminal 2, FLL was open for business at 05:00 hrs., on January 7th. The BCAD staff and BMS CAT managed to return over 90% of the abandoned items to the rightful owners within one week of the incident. BCAD staff utilized personal and work vehicles to return property to the tri-county area, while overnight shipping was utilized for property traveling farther distances. The governor's office arranged for the Department of Motor Vehicles to have staff on site beginning January 7th to assist with the issuance of replacement identification to Florida residents needing immediate identification for travel purposes. Several consulate offices were also available to help those from foreign countries to obtain emergency travel documents from their respected countries of origin.

The Terminal 2 departure level was reopened for business on January 7th, while the baggage claim area was put back in service in sections over the following week. One week from the day of the shooting, Terminal 2 baggage claim was completely reopened and a short memorial was held to honor the victims of the tragic event.

Timeline of the Secondary Event

The emergency response to the FLL active shooter incident was chronologically documented by BSO Regional Communications personnel and described as follows:

12:54 hrs. DLE Computer Aided Dispatch (CAD) header L03170106000501 created as the first 911 call is received at the North Public Safety Answering Points (PSAP) 911 Duty Officer ensured the following:

1. Confirmation of accuracy and detail within the created CAD header.
2. Confirmation that the call taker was updating the CAD header's narrative as new information was obtained.
3. Maintained close proximity to the initial call taker to aid in gathering additional information.
4. Monitored the primary DLE dispatch talk-group.
5. Monitored the CAD pending queue for related calls and possible diversions.

12:54 hrs. B200 advised "shots fired" on DLE Dispatch 2A.

12:55 hrs. BFRES CAD header FBC170106000173 created and associated to the DLE event

12:56 hrs. Notifications as per Active Shooter Notification Form commenced.

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12:57 hrs.	DLE Command Page completed
12:57 hrs.	Secondary dispatcher placed at DLE Dispatch 2A (Primary FLL talk-group) due to increased radio traffic.
12:58 hrs.	Secondary dispatcher placed at DLE Dispatch 7A. Dispatch 7A assumed "overflow" radio traffic from Dispatch 2A for those units not involved in the FLL event.
13:03 hrs.	On Call Public Information Officer (PIO)
13:05 hrs.	Office of Homeland Security (OHS) notified
13:08 hrs.	SWAT Commander notified
13:09 hrs.	Bomb Squad notified
13:09 hrs.	Violent Crimes notified
13:10 hrs.	Homicide notified
13:10 hrs.	State Warning Point notified
13:11hrs.	Crime Scene notified
13:13 hrs.	DLE Major Page completed
13:14 hrs.	TN.DLEALL Page completed
13:14 hrs.	TN.ALL Page completed
13:15 hrs.	On Call EOC Personnel
13:18 hrs.	Victims Advocate
13:23 hrs.	"Branch off" talk groups for DLE and BFRES as well as the UC were identified (field notified via pages as well as announced over various talk group channels)
	14OPS2 – DLE Staging / Quick Response Force (QRF)
	14OPS3 – Plantation PD patched in with airport incident due to their digital radio system / other responding municipalities.
	14OPS4 – Port Everglades due to the Port being shut down (eventually bridged with 14OPS2).
	14OPS5 – SWAT channel monitored by dispatch.
	14OPS6 to 14 OPS9 – SWAT auxiliary channel (not monitored).
	8CAL91 – Florida Highway Patrol (FHP) channel reference to road closures.
	12JOPS3 – BFRES Staging (Perimeter Rd and Gate 3).
	12JOPS4 – BFRES Medical and Triage.

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13:27 hrs. Request for additional BSO and municipality Units made (Margate, Coral Springs, Plantation, Hallandale Beach and Miami Dade sent SWAT units and/or snipers).

13:36 hrs. BSO Crisis Incident Stress Management (CISM) contacted (*BSO Early Assistance Program (EAP) responded to the North PSAP for debriefing of personnel)

13:41hrs. TAC Channel established for Mass Casualty Incident (MCI).

13:41hrs. TAC Channel established for BFRES units utilizing BCF MEDCOM for level 2 MCI.

13:42 hrs. Calabria page sent instructing Charlie Shift, Duty Officers as well as Communications Operators, to report for duty as soon as possible due to increased call volume, assistance on the dispatch console and supervisors to monitor the additional talk groups established as per the Active Shooter Policy.

13:50 hrs. Sunrise CISM contacted (*Sunrise BFRES CISM responded to Central PSAP for debriefing of personnel

14:33 hrs. Request for municipalities to expeditiously send additional units to the staging area.

14:35 hrs. Page(s) completed advising Port Everglades is shut down.

14:35 hrs. Page(s) completed advising of a possible secondary shooter and additional notification of identified operational talk groups.

14:43 hrs. Request for the Trauma Hawk and the Eagle from Miami-Dade and Palm Beach Counties per Col. Knowles

14:43hrs. FHP notified reference road closures at the following locations:

I-595 exits to Dania Beach and FLL.

Northbound Federal Highway at Griffin Road.

SR 84 and 22nd Street by the post office.

FHP assigned 8CAL1.

14:56 hrs. TN.DLEALL Page completed requesting all radio traffic be kept to a minimum unless working the incident.

14:57 hrs. TN.ALL Page completed requesting all radio traffic be kept to a minimum unless working the incident.

14:57 hrs. Aviation assistance from Palm Beach and Miami Dade cancelled per Sgt. Ponticelli advising BSO has enough aviation to support.

15:06 hrs. Resources from Hallandale Beach Police (HBPD) responding per HBPD Chief Martinez.

15:15 hrs. QRF units utilizing 14OPS2 per Sgt. Santalucia.

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15:15 hrs. Hollywood Police Department (HPD) requested the Bomb Squad.

15:22 hrs. TN.DLEALL Page completed, per District 10, advising units not to use the word "bodies" to describe people/personnel/victims.

15:35 hrs. Notification that Broward Health not at full capacity per Fire Chief.

15:54 hrs. TN.DLEALL Page completed, on behalf of DLE Training, advising cancellation of qualifications at Markham to resume Monday morning.

16:50 hrs. TN.DLEALL Page completed, per Col. Knowles advising no additional units are needed at FLHIA.

16:59 hrs. Calabria page sent instructing Alpha Shift, Duty Officers as well as Communications Operators, to report for duty as soon as possible due to increased call volume, assistance on the dispatch console and supervisors to monitor the additional talk groups established as per the Active Shooter Policy.

12:54-2100 hrs. 911 and Non-Emergency Operators inundated with multiple calls regarding the incident.

23:00 hrs Regional Communications resumed normal operations

(See next page)

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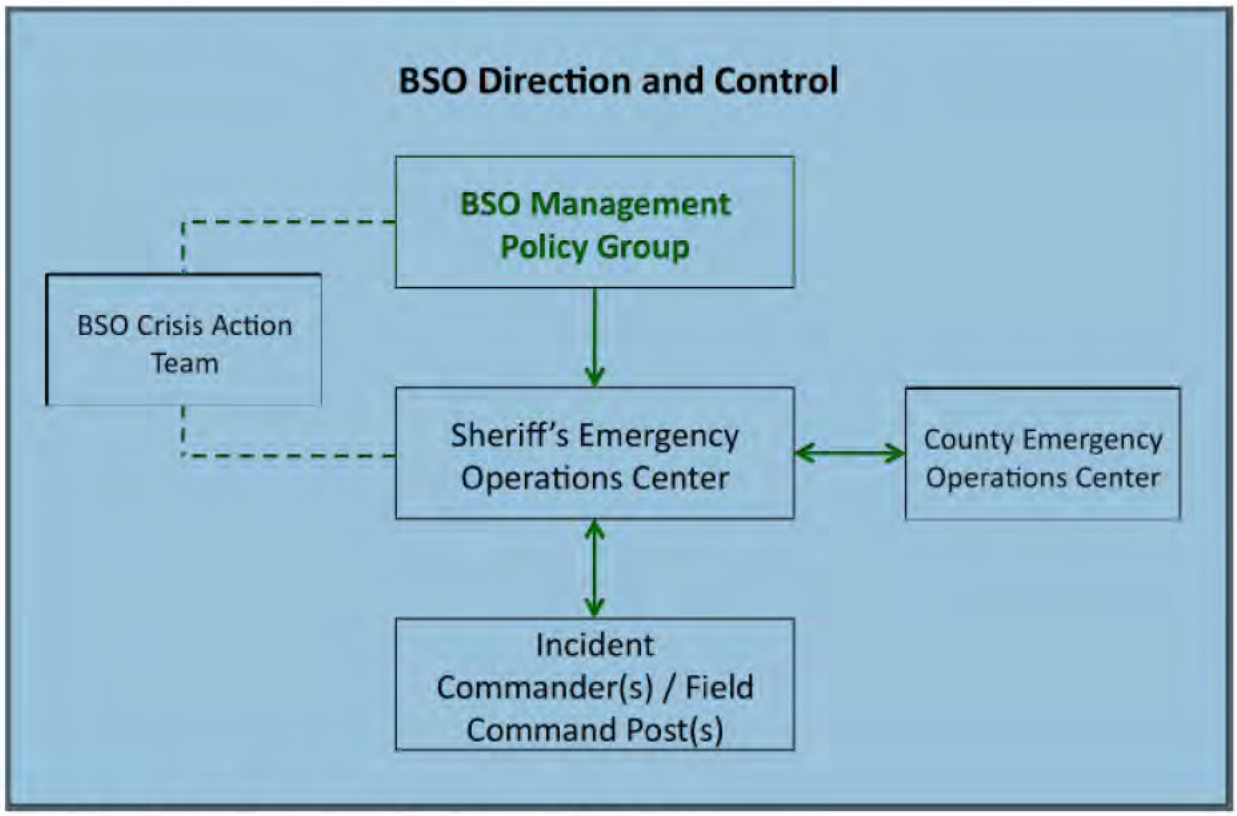
NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS): Model for Large Scale Events

The Broward Sheriff's Office conducts large-scale emergency responses according by its Comprehensive Emergency Management Plan (CEMP), which is based upon the NIMS Incident Command System (ICS.)



CONCEPT OF OPERATIONS Broward County Sheriff's Office (BSO)

1. General.

a) The BSO and the County retains decision making authority and control during emergencies within their jurisdiction. The local responsibility for disaster management cannot be relinquished. Field Incident Commanders exercise this authority in their role as County officials. BSO and County officials operating in the Sheriff's Emergency Operations Center (SEOC) and the County EOC retain the coordination and commitment authority for county resources and deploy those resources as appropriate.

b) When an emergency is confined to a single location within the County, the department(s) with legal authority will exercise command. The department(s) representative(s) will serve as the on–scene incident commander (or Unified Command if applicable) responsible for the operation. Field Incident Commander(s), assisted by a staff sufficient for the tasks to be performed, will manage the emergency response at an incident site(s).

c) During emergency operations, department heads retain administrative and policy control over their employees and equipment. However, personnel and allocated equipment will carry out mission assignments directed by the field Incident Commander or SEOC/County EOC. Each

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department and agency is responsible for having its own operating procedures for response operations, but interagency procedures, such as a common communications plan, may be adopted to facilitate coordinated effort.

2. Role of the SEOC.

a) The SEOC directs and coordinates the BSO's overall response to emergency events. Individual field departmental supervisors retain tactical control of resources assigned to incidents.
b) The SEOC may be partially activated to coordinate support for field Incident Commander(s) without activating the full SEOC organization.
c) The BSO Emergency Management is responsible for the proper functioning of the SEOC and will also serve as a liaison with county, state and federal emergency agencies and neighboring jurisdictions. The BSO Emergency Management will advise the Sheriff, SEOC staff and other emergency officials on courses of action available for major decisions.

3. Role of the County EOC.

a) The County EOC may serve as the liaison and coordinating agency between the County, other local governments, county, state private not–for–profit (PNP) agencies, state government and federal government.
b) If state and/or federal resources are made available to the County, they will be under the operational management of the Sheriff, County Mayor and Incident Commanders.

4. Field Command Posts.

a) Each command will establish a field command post when notified to do so. This will include Department of Law Enforcement Patrol Services Districts and Department of Detention jail facilities. Other commands will be considered on an individual basis for the establishment of a field command post. Dual BSO commands serving the same location (i.e., DLE and DFRES in the City of Weston) may consider combining or collocating field command posts.
b) Once a field command post is established, the SEOC will be apprised. For the purposes of communication, each field command post will be designated as "(insert applicable command name, such as Tamarac District, Paul Rein Facility, etc.) Field Command Post."
c) Each BSO field command post will be established with all of the relevant equipment, resources, and staff to permit a 24/7 operation throughout the mobilization period.
d) Personnel in each BSO command can be re-assigned as needed to meet specific situations. If changes are made, the SEOC will be notified of the change and reason.
e) All requests for additional personnel and resources will be made to the SEOC. Consideration for each request will be based on the overall emergency.

I. ON SCENE MANAGEMENT AND ICS

1. On Scene Response: Implementing ICS

a) The BSO on scene response to emergencies follows the concepts of the National Incident Management System (NIMS) and the Incident Command System (ICS).
b) The person in charge at the incident is the on–scene Incident Commander who is responsible for ensuring each agency on scene can carry out its responsibilities.
c) The BSO emergency responders are likely to be the first on the scene of an emergency situation. They will normally take charge and remain in charge of the incident until it is resolved or others

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who have legal authority to do so assume responsibility. They will seek technical assistance from county, state and federal agencies, and industry where appropriate.

d) The first local emergency responder to arrive at the scene of an emergency situation will implement the incident command system and serve as the incident commander until relieved by a more senior or more qualified individual.

e) Upon arriving at an incident scene, the Incident Commander shall:
    1. Establish an incident command post and direct the on–scene response.
    2. Isolate the scene.
    3. Assess the situation and identify hazards.
    4. Warn the population in the area of the incident; provide emergency instructions.
    5. Determine and implement protective measures (evacuation or in–place sheltering) for the population in the immediate area of the incident.
    6. Implement traffic control arrangements in and around the incident scene.
    7. Develop objectives (tasks to be done).
    8. Ensure appropriate safety and personnel protective measures.
    9. Develop an action plan and priorities.
    10. In coordination with the SEOC, contact appropriate agencies or personnel with expertise and capability to carry out the incident action plan.
    11. Coordinate, as appropriate, with other first responder agencies.
    12. Request additional resources from the SEOC.

f) When more than one agency is involved at an incident scene, the agency having jurisdiction and other responding agencies shall work together to coordinate each agency's objectives.

g) Team problem solving should facilitate effective response. Other agency personnel working in support of the Incident Command system will maintain their normal chain of command, but will be under control of the BSO on–scene Incident Commander.

h) The on–scene Incident Commander may designate a Public Information Officer (Media Relations) to work with the news media at an incident. This may include coordinating agency media releases and arranging contacts between the media and response agencies. If additional support is needed the SEOC may be activated.

i) During widespread emergencies or disasters, emergency operations with different objectives may be conducted at geographically separated scenes. Incident command will be established at each site. When this situation occurs, it is particularly important that the allocation of resources to specific field operations be coordinated through the SEOC. Incident Command Post(s) links to the SEOC via radio, landline telephone or cell phone.

2. Unified and Area Command

In emergency situations where the county, state or federal governments are providing significant response resources or technical assistance, it is generally desirable to transition from the normal ICS structure to a Unified Command structure. Principles of Area Command or Multi–Agency Coordinated Systems may also apply. This arrangement helps to ensure that all participating agencies are involved in developing objectives and strategies to deal with the emergency.

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SPECIALIZED UNIT RESPONSE:

BSO FLL Airport District

The BSO Airport District works with the Broward County Aviation Department, the Transportation Security Administration, the Airline Managers Association, airport tenants and ancillary federal agencies to provide law enforcement and fire rescue protection for the 1,380 acre airport site and its 12,500 employees. BSO provides law enforcement services for the Fort Lauderdale-Hollywood International Airport and handles security measures related to parking and general airport security. The district has an annual operating budget of approximately $17 million dollars, which provides for 116 positions consisting of a district captain, 1 lieutenant, 9 sergeants, 81 deputies, 22 civilian airport security officers, 1 crime analyst and 1 administrative support specialist.

It should be noted, that in 2007 the airport district staffing number stood at a total of 150 positions consisting of 98 sworn and 52 non-sworn positions. Between 2008 and 2013, staffing was drastically reduced by 23%, which accounts for 34 positions lost. The current day total staffing number of 92 sworn and 24 non-sworn totaling 116 positions. It should be noted this period BSO Airport District staffing reductions incongruously coincided with a period of major growth at the FLL airport in terms of flight operations, passenger capacity and physical growth (including an added fourth terminal).

In calendar year 2016, the BSO Airport District was responsive to 29,039 calls for service, up 30% from 2008. Of those 29,039 calls, 273 incidents were related to Part 1 Crimes (thefts, auto thefts, burglaries and assaults). Part 2 Crimes accounted for 323 incidents (battery, concealed weapons, criminal mischief, drugs, fraud, dealing in stolen property and threats / intimidation). The year-end total for arrests stands at 279, with a clearance rate of 42% (214 out of 512 assigned investigations). The BSO Airport District further handled 804 vehicle crashes, issued 7,845 traffic citations, 303 hours of combined K9 deployments dedicated to searches of aircraft, bomb threats, baggage, cargo, passengers, proactive searches, requested search responses, sweeps, unattended items, vehicles and demonstrations.

In 2016, FLL ranked 21st in the United States for passenger traffic and 13th in domestic origin and destination passengers. FLL accommodates approximately 290,239 total aircraft movements a year, which accounts for departures and arrival flights, while hosting approximately 29.2 million passengers a year, up 8.4 % from 2015. FLL is an immense economic engine for Broward County, which employs 12,500 airport badged employees, 139,920 total jobs (direct, indirect, induced multiplier effect), with an overall payroll of $3.5 billion and a total output of $13.2 billion. FLL is Broward County's largest employer. FLL is monetarily self-supporting, with no tax revenues expended in support of airport operations, maintenance, or capital improvements. FLL, through the Broward County Aviation Division (BCAD), generates its funding via user fees, rentals and other applicable airport charges.

In short, the FLL Airport is growing exponentially, calls for service are increasing steadily, and the District Staffing levels have remained unchanged since 2013.

On February 6th, 2016, as part of the RDSTF, BSO participated in a full-scale exercise, “Operation Heatshield”, conducted in Miami-Dade County, FL., which encompassed full scale interdisciplinary training exercises to include; active shooter, explosive ordinance detection, hostage rescue, water borne responses and other select scenarios.

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The Airport Districts most recent TSA / FBI Joint Vulnerability Assessment was conducted on July 18th through the 22, 2016. Based on the sensitive nature of the report, identified areas of concern and recommendations are limited to the following topics:

- Airport Perimeter
- Airport Gates
- Airport Services
- Catering
- Fuel Farm
- Cargo
- General Aviation
- Terminals
- Ticketing Area
- Baggage Claim
- Checkpoints
- Deliveries
- Custodial Service
- Airport Operations
- Badging Access Control

On October 3rd, 2016, the BSO Airport District's law enforcement and fire rescue assets participated in their yearly Aviation Security Tabletop exercise, and as of February 15th, 2017, post the FLL airport shooting incident, an Aviation Security tabletop exercise was conducted.

BSO Regional Communications

The Broward Sheriff's Office Regional Communications Division is contracted by the Broward County Office of Regional Communications and Technology and is responsible for fielding emergency and non-emergency calls for police, fire, and medical services within Broward County. Managing three PSAP's located in Coconut Creek, Sunrise, and Pembroke Pines, the Broward Sheriff's Office provides 9-1-1 and non-emergency intake, teletype and dispatch services for all unincorporated areas of Broward County, 29 law enforcement municipalities, 28 fire rescue municipalities and numerous special patrol areas including the Ft. Lauderdale-Hollywood International Airport, Port Everglades, BSO Department of Detention, Court Services and other areas. The division functions 24 hours a day, 7days a week and is comprised of an all civilian command staff including a Director, Assistant Director, 3 Site Managers, 3 Assistant Site Managers, 41 supervisors and approximately 400 specially trained public safety tele communicators (www.sheriff.org).

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BSO HOMICIDE UNIT (Criminal Investigations Unit)

At approximately 13:33hrs, The BSO Homicide Unit arrived at the lower level of Terminal 2 of the FLL airport regarding a multi-victim shooting incident with a suspect taken into custody by multiple BSO deputies immediately after the shooting. Upon arrival on scene, an extremely large law enforcement presence was observed parked in the roadway outside of the lower levels of Terminals 1 and 2. The crime scene was located within Terminal 2 in the lower level baggage claim area and secured with crime scene tape and guarded by multiple uniformed BSO deputies. Contact was made with multiple agency representatives that consisted of BSO command staff, BSO road patrol and BSO investigative personnel. An initial briefing of the event was facilitated, and during the briefing, BSO was identified as the Lead Investigative Agency at the time.

The following was relayed pertaining to the incident:

- There were at least six injured victims at local area hospitals that were being treated for their injuries.
- There were at least five deceased victims within the crime scene.
- Hundreds of potential witnesses were waiting to be interviewed.
- Esteban Santiago was alive, uninjured and in custody in the BSO Airport District office.
- Santiago's firearm was contained within the crime scene.
- BSO was securing the airport from further threat of violence.

It was at this time, that Santiago was interviewed by BSO and the FBI. At the onset, BSO and the FBI were jointly conducting the investigation. Subsequent to the interview of Santiago, the FBI took over as the lead agency. Federal murder-related charges for all deceased victims are pending in Federal Court. The victims' bodies were transported to the Broward Medical Examiner's Office for post-mortem examinations and the FBI took over as the Lead for all post-incident homicide related investigative tasks.

In follow up, BSO Homicide, the Violent Crime Unit (VCU) and the CSU were tasked with responding to local hospitals to meet with the surviving victims, conducted civilian witness interviews while on scene at the airport, secured airport surveillance video footage, secured evidence on scene and documented the crime scene. Numerous other BSO employees were tasked with securing the airport, security sweeps, evacuations and airport logistical tasks.

SWAT / Special Response Team (SRT)

The event called for numerous law enforcement representatives to assemble at the BSO Airport District. The response was extremely beneficial to the cause, being that such presence allowed for a multitude of tactical personnel and assets to be thrust upon the hot zone, further enabling stringent deployment. The ability to pre-plan, train and coordinate with all stakeholders to achieving operational readiness is crucial to surviving an event of such magnitude. A total of 18 SWAT teams from the tri-county area were diligently staged, accounted for and assigned to specific locations, which enabled searches, sweeps and clearing operations to be conducted of the entire BSO Airport District and its surroundings.

The Tactical Command Post (TCP) was set up and established on the lower level of Terminal 1, just east of the entrance, secured behind fortified cover. Due to the vast law enforcement response, multiple agency radio channels (14 Ops) were needed to keep search teams organized and assigned to their task

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at hand. As SWAT teams arrived, one team leader from each jurisdiction was required to check in with the tactical command and advise what agency they were with and how many SWAT operators were present to assist. As the teams checked in, proper assignments and radio channels were designated in efforts to deploy within the airport garages and terminals, commencing the operational search and clearing stage. The garages are identified as; the Cypress (9 stories), the Hibiscus (7 stories) and the Palm Garage (4 stories.)

At the TCP, dry eraser markers were used on the side of the equipment truck to document and organize the teams and their assignments. Since there were three (3) garages to clear and three (3) BSO team leaders, each team leader was assigned a garage and served as the Incident Commander (IC) of a specific garage and actively monitored the progress of the SWAT teams searching and clearing on dedicated radio channels. During the clearing of the three (3) garages, SWAT teams came across hundreds of civilians who were still in the garages hiding or trapped due to the garage exit gates being closed down. The civilians were gathered up by the assigned SWAT teams and escorted to holding areas outside of Terminal 1, until the garages could be completely cleared and considered safe. Once the garages were deemed safe and free from any danger, the tactical command post re-assigned all SWAT teams to a specific terminals, either upper or lower, to continue clearing and render the terminals safe. The following indicates each garage and its clearing time:

- Hibiscus Garage – cleared at 1730 hrs.
- Cypress Garage – cleared at 1825 hrs.
- Palm Garage – cleared at 1825 hrs.

SWAT Teams had cleared all the terminals both the upper and lower areas and all connecting pathways by 2200 hours and all SWAT teams had cleared the scene by 2300 hours.

The following is a list of SWAT and SRT that assisted BSO with the search and clearing of all the parking garages and terminals:

- Fort Lauderdale Police Dept.
- Hollywood Police Dept.
- Coral Springs Police Dept.
- Pembroke Pines Police Dept.
- Lauderhill Police Dept.
- Plantation Police Dept.
- Miami-Dade Police Dept.
- Miami Beach Police Dept.
- Miramar Police Dept.
- Davie Police Dept.
- Coconut Creek Police Dept.
- Hallandale Police Dept.
- Margate Police Dept.
- Federal Bureau of Investigations
- Alcohol Tobacco and Firearms
- Customs Border Patrol / HSI
- Florida Wildlife Commission

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BSO Forensic Services Division/Crime Scene

BSO Crime Scene Unit (CSU) personnel responded along with Forensic Services personnel. As additional local and federal resources arrived on scene, a command post was established, and once the situation was believed contained, supervisors began coordinating their response with federal authorities as the Federal Bureau of Investigation were deemed the lead investigators for the incident.

After reviewing all available assets, the FBI agreed to proceed with BSO CSU in regards to conducting a LizardQ 360 spherical and overall crime scene photography. BSO Traffic Homicide Investigator's (THI) were further on scene with the FARO scanner and completed scans of the scene. BSO CSU then processed all witnesses who had contact with the shooter or had visible blood evidence on their person. BSO CSU provided assistance to the FBI Forensics Team as they processed the interior of the scene and coordinated the arrival of the Broward County Medical Examiner's Office, allowing for the FBI to proceed with the intimate examination of the victims. At the conclusion of processing, BSO CSU transferred all photos and collected evidence to the FBI Forensic Team for their investigative use.

MEETINGS, DEBRIEFS, SUMMITS, AND PROPOSALS

On January 20th, 2017, Colonel Polan and Major Angelo Cedeño met with the BSO Airport District Command, Captain Roy Liddicott and Executive Lieutenant Robert Furman, at the BSO Airport District, located at 200 Terminal Drive, Fort Lauderdale, FL. Discussions were directed at any and all administrative and operational functions of the FLL Airport. Topics conversed consisted of the following; staffing, airport budget, terminal layouts, personnel assignments, special details, supplemental funding (TSA, BCAD), current initiatives, historical trends and statistics, airport expansion and joint ventures with airport stakeholders (law enforcement / private industry).

On February 15, 2017, Colonel Polan and Major Angelo Cedeño met with the BSO Airport District Command, Captain Roy Liddicott and Executive Lieutenant Robert Furman, at the BSO Airport District, located at 200 Terminal Drive, Fort Lauderdale, FL. A formal briefing and review of the event timeline and video surveillance captured was presented. Such efforts were instrumental to thoroughly visualize and understand the dynamics of the event, and further assist in referencing specific instances, the immediate comprehension of contributing factors and reactions and clarification of events that occurred.

On February 17th, 2017, Major Angelo Cedeño and Deputy Vincent Torres met with the Fort Lauderdale Police Department and Fort Lauderdale Fire Rescue Emergency Management command component that deployed during the event. The meeting was held at BSO Headquarters, located at 2601 West Broward Boulevard, Fort Lauderdale, FL. During such meeting, concerns were shared regarding public safety interaction and adherence to emergency protocols by the AEOC staff, TSA's response to crisis, special needs of airport patrons, missing children, the lack of points of contact, the inability to cease all airport operations, UC and Command Post (CP) placement and capabilities.

On March 1st, 2017, Major Angelo Cedeño chaired a formal agency (BSO) debrief of the FLL Airport active shooter event, at the BSO Headquarters Lynn Futch Auditorium, located at 2601 West Broward Boulevard, Fort Lauderdale, FL. Those in attendance represented the following agency departments and

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divisions and further played an active role during the event; The BSO Airport District, Criminal Investigations Division, SWAT, Crime Scene Unit, Strategic Investigations Division, Regional Communications, Broward Fire Rescue Service, Department of Law Enforcement, Sheriff's Emergency Operations Center and BSO Executive Command.

A formal walkthrough and visual presentation of the event was presented by Lieutenant Robert Furman. Furthermore, an identified representative speaker, from each of the noted departments / divisions, contributed to the agency debrief by sharing their sections observations, recommendations, perceived strengths and areas of improvement.

On March 10th, 2017, Colonel James Polan and Major Angelo Cedeño met with the Broward County Aviation Division Director Mark Gale and members of his staff, at 2200 Southwest 45 Street, Suite 101, Dania Beach, FL. Also present was the BSO Airport District command, Captain Roy Liddicott and Executive Lieutenant Robert Furman. During such meeting, conversations were had regarding areas of concern and remedies to enhance airport staffing and security. A formal proposal was submitted, which seeks the formal creation and implementation of a full time tactical component identified as an Incident Containment Team, assigned fulltime to the BSO Airport District. Opportunities to improve the Airport District's tactical capabilities. Additionally studies are planned to compare similarly-situated airports to examine staffing and levels and to examine further opportunities to improve upon the Airport Districts tactical response capabilities.

On March 15th, 2017, Major Angelo Cedeño and Executive Lieutenant Robert Furman responded to the Miami-Dade Police Airport District Station, located at 2100 Northwest 42 Avenue, Miami, Fl., and met with Major Raymond Melcon in efforts to observe and discuss intricate details pertaining to their Incident Containment Team. A physical exercise presentation of the program was provided, to include, discussions pertaining to the teams outlined mission, standards of operation and criteria for deployment.

On March 31st, 2017, Colonel James Polan, Major Angelo Cedeño and Captain Roy Liddicott participated in a formal roundtable meeting with Congresswoman Debbie Wasserman Shultz at her office, located at 777 Sawgrass Corporate Way, Sunrise, FL. Also present were numerous stakeholder representatives from the FLL Airport, both private industry and federal enforcement staff. Areas of concerns were discussed, to include the following topics; mass evacuations, emergency supplies and facilities, proper planning, gaps in security, training exercises (private industry), policy revisions, enhanced public address measures and enhanced foreign national notifications (State Department).

On April 4th and 5th, 2017, Major Angelo Cedeño and Lieutenant Robert Furman, participated in roundtable discussions conducted at the Port Authority of New York and New Jersey Police Department Headquarters, located at 4 World Trade Center, 150 Greenwich Street, New York, NY. The intent of the roundtable was to discuss common terrorist threats, events and experiences shared, as a result of recent airport attacks upon national and international airports throughout the world.

The roundtable meeting was represented by numerous global airport high ranking officials from the following jurisdictions; Amsterdam, Madrid, Copenhagen, Paris, London, Stockholm, Boston, Atlanta, Washington, D.C., Dallas Fort Worth, Seattle, New York and New Jersey. The roundtable allowed for real-time information to be shared amongst well versed representatives of the Zaventem Airport bombing, the Orly Airport active shooter and the JFK false alarm. Representatives from LAX were invited, but unable to attend.

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Areas addressed focused on topics such as; insider threats, social media, cyber threats, communication and collaboration, intelligence, mass / full airport evacuations, police response, crisis capabilities, airport environment training and interactive debriefs to recent airport attacks. The obstacles faced during the FLL Airport event were shared to some extent amongst most members. Furthermore, key takeaways from the roundtable confirm the need to enhance airport environments and their law enforcement footprint as it pertains to emergency training, tactical presence and response, intelligence gathering, collaboration with partner law enforcement agencies and the hardening of vulnerable non-sterile areas.

On April 7th, 2017, Major Angelo Cedeño, Major Oscar Llerena and Deputy Vincent Torres met with Lieutenant Maria Robainas from the Miami-Dade Police Department. Such meeting was held at the Miami-Dade Police Airport District Station, located at 2100 Northwest 42 Avenue, Miami, FL. The intent of the meeting was to review their current Incident Management Team policies and procedures and discuss interagency cooperation and assistance in revamping the program within BSO. Such initiative is geared towards aligning the tri-county area (Palm Beach, Broward & Miami-Dade) in creating a unified emergency response and tactical training applicable to combating airport threats, attacks and counter terrorism initiatives.

On April 10th, 2017, Colonel James Polan, Major Angelo Cedeño, Major Oscar Llerena and Deputy Vincent Torres attended a formal meeting at BSO Headquarters, located at 2601 West Broward Boulevard, Fort Lauderdale, FL., with all Incident Management Team stakeholders to discuss the current state of the BSO Incident Management team and staffing and operational focus.

On April 12th, 2017, Lieutenant Colonel Michael DiMaggio, Major Angelo Cedeño, Major Edward Grant and Executive Lieutenant Robert Furman, met with Broward County Aviation Division Emergency Manager Jason Alvero, at the BSO Airport District office, located at 200 Terminal Drive, Fort Lauderdale, FL. The intent of the meeting was to formally debrief the Broward County Aviation Division as to BSO's role, expectations, observations and recommendations, as it pertains to the January 6th, 2017, active shooter incident and the surroundings of the event. The intended use of the information is geared to assisting the Broward County Aviation Division with their outsourced after action report.

OBSERVATIONS AND CORRECTIVE ACTION: Identification of Weaknesses/Areas of Improvement, Assignment of Tasks, and listing of Timelines & Deadlines.

The below listed observations and recommendations are derived from numerous inter-agency after action reports submitted from various departments and divisions within and outside BSO who actively participated in the event. Input includes information obtained during formal debriefings, follow-up discussions and roundtable sessions. A matrix identifying corrective action, responsible parties, and deadlines follow the narratives.

Observation 1: Active Shooter Response and Training

FEMA Core Capability: Interdiction and Disruption

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The initial response to an active shooter situation must be rapid and coordinated with the goal of preserving human life. Training and the execution of established protocols are necessary to an appropriate response.

STRENGTHS

Strength 1: BSO mandates that all FLL District personnel to attend the following courses of instruction; Response to Active Shooter (RAS) four (4) hours, Rescue Task Force (RTF) four (4) hours, Civilian Response to Active Shooter (CRAS) one (1) hour and complete National Incident Management Systems (NIMS) courses ICS 100, ICS 200, an ICS700. Enhanced training is provided to SWAT and QRF team members.

Strength 2: All FLL airport sworn and non-sworn credentialed staff are educated and tested in the areas of airport security, airport operations, and active shooter response protocols.

Strength 3: Each TSA terminal checkpoint is staffed by a BSO deputy, funded through Department of Homeland Security grant, to assist and provide law enforcement presence during emergency situations and responses.

Strength 4: The response to the event was swift, and fortunately Santiago had run out of ammunition, which halted his ability to continue shooting and allowed for his immediate apprehension.

AREAS FOR IMPROVEMENT (AOI)

AOI 1: Improve current active shooter training lesson plans to better prepare BSO Personnel for similar future incidents. Real-time intelligence and accurate situational awareness, along with an immediate analysis, are critical to avoid human behavior responding to unverified threats.

AOI 2: Enhanced training specific to the BSO Airport District and partner agencies personnel that is applicable to the immediate response, establishment and implementation of critical protocols and components of the ICS. The BSO Airport District responded and contained the scene, effectively deployed combined law enforcement and fire rescue assets in the form of Rescue Task Force, but fell short in their ability to expand beyond the terminal and factor in a global perspective of further attacks and potential threats posed in the remaining terminals and airport grounds.

ANALYSIS:

The initial response to the active shooter threat was commendable by all accounts. The incident was initiated and terminated within 85 seconds. The diligent response is attributed to the TSA checkpoint deputy recognizing the sounds of gunfire, actively gauging airport patron's reactions and his pinpointing of the threat and response to engaging and apprehending Santiago. Backup deputies were able to assist and eliminate any further progression of the incident.

Though the response was timely, first responders were confronted with a wide array of challenges. Many grieving passengers laid draped over their loved ones within the crime scene. Witnesses had to be identified, separated, and secured as they remained on scene. Furthermore, the delay to commit to an immediate shut down of all airport operations greatly contributed to the creation of unforeseen obstacles.

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The secondary event and prevention of multiple perceived threats proved challenging to first responders and decision makers. The initial crime scene was in the process of containment with numerous emergency response personnel present and attempting to assess the situation. At approximately 1 hour and 28 minutes into the event is when numerous cries of several active shooters were broadcasted via multiple means of communication. These events stemmed from one specific law enforcement officer's perception of gunfire. In an attempt to dispel his concerns, the officer confided in his immediate counterparts, who denied hearing any gunfire. The officer then chose to obtain a second opinion in support of what he allegedly heard which caused a secondary group of public safety staff, in the vicinity of Terminal 2, to broadcast such inquiry via formal radio transmission without properly assessing and verifying a real threat. The perpetual relaying of unconfirmed threats and communication difficulties ultimately brought the FLL airport to a complete closure.

Observation 2: Crime Scene

FEMA Core Capability: On-Scene Security, Protection and law Enforcement

The BSO Crime Scene Unit (CSU) consists of twelve (12) sworn detectives, two (2) sergeants, one (1) crime scene technician and three (3) support personnel. Crime Scene Unit detectives are responsible for the documentation of major crime scenes including homicides, suicides, sexual batteries, armed robberies, shootings and suspicious deaths. BSO's Crime Scene Unit covers all BSO districts and also serves most Broward County municipalities as well as federal and state agencies throughout the tri-county area. Members of the Crime Scene Unit provide forensic training to numerous police institutes in the area and are recognized as court-declared experts in several judicial districts in various forensic fields.

STRENGTHS

Strength 1: Highly competent and experienced in crime scene procedures and forensic evidence.

Strength 2: Rapid incident response.

Strength 3: Provided advanced assistance in the processing and management of forensic, digital and photographic evidence.

AREAS OF IMPROVEMENT (AOI)

AOI 1: Scene control of a large scale event critical to the investigation and the preservation, documentation and collection of evidence. It is therefore important to immediately secure the scene and prevent access to only the appropriate personnel.

AOI 2: Limited Scene Access to only those with a legitimate investigative need.

AOI 3: The lack of body armor and other protective equipment.

AOI 4: The Incident Commander must ensure adequate law enforcement officers are posted properly to preserve the crime scene.

AOI 5: The close proximity to the staging of witness to victims. To avoid further mental trauma to witnesses, it is recommended they be moved to an area where they can no longer observe the victims.

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ANALYSIS:

The absence of proper Incident Command Controls, Staging Areas, and Assignments inundated the BSO Airport District Terminal 2 with law enforcement from numerous jurisdictions and bordering counties. Their presence, in many cases, obstructed the containment and control of the scene.

On January 6th, 2017, CSU had arrived much sooner than normal, and were propelled into an active crime scene that was not fully stabilized. The situation was not yet conducive to the collection of evidence, scene preservation and necessary processes to fulfilling their obligation. The Incident Commander must provide adequate personnel to ensure the integrity of the crime scene. Crime Scene Preservation Protocols must be followed, and the incident Commander must take swift action must take place in correcting and addressing corrosive or degrading situations.

CSU members were not tactically prepared for the escalation of events that were derived from the initial attack, leaving them vulnerable to potential injury or death. They must be fully aware of their surroundings and exposure to harm in avoidance of complacency and diminished officer safety. Appropriate body armor and other protective gear must be accessible at all times, specifically during active shooter incidents / terrorist attacks.

Further hindering the process was their (CSU) inability to maneuver through sterile secured airport areas, due to their failure to possess proper airport credentials, which required civilian escort to such areas. The BSO Airport District is a geographical maze, comprised of multi-level parking garages (over 12,000 spaces), multi-level terminal driveways, gateways, sterile and non-sterile areas, aircraft runways, hangars, adjoining concourses, baggage claim areas, checkpoint screening areas and housing for numerous law enforcement entities and airport personnel. The requirement to do so, in the presence of danger, and ensure the safety of airport patrons and the preservation of life, calls for tactical responses. The need to preserve the environment and coordinate a structured crime scene is critical to investigative initiatives. Proper credentialing must be provided to all CSU members in avoidance of repeating operational flaws.

Witnesses were staged within sight of victims and were not segregated, causing further emotional trauma and allowed free discussion which may have tainted personal account of events that were witnessed.

Observation 3: Mindset and Team Building

A vigilant mindset in conjunction with training must be possessed when responding to a perceived or realized active shooter incident. The BSO Airport District environment, based on its geographical layout, calls for an intelligent response not only focused on handling the threat, but well versed with the surroundings, its inhabitants and the assessment of risk. To conquer the task is to know its culture and operational strategies. Successful outcomes are realized through continuous preparation. The failure to plan is to plan to fail.

Strengths

Strength 1: The BSO Airport District command is interconnected with BCAD, TSA, CBP, FBI, OHS and the airports private industry.

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Areas of Improvement

AOI 1: Research similar sized and situated airports to identify staffing levels and training schedules/regimes to improve upon the actual and publicly perceived armed law enforcement deterrent.

AOI 2: Work seamlessly with BSO Airport District law enforcement counterparts, beyond the formal meetings, and allow for interchangeable training to occur in areas of emergency responses, tactical engagement, investigative endeavors and the hardening of the FLL airport.

ANALYSIS:

The BSO Airport District is obligated to respond to critical incidents, particularly an event of this magnitude, and be familiar with the target environment to better serve the agency's emergency needs. Outside resources and tactical teams should be acclimated with the operational demands, layout and key operational components of the BSO Airport District. Although BSO SWAT, QRF and other select tactical units are well versed in the environment, some internal components , BSO commands, outside agencies and their personnel are not familiar and at a disadvantage when faced with responding and addressing emergency issues. Participants are further disoriented with the layout and unfamiliar with communicated radio transmissions related to dispatched locations, which further delays the ability to contain, control and potentially terminate a threat. BCAD should improve internal and external building signage to ensure responders have a clear understanding of their location.

During an event, each terminal must be independently assigned as individual area commands and report directly to the UC, which would allow for seamless control, containment, the preservation of life, methodical evacuation and an enabled sterile search area. Continuity allows for a structured environment to be realized and enables the application of a structured emergency response to achieving compliance and diminishes the presence of fear.

The BSO Airport District, its private industry, along with BSO, BFRES, BCAD and our federal counterparts must jointly establish Standard Operating Procedures (SOP) to better meet and exceed emergency expectations. The current standard leaves much for improvement in establishing a unified front for combating current active shooter and terrorist trends.

The active shooter incident brought upon many unforeseen challenges. In the initial stages of the event, many were absorbed by the fact that Santiago was contained and that no eminent danger existed or could unfold. First responders must continue to remain vigilant to consider additional threats and events. To serve in a critical role requires astute decision making, followed by physical capabilities and essential interactions to fulfill obligations.

Much attention must be given to creating a foundation of identified personnel whose sole mission is to serve within the airport as an Incident Containment Team (ICT). The team would be BSO's point of contact in deterring, identifying and responding to active shooter incidents, bomb threats and the activation of UC. In doing so, a highly trained and vetted unit is tasked to perform within the BSO Airport District, serving as an enhanced team of law enforcement personnel fully acclimated and conscious of airport operations, its geographical layout and a heightened intelligence source to communicating internal threats with outside emergency responses and their deployment within.

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The ICT can further conduct numerous training exercises with all pertinent stakeholders within the BSO Airport District, allowing for an elevated skillset to be achieved pertaining to active shooter incidents; to include bomb and terrorist threats that are shared by all members involved. Tabletop exercises, threat assessments and RDSTF training is currently in place, which the BSO Airport District actively participates in, but much is needed to achieve exemplary staffing levels, personnel enhancements and the hardening of the BSO Airport District in allowing for a commendable presence, threat deterrence and responses to disastrous events.

Observation 4: Sense of Urgency and Visionary Security Tactics

FEMA Core Capability: Risk Management for Protection Programs and Activities

It is pertinent to assess risk that is applicable to the global perspective that directly impacts the safeguarding and integrity of the FLL airport. The FLL Airport hinges upon competent staffing, superior technology and vetted policies and procedures that allow for the deterrence of risk and lessoned exposure to catastrophic events. The public served is reliant upon law enforcement to meet such expectations, as they are a critical component of the mission's purpose.

STRENGTHS

Strength 1: The FLL Airport is mandated to uphold stringent airport emergency guidelines and protocols, and identify, prepare and prevent airport disruption.

AREAS OF IMPROVEMENT (AOI)

AOI 1: BSO must play an intricate role in the enhancement and expansion of airport vulnerability assessments and follow-up improvement planning.

AOI 2: BSO must play an intricate role in the enhancement and expansion of tabletop exercises.

AOI 3: BSO must play an intricate role in the enhancement and expansion to ICS exercises following Homeland Security Exercise and Evaluation Program (HSEEP).

AOI 4: The establishment of a multi-disciplinary Incident Management Team within BSO is pertinent to future successes and the sound implementation of ICS throughout the FLL Airport and major incidents throughout Broward County.

ANALYSIS:

The event revealed weaknesses and unfamiliarity by many involved. Such shortcomings prolonged the establishment of a dedicated ICS. Many involved were freelancing and creating individual silos further hindering the decision making process and the timely deployment of personnel to much needed tasks. The ability to navigate within the 21st Century requires the abandonment of antiquated mindsets. In order to move forward, distinct paradigm shifts must be fully acknowledged and embraced in furtherance of attaining enhanced inputs and outcomes. Ignoring such warning signs allow for complacency to set in and a diminished sense of urgency. BSO along with the BSO Airport District are obligated to vigilantly evolve with the ever changing global threats and trends, which place the BSO Airport District in a vulnerable position.

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Security risks must be constantly identified and reacted upon to enable the realization of a hardened infrastructure of its environment. Airport threat assessments and tabletop exercises must require more than just the checking of a box and boiler plate responses and ratings. The need to factor in the evaluation of staff, their preparedness and ability to perform is critical to supporting and enhancing operational standards. Furthermore, much emphasis is placed on mechanics and structure and not focused on the human factor that will address, engage and disrupt encountered threats.

Joint agency disaster drills, threat assessments, aviation tabletops, ICS exercises and annual BSO SWAT tactical airport training looks good on paper, but how deep is such training rooted in the initial layer of protection? Tabletop exercises, ICS and disaster drills are not frequent enough and do not go far beyond the placing a phone call, email, text or online check in to confirming readiness levels and threat compliance. These practices are infrequent and extremely deficient in simulating or preparing any participant for what is to come.

Enhanced interactive training and real time emergency drills, beyond table top exercises, allows for the gauging of astute planning, performance and UC with airport staff, private industry, law enforcement and fire personnel in maximizing ownership of emergency protocols. The sole components that were truly prepared, well trained and ready to carry out the mission upon deployment were agency SWAT teams and other select tactical components. It was realized during the secondary event and commendable in its delivery. The presence of disorder consumed the environment; fortunately, normalcy was reached through tactically established protocols.

A formalized full time IMT is critical during such events and allows for the foundation of the ICS to be laid and expanded upon, as needed, and in response to the fluidity of the event. The BSO Airport District must work hand in hand with their counterparts to firm up relationships and integrate all parties involved into one seamless UC.

Furthermore, a vetted IMT composed of law enforcement, fire rescue, and emergency management personnel solely focused on mitigation, planning, responses and recovery from major incidents and disasters is key to surviving 21st Century threats and trends that have become the "new normal." An IMT would ensure smooth transitions through emergency phases and bridges the gap between outside agencies, their personnel and contributed assets to better assist in the mission.

Observation 5: Cohesive Interactions and Unified Command

FEMA Core Capability: Operational Coordination

The unification of leadership and the necessity to merge respected disciplines involved in the event is paramount to obtaining mass oversight of the BSO Airport District during a disaster. The key to successful coordination is a clear, concise, and unchallenged chain of command. Though easier said than done, there is no alternative if desired outcomes are to be met.

STRENGTHS

Strength 1: The BSO Airport District maintains a close working relationship with BCAD and its obligations to the private sector.

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Strength 2: The BSO SEOC is available for all aspects of NIMS and routinely drills on crisis and incident response.

AREAS OF IMPROVEMENT

AOI 1: The ability to interact and build relationships is paramount to moving the needle in the right direction and the achievement of a holistic environment. BSO must build upon existing relationships to enable fluid exchanges and realize commendable returns by means of joint endeavors.

AOI 2: BSO SEOC must work jointly with airport AEOC counterparts to enable sound decisions and the attainment of goals.

AOI 3: BSO must partake in open lines of communication with airport counterparts to allow for the establishment of seamless and transparent joint initiatives.

AOI 4: BSO must separate and segregate the Policy Group from the Operations Groups

AOI 5: Upon declaration of an emergency, BSO must immediately identify an incident commander responsible for operations command for Law Enforcement and Fire Rescue and Emergency Services. Responding resources require a singular chain of command for effective deployment. Communication of the IC must be adequately conveyed to responding resources.

AOI 6: BSO and BCAD must re-examine emergency protocols to identify command and control purview in a variety of situations.

ANALYSIS:

The environment of the BSO Airport District, specifically during the event that occurred on January 6th 2017, was strenuous upon the executive level decision making processes. Misaligned goals occur when public safety and private industry interact during such an event. The needs of all entities involved must be considered, while diversely different in their roles, the saving of lives and the elimination of threat far exceeds the financial burden that will ensue. A clear UC, with properly identified chain of command enables fluid action in ensuring appropriate and effective response to an event.

During the events, the absence of a clearly defined IC created unnecessary entanglements and unclear responsibilities. BSO and BCAD disagreed as to the magnitude of the Primary Event and underestimated the effects of such an event would affect other travelers.

During the events, upper echelon commanders from multiple jurisdictions intermingled with operational commanders. NIMS ICS models are designed for upper echelon commanders to remain in a separate and segregated “Policy Group” area. This segregation is purposeful, as it reinforces on-site chain of command, provides for a policy makers to control multiple operational groups, and allows policy makers to consult and discuss issues and tactics in a secure (and undisturbed) area.

Observation 6: Sheriff’s Emergency Operations Center

FEMA Core Capability: Operational Coordination

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The SEOC must establish full communication with the ICP and all EOC's activated during disaster events such as; the Broward Emergency Operations Center and the FLL Airport Emergency Operations Center (AEOC). The Unified Command Post (UCP) must be privy to all communications surrounding the event, exclusively any and all decision making processes and components that may impact the global arena of the event. Command and control, sets the stage for the response and containment. The absence of such atmosphere allows for chaotic maneuvers to derail intended efforts.

STRENGTH:

Strength 1: SEOC is modeled after NIMS ICS.

Strength 2: Highly trained and vetted SEOC staff.

Strength 3: SEOC routinely participates in Full-Scale drills.

Strength 4: Staffing Assignments to key positions at the SEOC are clearly defined.

AREAS OF IMPROVEMENT

AOI 1: There is an important distinction between the SEOC, (which is BSO's UCP) and the ICP, (which is the on-scene operational Incident Command Post.) When the "all call" was broadcast for the FLL Event, several key staff assigned to the SEOC deployed at the ICP. LEOs, through experience and training, naturally run toward danger. LEO Staff assigned to SEOC must train to resist their natural urge to render on-site assistance and report directly to the SEOC to set up controls and pre-designed infrastructural supports.

AOI 2: Upon notice of a potential large-scale event, the SEOC must fully activate to ensure that proper support for field operations. During the FLL Event, the SEOC was staffed by a minimal amount of staff, which left calls for clarification from field units unanswered or delayed. SEOC must effectively communicate it's activation to all assigned staff and internal BSO Department Commanders.

AOI 3: The SEOC routinely drills for Natural Disasters in cooperation with other municipalities and Broward County Government. The drills, while effectively familiarizing staff to existing records management systems and protocols, do not include training on other man-made disasters and terrorism-related events. SEOC must immediately create realistic drills to meet realistic threats to Broward's infrastructures.

AOI 4: Staffing of the SEOC are trained with the expectation of the activation of other key supporting EOCs, (such as BCEOC, FDEM CONSTELLATION, FRES, DOD, DLE District EOCs, etc.) During the Fort Lauderdale Event, the minimal amount of staff who responded to the SEOC relied upon personal contact information (cell phones) to reach key resource commanders. SEOC must train to operate independently and devoid of additional EOC support.

AOI 5: The initial hesitation to declare an active shooter by FLL District Staff and the reported immediate apprehension of the suspect created an err of situational stability. BSO commanders and leaders are trained to maintain a professional and calming poise when faced with emergency disasters. This poise contributed to the hesitation to fully activate the SEOC. As the Secondary Event emerged, there was no time to call in full EOC staffing. The SEOC Policy Groups should clearly define situations when full activation of the SEOC is mandated. These definitions should be distributed to each SEOC operational component.

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AOI 6: The SEOC Policy Group responded to the ICP, which, essentially, created conflicts in the chain of command, created premature information release, and rendered the SEOC and ICP inert in effectively controlling the event.

AOI 7: Acute attention to staging areas and deployment of ICS resources is paramount. The SEOC must immediately identify appropriate ICP locations while considering potential expansions or site deteriorations. The SEOC must initially broadcast clear and concise orders for responding resources and identify staging areas. The SEOC must create and maintain constant links to supporting and partner EOCs (Including BCEOC) to ensure proper command controls and cooperation. Once the ICPs are operational, the SEOC must rely upon the IC for operational decisions and CEASE providing orders directly to field units. SEOC should conduct recurrent training geared toward aligning law enforcement, fire rescue and emergency management personnel, and critical infrastructure EOCs, such as AEOC and PEEOC.

AOI 8: Command and Control of Responding Resources must be maintained by the ICP. Until the ICPs are set up, the SEOC must provide either staging areas, assignments, or missions to responding units. During the event, communications and IC confusion resulted in assisting resources self-staging and self-assigning. While this is not, in itself, a negative reaction to a large-scale response; the ICP needs to immediately take control of all forces to ensure cohesive and controlled response.

AOI 9: Selection of a singular Incident Commander is key to successful coordination and chain of command. During the event, several different ICs were declared by different entities. This created "silos" of control and uncoordinated or delayed response to perceived threats and situations.

Observation 7: Public Information Addressing

FEMA Core Capability: Public Information and Warning

BSO's Public Information Office (PIO) prepares news releases, coordinates print and broadcast coverage of agency events and acts as the liaison between BSO and the local, state and national media at crime scenes and other activities that generate media interest.

Our best defense against panic and hysteria is an informed public. PIO is tasked to use appropriate systems to deliver the right information to the right people at the right time. Information helps empower people to make effective decisions. Traditional Broadcast News Media and Modern Social Media platforms, (such as Twitter, Facebook, and Snapchat), are vehicles to convey news and instructions to the public and potential victims. Other tools, such as "Code Red," "Everbridge," and "IPAWS" (Referred to as "Reverse 911") are available to send messages directly to all landlines and cell phones in pre-set geographic areas. Coordination of news releases is among the core critical needs of incident management.

STRENGTHS

Strength 1: Highly credible, experienced, professional and tenured staff.

Strength 2: Immediate access to all major branches of media and their representatives.

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Strength 3: Commendable response and management of high level press conferences.

Strength 1: BSO PIO set up media staging areas and Press Conference areas very shortly after the Initial Event.

Strength 2: BSO PIO Utilized social media platforms to inform the public of events.

Strength 3: During the First Event, FLL District deputies effectively communicated with airport patrons in Terminal 2 to provide information and evacuation instructions.

AREAS OF IMPROVEMENT (AOI)

AOI 1: The medial staging areas was located too close to the Initial Event. Numerous and large broadcast media vehicles trucks descended upon an area already inundated with law enforcement vehicles and personnel. As the Secondary Event unfolded, the Media Staging area became part of the crime scene area. SEOC must pre-plan staging areas for events at Broward County's critical infrastructures.

AOI 2: PIO utilized social media platforms to confirm certain information, but ceased to provide updates throughout the day. Future social media use should include any changing dynamics of events. PIO social media broadcasts are only received to persons who "follow" or "subscribe" to BSO's official social media accounts.

AOI 3: PIO obtained information directly from various on-scene ICs instead of the SEOC. The SEOC (which contains the Policy Group) is the only authorized source of official information. This aspect is crucial to ensure that only authorized and declassified information is released to the public.

AOI 4: SEOC and PIO were not trained on and did not utilize existing "Reverse 911" capabilities to provide airport patrons with instructions and information. It was noted that during the events, airport patrons lost several personal items – except one: cellular phones. Cellular phones have become indispensable parts of human existence. The ability to reach every cell phone with messengers enables SEOC to provide instant information directly to victims. Geo-fencing enables the SEOC to send specialized messages to groups located at different areas of the airport. BSO should train its SEOC and PIO staff on the capabilities and use of current and emerging Reverse 911 systems. Certain available systems, such as "Everbridge" can be set up to send text and images directly to ICs and field units. (e.g.: Maps of staging area locations and airport layout diagrams.)

AOI 5: PIOs should participate in ongoing training related to emergency management. This should include basic public information, ICS courses, and courses on existing and emerging information delivery systems, writing media releases, conducting media interviews, and understanding the role of a UC.

AOI 6: BEOC should coordinate the use of "Everbridge" at all BEOC groups.

ANALYSIS:

The Regional Domestic Security Taskforce Mobile Joint Information Center (JIC) established expeditiously and enabled PIO's to actively convey their presence to outside interests and the

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prompt sharing of information as it pertained to the event. Numerous participant agencies, and their PIO's, had established their base at the JIC, which further burdened the environment due to its location. The staging area was much too close to the active scene and contributed to the wandering of media crews and their exposure to sensitive areas and the release of such images captured. Much was not known during the event, and the release and exposure of fluid tactics and the environment can potentially compromise ongoing initiatives. The relocation of the PIO Staging Area must be adhered to and tactically placed in a non-corrosive environment in preservation of the scene and the integrity of the investigation.

BSO PIO's further realized an inordinate disruption of cellular service while on scene due to congestive cellular traffic. BSO PIO's were not able to communicate with each other or able to post updates on BSO's social media platforms. The ripple effect resulted in delays of critical emergency updates and its immediate dissemination to the public. BSO must apply for the Department of Homeland Security's Government Emergency Telecommunications Service (GETS), and ensure that all key role players engaged in the event are properly equipped and thoroughly capable in communicating and relaying pertinent information.

Observation 8: Use of FLL Public Address System and Fire Alarm Sounding

FEMA Core Capability: Public Information and Warning

Diligent emergency notifications via public address systems within the BSO Airport Concourses enables the deliverance of emergency information during times of crisis. An informed public is better prepared to understand the dynamics and follow requests and orders. Accurate information affirms the perception of situational control, calms fears and dissuades panic and hysteria. The FLL Public Address System is available to inform and assist airport patrons in a variety of routine and emergency situations. The failure to silence the fire alarm sirens added to panic and hysteria and interfered with communications between first responders.

AREAS OF IMPROVEMENT (AOI)

AO1: The FLL Public Address system was left on a pre-recorded looped general information message. The BSO Airport District must capitalize on the availability to use the audible public address system to provide live updates for emerging events. Updated announcements allow for a structured progression of mass movement and evacuation. When tactfully done, patron compliance levels rise based on an enhanced sense of security and sense of urgency to do so. All public addresses must be approved by the IC.

AO2: Upon confirmation that no fire emergency exists, the fire alarm enunciator should be immediately silenced. Strobe lights should remain active, to indicate an active situation.

AO3: Currently, FLL has no mechanism to audibly address persons outside the concourses. BCAD should consider purchasing LRAD devices to communicate with persons evacuated to ramps or tarmacs.

AO4: SEOC should have deployed BSO's LRAD device during the events to convey information to panicked individuals on the tarmacs and ramps.

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Observation 9: Airport Terminal Decorum

Currently, approximately 29 million patrons pass through FLL each year. This requires thousands of private, county, state and federal employees to provide a myriad of services. BSO FLL District is charged with Law Enforcement on airport grounds. Each entity providing employees is controlled or contracted by BCAD. While it is understandable that panic and flight is a natural human reaction to certain situations, it is important that some professional decorum be maintained by airport personnel. Employee demeanor directly effects passenger demeanor. The premature and rapid evacuation of JetBlue staff created a cascading panic throughout an entire terminal.

STRENGTHS

Strength 1: BSO deputies were well represented at assigned concourse security checkpoints.

Strength 2: BSO deputies responded to the threat and attempted to control areas regardless of the mass exodus of airport staff, patrons, and airport employees.

AREAS OF IMPROVEMENT (AOI)

AOI 1: FLL has no armed law enforcement presence at any terminal baggage area. BSO and BCAD should meet to discuss the feasibility of adding highly visible and well-armed fixed posts at each terminal baggage area.

AOI 2: BSO, BCAD, TSA, FAMS, and CPB should meet to discuss coordination efforts in times of emergency. BSO FFL District Deputies should be granted supervisory authority over airport employees to maintain order in times of crisis.

AOI 3: Training should be provided to airport employee supervisory staff to prepare them for emergency events. The training should include instructions to prevent the dissemination of raw and unverified information. Training should also include methods to maintain composure and professional demeanor among all airport employees.

AOI 4: BSO law enforcement personnel should ensure that radio communications must be precise, vetted, and must avoid broadcasting potential misleading or inflammatory information relating to the event. Radio communications demeanor and discipline is paramount to achieving airport control and containment. BSO should reinforce this through refresher training.

Observation 10: Mass Exodus, Relocation and Care

FEMA Core Capability: Mass Care Services

A critical component to an emergency response is the advanced planning and training on evacuation procedures. Evacuation procedures must include every conceivable situation and must be understood by airport staff. Relocation of displaced persons of this magnitude to appropriate shelters proved to be difficult to coordinate and execute.

STRENGTHS

Strength 1: Primary and Secondary shelter locations were identified immediately.

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Strength 2: Special needs shelters and local hospitals were adequately alerted prepared to accept those evacuees needing medical attention.

AREAS OF IMPROVEMENT (AOI)

AOI 1: The BCAD Evacuation plan did not include plans for a full evacuation of the airport.

AOI 2: BSO IC and BCAD failed to adequately identifying a staging area conducive to the deployment and prompt backfill of assets to aid in the evacuation.

AOI 3: SEOC failed to adequately communicate with and verify inbound assets aiding in the evacuation.

AOI 4: Field Units (and ultimately IC) failed to control traffic leading to the airport property and clear paths to terminals for expedient removal of evacuees.

AOI 4: SEOC and BCAD failed to effectively communicate or coordinate available resources and assets accessible for emergency deployment.

ANALYSIS:

One of the many struggles realized during the event involved the decision making process to evacuate all airport patrons and where to send them. No tabletop exercise has ever planned for such action, which in turn, posed a great challenge in acquiring assets, arrange for their prompt delivery, arrange for a structured deployment, and commit on-scene personnel to carry out the evacuation.

Poor coordination/communication within Broward County Mass Transit caused buses to be prematurely released and at times drivers became uncooperative to remaining to complete the evacuation after prolonged hours. A common phenomenon in responses to mass casualty events is a river of parked emergency response vehicles blocking the roadways leading to the event. This is caused when responding first responders must leave their vehicles to run on foot toward the danger.

The clearing of vehicles proved to be a challenge as first responders on scene switched to several different tactical radio channels to complete their assigned missions. It should also be mentioned that the first responders who were assigned tasked could not be allowed to abandon their assigned tasks to move their vehicles. As vehicles were cleared from the main entryway, IC identified several other alternative routes to allow busses entry to evacuate stranded patrons.

The BSO Airport District and BCAD must plan for, train on and conduct joint exercises in the areas of classifying and the separation of mass patrons within and throughout the FLL Airport grounds. Proper training is paramount in tasks involved in the movement of thousands airport patrons that require transportation to shelters located in the outer limits of the BSO Airport District.

The BSO Airport District must act diligently in communicating, staging, managing and providing transportation in furtherance of essential ICS contingencies in delivering patrons to designated areas and allow for fluid movement and evacuation.

Designated shelters must be identified and vetted for capabilities in sustaining thousands of airport patrons. Furthermore, extreme consideration must be given to the ability to cater to

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patron necessities such as; crisis intervention, food, water, medical attention, children, the elderly, the disabled, restrooms, access to private transportation, support services, protection from the weather, missing persons and safety-site security.

A fostered partnership must be made with private industry such as; the airline industry, area hoteliers, area restaurants, food banks, Publix Supermarkets, pharmacies, the Red Cross and other non-governmental organizations to securing required necessities for the airport patrons, as a result of the event. Emergency funds should further be allocated via BCAD / law enforcement in providing vouchers and or gift cards to airport patrons to better meet their needs during the window of the event.

Observation 11: Airport Emergency Operations Center (AEOC)

FEMA Core Capability: Operational Coordination

The Airport Emergency Operation Center serves as the nerve center to all of the BSO Airport District operations. In doing so, all relative stakeholders assigned to the airport actively manage, interact and monitor the day to day functions and issues that arise. During the implementation of the ICS, the AEOC becomes a trusted source and point of contact in furtherance of addressing emergency needs. The AEOC must stand in unison with the BSO SEOC and Airport District command and enable intelligent, precise and actionable decisions to be made in avoidance of any escalation of threat during crisis incidents.

STRENGTHS

Strength 1: The FLL AEOC is staffed by airport stakeholders dedicated to addressing airport emergency matters that directly impact daily airport operations.

Areas of Improvement

AOI 1: BSO and BCAD must meet to discuss and agree upon NIMS ICS and IC control. Each must work diligently with the AEOC to ensure that law enforcement decisions are not disregarded or delayed when coordinating and responding to greatly needed emergency services.

AOI 2: BSO must rely on the AEOC to identify, select and deploy vetted staffing to the AEOC in avoidance of any complacent or deficient input on behalf of AEOC representatives.

AOI 3: BSO must confirm that the AEOC's designated representative within the UCP is competent in the arena of ICS and cognizant to law enforcement decisions outside their scope of capabilities and experience.

AOI 4: The FLL AEOC must work hand in hand with the UCP to ensure emergency matters are addressed and fulfilled in accordance with the Airport Emergency Plan.

Analysis: BSO provides law enforcement and fire services to the BSO Airport District. Such dynamics create a unique environment when dealing with Incident Command. There must be a clear delineation as to when an airport incident exceeds BCAD's capabilities, which would require the relinquishment of all care and control of the airport to law enforcement for the sake of preservation of life and the general public's safety. Once a situation escalates to this level, the AEOC must transition to a role supportive of BSO to ensure public safety is given the highest level of priority.

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The AEOC must ensure that any and all emergency personnel assigned within its center, be highly trained and well versed in NIMS and ICS. Law enforcement plays a key role to the preservation of life and the decision making process during crisis incidents, requiring the AEOC to be lockstep and aligned accordingly with law enforcement in their operational endeavors.

Observation 12: Mutual Aid and Resource Management

FEMA Core Capability: Logistics and Supply Chain Management

The event at the BSO Airport District called for an unprecedented response on behalf of law enforcement, which consisted of local, state and federal resources from the tri-county area. The UCP plays a vital role in allocating such resources and their deployment within key areas of responsibility to fulfilling the containment and control of the event. The ability to plug in the right personnel and required assets enhances response times and the management of tasks, which allows for operational efficiency. Though BSO operates within the WebEOC, which allows for the use of its Crisis Management Systems (CMS) and assists in the capturing of data collected throughout the event and resource management, operational adjustments must be made to maximizing the agency's potential in fulfilling emergency obligations.

STRENGTHS

Strength 1: BSO as an agency operates within the WebEOC, which serves as a fully functional emergency resource management tool.

Strength 2: The SEOC and the UCP are fully functional critical incident platforms within the agency that are WebEOC equipped, and were actively utilized to manage resources and their deployment during the event.

AREAS OF IMPROVEMENT (AOI)

AOI 1: The multi-agency personnel response and their accountability was a constant challenge in controlling the ingress and egress into the airport, creating traffic congestion, which inhibited emergency responses due to the abundance of law enforcement presence.

AOI 2: The lack of communication with outside agencies, plain-clothed officers displaying firearms, and informal groups created duplication of efforts and potential "blue on blue" situations.

AOI 3: The UCP was unable to properly gauge all on scene initiatives based on the freelancing of assignments and their outcomes.

AOI 4: BSO personnel must be well versed in the arena of emergency management and possess a refined skillset applicable to the handling of critical incidents.

ANALYSIS:

Identified BSO personnel throughout the agency, who are in a position that categorizes them as potential command or a critical component of the BSO Airport District during an event, must be properly badged for access or provided dedicated escorts, must participate in an airport acclimation / orientation process, conducted in groups, to better allow for a disciplined response to the incident. Furthermore, a mapping system should be created and provided to

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law enforcement representatives in allowing for specific navigation within the FLL Airport and assists in identifying geographical locations conducive to establishing the ICS, the deployment of resources and incident management.

An IMT is instrumental in assisting and coordinating resources to better serving and achieving desired goals and objectives. A defined core must be in place to streamline personnel and thoroughly account for ongoing tasks, area of deployment and identification of assets. During the event, numerous law enforcement representatives tactically convened upon one another, setting the stage for potential "blue on blue" encounters.

Observation 13: Perimeter Containment

The BSO Airport Districts ability to cordon off a breached environment from sterile areas in prevention of a compromised perimeter is highly dependent upon solid reinforcements, emergency assets and resource personnel. Preserving the integrity of the BSO Airport District during critical incidents is vital to deterring any further contamination or threat and enables access points to be established in fulfilling response and recovery initiatives.

STRENGTHS

Strength 1: The event brought upon an unprecedented response by law enforcement agency representatives from throughout the tri-county area. Eventually, such resources assisted greatly in securing the FLL airport perimeter.

Strength 2: As a direct result of coordinated efforts on behalf of the assisting agencies, potential threats were identified and commendably addressed.

AREAS OF IMPROVEMENT

AOI 1: The ingress and egress into the airport was virtually impossible; the failure to establish formal checkpoints and thoroughly vet and deter unwanted and unnecessary access in to the airport was challenging to preserving the integrity of the airport.

AOI 2: The compromising of perimeter access gates allowed for hundreds of airport patrons to flee the airport runway, which allowed for the comingling of unconfirmed airport patrons to wander aimlessly into the surrounding civilian population and neighboring jurisdictions, with no accountability measures in place and a diminished sense of awareness to the exposure of risk and the potential liability incurred, via further terroristic acts.

ANALYSIS:

The BSO Airport District perimeter must be secured and manned upon the immediate occurrence of a critical incident. Any breach of such perimeter exposes the internal operations of the airport to further threats. The UC must properly designate inbound law enforcement resources to the preservation of the perimeter and further establish checkpoints in allowing the entry of key component personnel into the airport in efforts to overcome the internal threat. A vetting process of all traffic must be adhered to, along with additional instructions and guidance pertaining to their intended areas of responsibility.

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Those deemed necessary in obtaining emergency airport access /credentials and required escorts, must be directed to the UCP for specific instructions, with immediate notification to the AEOC. The accountability process to maneuvering through the airport grounds is vital to preserving the integrity of the Airfield Operating Area (AOA).

During the event, the release of airport patrons through a compromised gate enabled an unprovoked encounter with an Iranian subject. The subject failed to dispel law enforcement concerns, which resulted in his detainment and detonation of his backpack. Furthermore, essential personnel were prohibited access and denied entry to the airport based on unstructured and misinformed checkpoints.

Observation 14: Evacuation Fleet

FEMA Core Capability: Planning

In the planning and development stages of a comprehensive evacuation plan, vigorous attention must be given to identifying assets to be used, how to obtain such assets and how will such assets be delivered and deployed during critical incidents. It is without saying, that if it is in your plan, it must be produced. Failing to meet operational needs when fully engaged in a catastrophic event is absolutely unacceptable and detrimental to the overall mission. The creation of a plan is not intended to serve as an act of futility, but a life saving measure in the face of chaos.

STRENGTHS

Strength 1: The staging of evacuees was orderly, with diligent law enforcement attentiveness and consideration to their needs.

AREAS OF IMPROVEMENT (AOI)

AOI 1: Executive decisions need to be made collectively and free from any mitigating circumstances that hinder the expedient extraction of airport patrons.

AOI 2: Proper planning must be in place to allow for the appropriation of evacuation assets and their commitment for the duration of the event.

AOI 3: The assignment of personnel within the UCP must be cognizant of their role and work diligently as a team and not impede operational endeavors.

AOI 4: Evacuation assets were intermittently provided and delayed in fulfilling their obligation to transporting airport patrons to the designated shelter within Port Everglades.

AOI 5: While operating in a deteriorating environment and facing a magnitude of airport patrons needing to be relocated, the task was compounded by self-inflicted traffic delays, lackluster bus responses and a diminished variety of transport vehicles.

ANALYSIS:

The BSO Airport District and their counterparts must ensure established plans are followed and that agency assets, Broward County assets (specifically buses), or private vendor fleets are made available in times of crisis and assure timely response to the incident in allowing for mass evacuation and the sheltering of airport patrons. If needed, contractual agreements must be

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secured in advance, in avoidance of such pitfalls. The AEOC must be sure to coordinate with the UCP such request and thoroughly prepared to swiftly navigate such assets into the airport and provide unobstructed staging points within all terminal access points.

Observation 15: Regional Communications

FEMA Core Capability: Operational Communications

Regional communications serves as the radio traffic controller to the BSO Airport District and Broward County as a whole. Major catastrophes inject elevated stressors to the already hectic surroundings, which burdens outlined tasks, that much more. The mere communication of an active shooter threat via radio transmission further heightens the sense of urgency and emotional state. Taking into consideration the aggravating factors, the need to be attentive, prompt, disciplined, clear and concise during active shooter incidents is critical to meeting operational needs applicable to the ICS. Preparing and planning for such event enables for the minimization of predictable impediments that can potentially disrupt communication efforts. All lives and operational demands are literally on the line.

STRENGTHS

Strength 1: Regional Communications had implemented an active shooter SOP and protocols that greatly assisted in the communication efforts and notification process of the event.

Strength 2: Regional Communications staff remained steadfast and troubleshot many obstacles they faced that attempted to compromise their efforts in ensuring adequate and precise communications with ground personnel.

AREAS OF IMPROVEMENT (AOI)

AOI 1: Active shooter protocols must be immediately committed to upon the presence of convincing and definitive communicated radio transmissions.

AOI 2: Technological means of notification must be updated and expanded upon to ensure a wide-ranging and consistent message is delivered to all stakeholders.

AOI 3: Regional Communications must confirm a point of contact within the UCP to allow for effective communications and confirmations to be made with law enforcement and fire operations.

AOI 4: Regional Communications must contact DLE and BCCC to update all CAD Page addresses. Updates should be performed quarterly as part of the BCCC meetings. Attention to the organization of current CAD Page Groups and the messages sent via of group CAD pages should be discussed with the BCCCC.

AOI 5: Regional Communications should provide ORCAT with a list of equipment that is outdated and formally request replacement.

AOI 6: Regional Communications must meet with DLE Command to review the appropriate messages to be sent during Active Shooter event to prevent notifications being misconstrued as calls for assistance.

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ANALYSIS:

The enhancement of PSAP's and their design is critical to triaging monumental events. The inability to interactively communicate within and verbalize pertinent information creates gaps in timely responses to emergency needs. Technological devices are heavily relied upon to communicate in today's state of the art environment, but in their failure, contingency plans need to be in place in reverting to simpler methods and traditional means in securing banks of communication assets and their real-time deployment in the field upon system collapses. To ignore a state of preparedness is to potentially ignore your only lifeline. Maintaining a level of expertise is fundamental to successful outcomes. The attention to training, testing and the vetting of communications systems and processes, enables the continuous evolution of the PSAP's. Though job stressors create staffing shortfalls, much attention must be given to the retention and prompt backfill of personnel in avoidance of complacency and fatigue.

There must be no hesitation in declaring an active shooter incident by field personnel. Such declaration enables Regional Communications to adhere to their Active Shooter SOP immediately. Calabria group pages, must further be generated to allow for automatic notifications to be made to the Office of Regional Communications and Technology (ORCAT) in furtherance of placing a mass technological resources alert. Telephone service associated with the UCP must be optimally used in avoidance of lackluster connectivity and failed responses. With the PSAPs receiving priority calls from agencies such as the FBI, there must be clear-cut methods to connecting incoming callers with Command. The hotline activation must further be incorporated as part of the Airport Emergency Plan and should be quickly established in allowing communications to immediately address and direct inquiries pertaining to the event, and further assists in minimizing continuous calls made to 911 and non-emergency communications operators.

Post event, the BSO Audio Evidence Unit reviewed hundreds of 911 and non-emergency calls for the purposes of investigative evidence. With 135 total calls received, and in conjunction with the BSO and BFRES transmissions, an estimated 444 hours of audio transmissions were captured and reviewed.

During the event, communications operations suffered degradation to both the CAD and radio systems as users immediately inundated both systems. Radio ID usage swelled from 1800 to over 3000 users, moments after the event. As a result, the communications system experienced site-trucking and throttling. Furthermore, the CAD system experienced continuous and frequent occurrences of system slowdowns, due to the number of personnel attempting to communicate. During critical events, the CAD system is the communications center's primary lifeline. Any impact to both radio and CAD must be mitigated.

The BSO and BFRES command must identify and establish a "safe word" to be used by victims speaking with 911 operators who are communicating from hidden locations throughout the airport. Many calls to 911 were received from patrons who had barricaded themselves. The 911 callers were further seeking assistance and had no means to visually identify emergency personnel. There was no immediate method to confirm the identity of someone claiming to be

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law enforcement or BFRES. The establishment of a "safe word" allows law enforcement or BFRES to simply state the word, and have the caller repeat that word back to the 911 Operator, who would then confirm the unit's identity and allow extraction.

It is pertinent to have one centralized Point of Contact (POC) from the UCP communicating with the PSAP's. Multiple incident commanders' result in directions being given from different POC's to communications. Directives can often become repetitive and contradictive.

Observation 16: Mobile Command Vehicle (MCV)

The BSO MCV is a 44 foot, Class A, slide-out capable mobile command post. Contained within the MCV are formal conference areas, a radio communication center and a perimeter video surveillance monitoring station. The BSO MCV communication center allows for shared radio notifications with assisting local, state and federal law enforcement agencies. The BSO MCV serves as the on scene UCP and stages at a centralized point during an event, which requires strategic placement to ensure that it is conducive to sustaining operational needs, and not obstructive to the events environment. Furthermore, the BSO MCV functions as a de facto dispatch center, which accounts for all ground activities and the deployment of resources. The MCV is equipped with advanced radio patching technology and contains various cellular and satellite backup communication systems.

STRENGTHS

Strength 1: The BSO MCV was rapidly deployed and immediately operational upon arrival to the scene.

Strength 2: The BSO MCV functions as a WebEOC platform.

Strength 3: The BSO MCV operated as a UCP, and allowed for the ability to conduct impromptu meetings and debriefs pertaining to the event.

AREAS OF IMPROVEMENT

AOI 1: Upon staging the BSO MCV on the scene of an event, much consideration must be given to its placement and ability to relocate upon the deterioration of the scene.

AOI 2: The BSO MCV must be fully prepared and equipped upon deployment. The BSO MCV must remain at an operational readiness level, in assuring that any and all technological resources, communication assets and foreseeable support devices are readily working and accessible upon system failures.

AOI 3: The BSO MCV, though it serves a purpose, has become limited in its capacity. Active shooter events and terrorist threats and encounters have become the "new normal." MCV's have evolved with the times and are now better prepared and equipped in dealing with larger scale responses. The need to accommodate multiagency initiatives calls for the enhancement of MCV layouts and design. The event of January 6th, 2017, pushed the BSO MCV to its limits in accommodating a large scale event, command presence, and the ability to truly function as a UC.

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AOI 4: The BSO MCV should test and confirm that all cellar lines are registered with the Government Emergency Telecommunications Service (GETS) for priority service.

ANALYSIS:

The BSO MCV responded and arrived at the scene soon after the shooting occurred. Upon arrival, The BSO MCV was immediately staged outside of Terminal 2, on the lower level driveway. The UC was attempting to become operational, while mass law enforcement responses flooded the immediate vicinity of the BSO MCV. Without warning, and consideration to any further potential threats, the BSO MCV remained in its location and became surrounded and trapped by adjoining MCV's and parked public safety vehicles. Upon the occurrence of the mass exodus and law enforcement response to alleged active shooters contained within the FLL Airport, the BSO MCV was incapable to relocate and reposition itself to a secure environment. The ability to do so would have allowed for the seamless delegation of duties, clear lines of communication and fortification from any further potential threats.

Further hindering the BSO MCV was its intermittent loss of telephone connectivity and deplorable radio communication capabilities. Due to the BSO MCV being staged in the lower level driveway of terminal 2, it virtually became encapsulated in concrete a box. Such surroundings diminished radio and cellular phone signals, creating a huge void in communication efforts with emergency personnel. Furthermore, the telephone numbers associated with the BSO MCV were sporadically unanswered and immediately defaulted to voicemail.

The BSO MCV was exposed to strenuous conditions based on the amount of personnel operating within, attempting to move internally and elevated levels of participants trying to engage staff, conduct meetings and participate in critical discussions regarding pertinent decisions. The BSO MCV is not prepared, nor intended to accommodate such volume of public safety and emergency personnel traffic and be expected to maintain its integrity, based on the influx of participants. The BSO MCV must expand its capabilities in allowing orderly operations and sophisticated technology to better serve the public during the upward trend of mass casualty events and active shooter encounters.

BSO must separate the Policy Group from the Operations Group. The MVC is designed as a forward Incident Command vehicle.

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CORRECTIVE ACTION MATRIX

NOTE: THIS TABLE IS STILL IN DEVELOPMENT

Capability	Observations & Areas for Improvement	Recommendation	Primary Responsible Agency	Agency POC	Start Date / Completion Date (For Internal Purposes)
Planning	MASS CARE NEEDS NOT ADDRESSED IN PLAN: FLL Airport Emergency Plan 2016 does not specifically address Mass Care needs	Detailed review of Mass Care & Evacuation planning needs	BCAD, BSO Airport District, BSO FR Airport District Chief, Broward EM	BCAD Aviation Director, TSA FSD, BSO Airport District Cpt., Broward Emergency Management Director	
Planning	IDENTIFIED INCONSISTISTENCIES WITH AIRPORT EMERGENCY PLANS: All non-law enforcement employees (TSA, BCAD Security) completely abandoned posts leaving post which is inconsistent with the FLL Airport Emergency Plan.	Training is needed for all personnel so they are clear on their roles and responsibilities during an emergency. Unarmed Airport Security personnel (TSA, BCAD Security) can assist with directing passengers, facilitating shelter in place and implementing run, hide, flight with just in time training.	BCAD, BSO Airport District, BSO FR Airport District Chief, Broward EM	BCAD Aviation Director, TSA FSD, BSO Airport District Cpt.	

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Planning	BUSINESS AS USUAL: Initial attempt to continue "business as usual" in the departure level of Terminal 2 resulted in dozens of victims and witnesses being corralled to one side of the terminal, essentially preventing Crime Scene Units from removing them from the crime scene and further traumatizing them by forcing them to remain in proximity to the homicide victims' bodies. This was an inconsistency identified with the Emergency Plan 2016 details evacuation and relocation from one terminal to another terminals.	Review plans with BCAD and BSO Airport District Law Enforcement, Fire Rescue and TSA personnel.	BCAD, BSO LE & FR Airport District, TSA	BCAD Aviation Director, TSA FSD, BSO Airport District Cpt.	
Planning	IDENTIFIED INCONSISTISTENCIES WITH EMERGENCY PLANS EVACUATION BUSES: Evacuation bus and tactics not coordinated through Broward County EOC. Broward Mass transit not utilized to its full capabilities. BSO prison, Academy bus vendor and tarmac buses utilized. 5.3 If a situation required evacuation from the entire airport, coordination shall be made through Broward County's EOC for local shelters and transportation using mass transit methods. Evacuation can be made through the	1) Review plans with BCAD and BSO Airport District Law Enforcement / Fire and Broward Emergency Management. 2) Determine if plan revision are necessary. 3) Review need for MOU with municipal partners to coordinate mass evacuation of airport.	BCAD, BSO Airport District, BSO FR Airport District, Broward County Emergency Management Division	BCAD Aviation Director, TSA FSD, BSO Airport District Cpt., Broward Emergency Management Director	

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	various roadways that lead into and out of the airport. The Operations Officer in the Airport EOC will coordinate the evacuation locations with Broward County EOC				
Planning	NO CLEAR COMMUNICATIN / PLAN OF RESPONSIBILITIES: Airport Emergency Plan not followed and it was apparent that Broward County Aviation had not pre-planned for an event of this nature or magnitude.	1) Review Airport Emergency Plan with all stakeholders 2) Holistic approach to planning and exercise the leadership if all stakeholders to ensure a unified command is established during emergencies.	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	BSO Command LED/FR, BSO Airport District Cpt., BCAD Operations Director, Broward County Emergency Management Director	
Training & Exercise	EXERCISES CONDUCTED NOT FULFILLING BASIC CORE CAPABILITIES OR MANAGING COMPLETE SHUT DOWN AND EVACAUTION: Review of Tabletop exercises from 2012-2016 revealed no attention to the below critical areas: -Full Airport shutdown -Full airport evacuation -Mass Care (Feeding, Physiological first aid, family reunification) -Functional needs passenger evacuation -Passenger relocation -TTXs assumes airport employees would assist in controlling the passengers	Exercises should be designed to test various capabilities and personnel from the boots on the ground responder up to the most senior leadership. -Create exercises that address these the aforementioned areas taking an all hazards approach. -Exercise annually at a minimum	BCAD, BSO Airport District, BSO FR Airport District, Broward County Emergency Management Division	BCAD Aviation Director, BSO LED / Fire Airport District, Broward County Emergency Management Director	

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Public Information & Warning	SITUATION INFORMATION NOT DISSEMINATED TO PASSANGERS: Passengers were not provided with information within the terminal for several hours. Reports of BCAD's refusal to use public address system in the terminals citing financial loss. While the JIC was providing lots of information via social media most passengers within the airport where no aware of the social media handles. Airport Emergency Plan 5.3 Operations: The use of the Airport notification Code Red and public address systems are available for mass notification. 5.4 BCAD Operations shall be responsible for disseminating all information regarding facility evacuation to the public and tenants. BCAD Operations shall be responsible for making provisions for relocating supplies in accordance with FLL's Continuity of Operations Plan (COOP).	Information should have been provided over the public address system and Code Red Mass notification system. -Review Emergency plan and emergency communication SOPs -Look into additional solutions for mass notification such as digital signage, text & E-Mail messaging to airport personnel.	BCAD, Broward County Emergency Management Division	BCAD Director of Operations, Broward County Emergency Management Director	

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Public Information & Warning	ACTIVATION OF HOTLINE NUMBER: The burden to both 911 and non-emergency numbers was overwhelming. No hotline number was activated.	-a pre-established Hotline number and activation protocols should be incorporated into Airport Emergency Plan and related SOPs. A hotline should be quickly established to allow 911 call takers and EOC personnel to direct questions by concerned loved ones and others attempting to gain information. -Look into emergency hotline solutions to support major spontaneous incident operations. There various vendors and capabilities to support this type of operation (ie. Black Swan Solutions, FEI Counseling).	BCAD, Broward County Emergency Management	BCAD Director of Operations, Broward County Emergency Management Director	
Joint Information System / Joint Information Center	RDSTF Mobile JIC & Media Staging FAR TOO CLOSE TO SCENE: The JIC & Media Staging was set up second floor Terminal 2. When second threat went out and panic passengers flooded the terminal driveway Media was mixed in and added additional potential victims to the scene. Additional when evacuation of terminals happened the media mobbed the passengers and at times snuck onto buses carrier evacuees.	Review SOPs related to Mobile JIC deployment and Media Staging.	BSO Fire & Law Enforcement Public Information Officer	RDSTF Joint Media workgroup Chair, BSO LED / FR Public Information Officers	

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Joint Information System / Joint Information Center	RDSTF MOBILE JOINT INFORMATION CENTER GENERATOR TOO LOUD: The generator was so loud it had to be shut down during press conferences.	Research Urban Area Security Initiative (UASI) funding for generator replacement to a unit that puts out less noise.	BSO Fire Public Information Officer	RDSTF Joint Media workgroup Chair, BSO LED / FR Public Information Officers	
Joint Information System / Joint Information Center	AIRPORT PUBLIC INFORMATION OFFICER DID NOT COORDINATE: Airport Public Information Officer did not coordinate within the Joint Information System. Airport Emergency Plan 5.4 The Airport Public Information Officer (PIO) shall be responsible for communicating airport condition to local and national media, as well as through social media.	1) BCAD Airport Public Information Officers should review Airport Emergency Plan. 2) Attend FEMA Public Information Officer training if needed 3) Join the Regional Domestic Security Taskforce Joint Media Workgroup	BCAD Public Information Office	RDSTF Joint Media Workgroup Chair, BCAD Public Information Officer	
Operational Coordination	UNIFIED COMMAND NOT IMMEDIATELY SET UP: Separate command posts where initially established, BCAD EOC did not communicate with BSO SEOC, Fire & Law Enforcement Mobile Command Posts or county Emergency Operations Center. Many agencies conducting their own operations.	1) Follow a holistic approach to planning and exercise the leadership if all stakeholders to ensure a unified commands are established during emergencies. 2) Any Mass Causality Incident will immediately over run the capabilities of airport operations alone, thus leadership across the County must prepare together.	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	BSO Command LED/FR, BSO Airport District Cpt., BCAD Operations Director, Broward County Emergency Management Director	

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Operational Coordination	COMMUNICATION REGARDING AIRPORT DECISION MAKING UNCLEAR: Airport Emergency Operations Center was established prior to arrival of Unified Command Post. Commands from both the mobile command posts and BCAD EOC did not coordinate and no clear transfer of command occurred which resulting in duplication efforts.	1) Clarification of responsibilities regarding command and control of incident occurring within the airport jurisdiction. 2) Incidents are managed at the lowest jurisdictional level making this BCAD's incident supported by all other agencies. 3) Ensure all appropriate personnel are assigned to Unified Command 4) A clear Unified Command will reduce duplication of efforts and ensure a clear flow of information from the bottom up and top down.	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	BSO Command LED/FR, BSO Airport District Cpt., BCAD Operations Director, Broward County Emergency Management Director	
Operational Coordination	INCIDENT COMMANDER WAS NOT KNOWN TO MOST ON THE RESPONDERS SCENE: With supervisors on scene from the BSO, BSO FR, BCAD, TSA, CBP, FBI, Fort Lauderdale PD, and various municipal Police Departments, Fire Departments and Emergency Management, it was difficult to determine who was in charge.	1) Review Airport Emergency Plans with all stakeholders. 2) Conduct planning training and exercise with outside airport agencies (surrounding municipal jurisdictions)	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	BSO Command LED/FR, BSO Airport District Cpt., BCAD Operations Director, Broward County Emergency Management Director	

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Operational Coordination	LACK OF COMMUNICATION / COORDINATION AMONGST FIELD UNITS: There had been requests for assistance from specialized unit(s) initiated without confirming or consulting with appropriate points of contact. For example, a request for Miami Dade and Palm Beach's Aviation was made; however BSO Aviation Sergeant had additional aircraft resources to launch, therefore, the request to the tri-county agencies was unnecessary.	Ensure all request for assets and personnel going through the Unified Command.	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	BSO Command LED/FR, BSO Airport District Command, BCAD, Broward County Emergency Management	
Operational Coordination	COORDINATION OF UNIFIED COMMAND WAS A MAJOR ISSUE IDENTIFIED IN THIS INCIDENT: BSO lacks specifically trained personal dedicated to Emergency Management	1) Implement a fulltime multidisciplinary Type 3 Incident Management Team within the Broward County Sheriff's Office. 2) A IMT can focus on supporting All Hazards major incident planning, mitigation, response and recovery	BSO Command	BSO Command	
Operational Coordination	POOR MOBIEL COMMAND POST LOCATION: Mobile Command Post was far too close to the actual crime scene. This contributed to security concerns to the Mobile CP.	Review SOP for Mobile Command Post deployment for Mass Causality Incident.	Event Support Unit Command	Event Support Unit Cpt.	

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Operational Coordination	LAW ENFORCEMENT SELF-DEPLOYEMENT: This incident became a major logistical issue with responding law enforcement from federal, state and local agencies from across the region.	Unified Command must ensure control of all incoming assets. An Incident Management team would improve coordination of all incoming agencies.	BSO Command, Federal, State and Local agency leadership	Undersheriff, Regional Domestic Security Taskforce	
Operational Coordination	Staging area was established but not coordinated through unified command. While City of Fort Lauderdale set up a law enforcement staging area, it was not utilized by any other agencies despite Fort Lauderdale Police Department requests for county wide tone.	1) An Incident Management team would ensure better coordination. 2) This should be an area covered in service training reference major incident repose	BSO Training Unit	BSO Training Command	
Intelligence & Information Sharing	COORDINATION AND COMMUNICATIONS WITH FEDERAL LAW ENFORCEMENT PARTNERS IN INVESTIGATION: Once FBI determined their agency would take over the investigation (nearly 3 hours into the incident), all effective communication, information sharing and cooperation from the FBI to BSO ended.	1) Look into integration of federal task force Officers into federal investigations during major incidents 2) Discuss issues with federal law enforcement leadership	BSO Command	BSO Command	

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Interdiction & Disruption	SUSPECT DETAINMENT: Suspect surrendered to deputies when confronted and was detained in a break room. None of the Deputies near the crime scene had knowledge of the suspect's whereabouts (to include two Airport detectives). It took the Homicide Sergeant almost 30 minutes to find the suspects detainment location. Because of the location and the panicked customers of the airport, it was not appropriate/conducive to move the suspect to a proper interview facility, therefore an audio recorded interview was conducted on site.	1) Review SOPs and in service training regarding on suspect detainment. 2) When possible suspects should be relocated to the Public Safety Building or District Offices for interviewing by Homicide Detectives.	BSO Training Command	BSO Training Division	
Screen, Search & Detection	PLAIN CLOTHS LAW ENFORCEMENT OFFICERS COVERING THEIR FACES: Several law enforcement officers wore balaclavas to cover their faces. This is commonly used in narcotics and other operations to conceal the officer's identity. In the case of an active shooter response this led to officer safety concerns with so many different agencies responding as the potential to potentially traumatizing already fearful victims.	1) Review SOPs 2) Determine if revisions to SOP are needed 3) Review and address during in-service training	BSO Training Command	BSO Training Division	

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EOG-00193

Access Control & Identify Verification	LACK OF CREDENTIALING / ACCESS FOR OUTSIDE AIRPORT DISTRICT RESPONDERS: Responders from outside the BSO Airport District had issues with access to various parts of the airport during the clearing the terminals for threats	Look into creating an emergency access card set for responders from outside the airport district.	BSO Airport District, BCAD	BCAD Operations Director, BSO Airport Cpt.	
Access Control & Identify Verification	TSA secured checkpoints where all immediately abandoned by TSA personnel.	TSA and other unarmed Airport security personnel should be providing leadership and direction and if not directly in danger should not have abandoned post without securing it first.	TSA, BCAD	TSA Federal Security Director, BCAD Operations Director	
Access Control & Identify Verification	Emergency Exists requiring a 15 second delay before they are released and alarm caused panic to the passengers. Someone set off fire alarm to release the doors. This is in contradiction to active shooter best practices. Active shooters in past cases have activated fire alarms to force people to evacuate and guide victim into the shooters line of sight.	1) Review signage on doors for directions 2) Look into other access control solution aside from set off fire alarm to release doors.	BCAD, BSO Airport District	TSA Federal Security Director, BCAD Operations Director	

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EOG-00194

Crime Scene	CRIME SCENE NOT LARGE ENOUGH: Crime Scene in Baggage Claim area of Terminal 2 should have extended to floors above, all adjoining rooms/bathrooms and out the doors to the driveway. Access control was compromised because this was not done. The Terminal 2 crime scene access point was utilized as a thoroughfare to reach Terminal 2 second floor top level for several hours.	1) Review Crime Scene SOPs 2) Review during in service training.	BSO Training Command, Crime Scene Unit Command	BSO Training Division, Crime Scene Cpt.	
Crime Scene	NOT ALL POSTS MAINTAINED: Deputies did not maintain their posts until relieved.	1) Review crime scene SOPs 2) Review during in service training.	BSO Training Command, Crime Scene Unit Command	BSO Training Division, Crime Scene Cpt.	
Crime Scene	CRIME SCENE NOT COMPLETELY SECURED: Panicked passengers in Terminal 2 rushed into the taped off crime scene when the second threat occurred.	1) Review crime scene SOPs 2) Review during in service training.	BSO Training Command, Crime Scene Unit Command	BSO Training Division, Crime Scene Cpt.	

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EOG-00195

Crime Scene	TERMINAL 2 REMAINED IN OPERATION FAR TOO LONG: Terminal 2 remained in operation despite the crime scene in baggage claim. This included the secured areas 'behind' the baggage claim conveyor belts as well as the floor above baggage claim. BCAD personnel took it upon themselves to move luggage that may have contained evidence from Terminal 2 to other areas for re-distribution before able to be screened for Improvised Explosive Devices.	1) Review crime scene SOPs 2) Review during service training. 3) Review basic Crime Scene procedures with BCAD leadership	BSO Training Command, Crime Scene Unit Command, BSO Airport District Command, BCAD	BSO Training Division, Crime Scene Cpt., BSO Airport District Cpt., BCAD	
Crime Scene	CRIME SCENE ACCESS COMPROMISED: Broward County Aviation did not stop airport staff from accessing secured areas throughout the terminal 2 prior to the airport/terminal being declared secure.	1) Review crime scene SOPs 2) Review during service training. 3) Review basic Crime Scene procedures with BCAD leadership	BSO Training Command, Crime Scene Unit Command, BSO Airport District Command, BCAD	BSO Training Division, Crime Scene Cpt., BSO Airport District Cpt., BCAD	

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EOG-00196

Crime Scene	INSUFFICIENT AIRPORT DEPUTIES ASSIGNED TO CRIME SCENE TO ESCOURT CRIME SCENE UNITS: Once inside the terminal, CSU personnel had to be escorted through the terminal by private security as there were insufficient Airport Deputies to escort the number of LEO personnel on scene.	1) Airport District Deputies should be assigned to secure Crime Scene within the airport District and escort Crime Scene Unit personnel. 2) Look into CSU Detectives being issued SIDA badges	BSO Airport District, Crime Scene Command, BCAD	BSO Airport District Cpt., CSU Cpt., BCAD Operations Director	
Physical Protective Measures	ONLY UNIFORMED DEPUTIES ON POSTS: Uniformed law enforcement officers should posted at doors & entrances of the crime scene and for scene security. Not plan close officers.	1) Review crime scene SOPs 2) Review during in service training.	BSO Training Command, Crime Scene Unit Command	BSO Training Division, Crime Scene Cpt.	
Risk management for Protection Programs & Activities					

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EOG-00197

Community Resilience					
Long Term Vulnerability Reduction	LACK OF TACTICAL TEAM AT CRITICAL INFRASTRUCTURES: BSO lacks a tactical team specifically dedicated to the protection of critical infrastructure.	Implement an Incident Containment Team at critical infrastructure locations such as Airport & Seaport	BSO Airport & Seaport Command	BSO Airport & Seaport Cpts.	
Long Term Vulnerability Reduction	REVIEW IMPLEMENTAITON OF RECOMMENDATIONS OF THE 2016 TSA/FBI JOINT VUNERABILITY ASSESSMENT TO REDUCE VUNERBALITIES. There appears to be a lack of implementation and follow up to the threat assessment.	Review recommendations of threat assessment and determine implementation.	BCAD, BSO Airport District Command, TSA	BCAD Operations Director, BSO Airport District, TSA Federal Security Director	

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EOG-00198

Threats & Hazards Identification	Pervious assessments may not have adequately assessed, plans and threat of an active shooter	Conduct a updated Threat and Hazard Identification and Risk Assessment to determine risks	BSO Airport District, BCAD, TSA	BCAD Operations Director, BSO Airport District, TSA Federal Security Director	
Critical Transportation	TRANSPORTATION NEEDS FOR MASS EVACUATION WHERE NOT ADQUATELY MEET FOR THIS INCIDENT CAUSEING EXTREME DELAYS: Transportation need for the mass evacuation of the airport was not meet in a timely manner: both extra wide Tarmac shuttles and BSO prison buses where utilized to facilitate evacuation. The tarmac shuttles are wider than normal travel lane which caused additional delays and the prison buses may have further traumatized victims as they had to be locked in. Offers for additional buses from municipal partners not heeded by BCAD command.	1) Review and revise Airport Emergency plan 2) Review MOUs and determine need for MOUs for mass evacuation	BSO Airport District, BCAD, Broward Emergency Management	BSO Airport District Cpt., BCAD Operations Director, Broward Emergency Management Director	

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EOG-00199

Fatality Management Services					
Infrastructure Systems					
Logistics & Supply Chain Management					

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EOG-00200

Mass Care Services	AN INCREASED LEVEL OF MASS CARE CONCERNS IS REQUIRED FROM BCAD: The area of greatest concern in the response to this incident.	All incidents are managed and the responsibility to the lowest jurisdictional level in this case the responsibility falls to BACAD to manage the incident. Review and revise Airport Emergency plans to account for mass care needs.	BSO Airport District FR/LED, BCAD, Broward County Emergency Management Division, America Red Cross	BSO Airport District Cpt, BSO FR Airport District Chief, BCAD Operations Director, Broward County Emergency Management Director, Red Cross Director	
Mass Care Services	FUNCTIONAL NEEDS PASSANGERS EVACUATION NOT TIMELY: Functional and special needs passenger evacuation took far too long. There were not enough ALS ambulances and other specially equipped vehicle utilized in the evacuation.	Review and revise Airport Emergency Plans	BSO LE/Fire, BCAD, Broward County Emergency Management Division	BSO Airport District Cpt., BSO FR Airport District Chief, BCAD Operations Director, Broward County Emergency Management Director	
Mass Care Services	AN INCREASED LEVEL OF MASS CARE CONCERNS IS REQUIRED FROM BCAD: Passengers of all ages where left standing outside the terminals for hours in temperature of 80 degrees for from approximately 4:00 pm to 1:00 am when the last bus departed. Without any aid (water/food) for passengers evacuated	Review and revise Airport Emergency Plans	BSO LE/Fire Command, BCAD, Broward County Emergency Management Division, American Red Cross	BSO Airport District Cpt., BSO FR Airport District Chief, BCAD Operations Director, Broward County Emergency Management Director, Red	

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				Cross Director	
Mass Care Services	OFFERS OF MUNICIPAL SUPPORT FOR MASS CARD NEEDS NOT HEEDED BY BCAD: Municipalities and neighboring Counties offered support that was need but rejected by BCAD command.	Review and revise Airport Emergency plans for MCI events	BSO LE/Fire Command, BCAD, Broward County Emergency Management Division, American Red Cross	BSO Airport District Cpt., BSO FR Airport District Chief, BCAD Operations Director, Broward County Emergency Management Director, Red Cross Director	
On-Scene Security, Protection, and Law Enforcement	WITNESS INTERVIEWS / SCENE SAFETY: Witnesses segregated for interview were not searched/pat down for the possibility of a second shooter/threat by initial responding deputies or anyone else.	Review training in service	BSO Training Command	BSO Training Division	

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EOG-00202

On-Scene Security, Protection, and Law Enforcement					
On-Scene Security, Protection, and Law Enforcement	CRIME SCENE UNIT PERSONNEL NOT WEARING BODY ARMOR IN HOT ZONE: CSU Personnel responded quite quickly to this incident and several found themselves within the hot zone and without body armor when the second threat occurred of a in Terminal 1 happened.	1) Review Crime Scene Unit SOPs and training related to responding to active scenes. 2) All CSUs should respond with appropriate body armor until a scene is deemed safe and a hard perimeter established.	BSO Crime Scene Unit Command	BSO Crime Scene Unit Cpt.	
On-Scene Security, Protection, and Law Enforcement	LAW ENFORCEMENT VEHICLE GRIDLOCK ENTERENCE OF AIRPORT AND TERMINAL DRIVEWAYS: Law Enforcement vehicles gridlocked the entire entrance of the airport and terminals driveways which prevented / slowed Fire Rescue and special unit (armored vehicle, Mobile Command posts, CSU Mobile Lab, Crime Scene Unit) response.	Review training and SOPs should ensure responding officers leave enough lanes clear for larger vehicles involved in the response.	BSO Training Command	BSO Training Division	

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EOG-00203

Regional Communications	DECLARATION OF ACTIVE SHOOTER: There was a hesitation to declare an active shooter by field personnel. This declaration would have made the adherence to the Active Shooter SOP more clear and immediate. Communications personnel hesitated on voicing the event as an "active shooter" during notification procedures.	Review Active Shooter training with Communications and Deputies	Regional Communications command.	Regional Communications	
Regional Communications	IDENTIFICATION AND LOCATION OF COMMAND POST: The Command Post location was not relayed timely.	Unified Command should make a clear announcement to Communications of the location of the Unified Command / Command Post	Regional Communications, BSO Command	Regional Communications Command, BSO Command	
Regional Communications	CONSIDERATION TO ESTABLISH "SAFE WORD": Considering that many calls to 911 were from callers who had barricaded themselves, the caller, therefore, did not have visual of anyone approaching their location. When the caller would indicate that LE or FR units were attempting to reach them, the caller would ask the 911 operator if DLE or FR was, in fact, present.	1) Review existing SOPs and Training 2) Research and Identify best practices in regards to establishment of a "safe word" to be used by victims speaking with 911 operators who are communicating that they have field units in proximity. An established a previously determined	Regional Communications, BSO Command	Regional Communications Command, BSO Command	

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	Communications has no immediate method to confirm the identity of someone claiming to be a deputy or firefighter / paramedic.	"safe word", the deputy or firefights/paramedic would simply state the word, and have the caller repeat that word back to the 911 Operator, who would then confirm the unit's identity.			
Regional Communications	PORTABLE RADIO SUPPLY REQUIRED FOR PUBLIC SAFETY ACCCESS POINTS: Requirement of Communications supervisory staff to monitor multiple talkgroups result in the need to have suitable portable radio availability to allow for this type of monitoring.	Research acquisition of surplus portable radios with full county-wide functionality and access must be provided to the PSAPs. This request must also include a cache of batteries and charging stations. This request was recognized in previous After Action reports unrelated to this incident, and continues to be an area of concern.	Regional Communications, BSO Command. ORCAT	Regional Communications Command, BSO Command	
Regional Communications	SURPLUS HEADSET SUPPLIES FOR PSAPS: Headset supplies were quickly utilized when the Regional Communications administrative team was dispatched to the Central PSAP for overflow and relief duties.	Research acquisition of surplus headset for every PSAP for use during major activations	Regional Communications, BSO Command. ORCAT	Regional Communications Command, BSO Command	

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Regional Communications	REALIGNING OF DISPATCH POSITIONS: The current floor plan of the PSAP may not always support critical operations based upon the physical location of the talkgroup assignments.	Where feasible, dispatch positions should be realigned to a more natural congruency to allow for person to person contact. Where possible, and in consideration of the pre-assigned discipline sets of the consoles, there will be direction from Site Management staff to relocate personnel to provide for more congruent operations.	Regional Communications, BSO Command	Regional Communications Command, BSO Command	
Regional Communication	PSAP RADIO CHANNEL ASSIGNMENT: PSAP floor got loud and hard to hear radio communications dispatchers.	The assignment of a radio channel for Regional Communications operations will allow the Duty Officers to communicate amongst themselves while across the PSAP floor. This will lessen he need for high volume/pitched verbalization across the center and aid in noise reduction.	Regional Communications, BSO Command	Regional Communications Command, BSO Command	
Regional Communications	NOTIFICATION TO Regional Communications and Technology (ORCAT) : ORCAT received no immediate notification of the Event.	A Calabria group page will be generated to allow for the automatic notification to the Office of Regional Communications and Technology (ORCAT) to alert the County of the need to place technological resources on alert	Regional Communications, BSO Command	Regional Communications Command, BSO Command	

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Regional Communications	IDENTIFICATION OF SINGLE POINT OF CONTACT FOR COMMUNICATIONS: DLE had multiple Incident Commands established resulting in direction being given from three different POC's to communications and not the field. At times, direction was repetitive or contradictive.	1) A clear unified Command coordinated by an Incident Management Team would mitigate this issue and reduce duplication of efforts. 2) One centralized Point of Contact (POC) from DLE Incident Command (IC) to communicate with the PSAP.	Regional Communications, BSO Command	Regional Communications Command, BSO Command	
Regional Communications	FIELD UTILZING TALKGROUPS NOT DIRECTED: Field personnel were not transmitting updates or direction to dispatch who was monitoring. Field units were requesting to use alternate operational tactical channels beyond what had been established and already identified to all personnel.	Review training during in service	Regional Communications, BSO Training Command	Regional Communications Command, BSO Training Division	
Regional Communications	OVERWHELMING FIELD ACCESS TO BOTH CAD AND RADIO MAJOR AREA OF CONCERN: Communications operations experienced degradation to both the CAD and radio systems as users immediately logged into and taxed both systems. To illustrate, the Broward County Radio Manager commented that radio ID usage went from 1800 to over 3000 users in the immediate moments after the	Determine needs to increase capacity of CAD & RADIO System	Regional Communications, BSO Command ORCAT	Regional Communications Command, BSO Command	

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	incident began. As a result, the system began experiencing site trunking and throttling. Further, the CAD system experienced continuous and frequents occurrences of slow down due to the number of personnel attempting to engage the system. During critical events, the CAD system is the Communication center's primary lifeline. Any impact to both radio and CAD must be mitigated.				
Regional Communications	CALL SIGNS CONFUSION: all district level command staff uses the identifier "Sierra". However, this identifier is exclusively used for the Sheriff's upper command staff. During this incident, with degraded radio quality, call signs were often interrupted or not thoroughly transmitted. Only Sheriff's Command should occupy the identifier "Sierra', with district level command adopting an alternate call sign identifier.	There should be an immediate review of the call signs issued by DLE agency-wide, with a reconsideration of the identifiers approved.	Regional Communications, BSO Command DLE Command	Regional Communications Command, BSO Command, DLE Command	

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Regional communications	NO BSO RADIOS CONNECTIVITY IN BCAD EMERGENCY OPERATIONS CENTER: Radios did not work in BCAD EOC	Research interior repeaters and expansion capability to ensure LED & FR radios work in airport interiors.	Regional Communications, BSO Command, BSO Airport District	Regional Communications Command, BSO Airport District Cpt.	
Regional communications	INEFFECTIVE OR UNANSWERED Mobile COMMAND POST TELEPHONE NUMBER: The CP did not have internet connectivity or phones likely due to is location in lower level terminal 2 the Mobile CP was unable to link to a satellite. The PSAPs receiving priority calls from agencies such as the FBI, Communications had no clear method to connect the caller with Incident Command.	1) Ensure placement of the mobile CP allows for satellite connectivity. 2) Research mobile CP is equipped with redundant communications capabilities such as a Plum Case / Cradle point technology.	BSO Event Management, BSO Regional Communication	BSO Event Management Command, Regional Communications	
Regional communications	DISPATCHED CALLS NOT RESPONDED TO: Dispatched calls of hiding passengers and other calls for support not answered by Deputies and not followed up on by Communications.	1) Review training in in service 2) Review SOPs in Communications to ensure Dispatch is following up. Possible assign separate but linked cases for each call to ensure the call does not get lost in the shuffle.	BSO Training Command, Regional Communications	BSO Training Division, Regional Communications	

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Regional Communications	NO DIRECTION TO RESPONDERS TO DIRECT QUESTION TO UNIFIED COMMAND: Reminder to responders to direct all questions to the unified Command was not done in a timely manner, (i.e.: several hours into the incident).	1) Review SOPs and training as it relates to managing major incident. 2) An Incident Management Team would ensure proper coordination.	BSO Command, BSO Training Command, Regional Communications	BSO Training Division, Regional Communications	
Public Health, Healthcare, and Emergency Medical Services					
Situational Assessment					

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EOG-00210

Economic recovery					
Implementation of Protection actions Sheltering / Evacuation	TERMINAL 2 NOT SECURED AFTER SHOOTING: It was not clear who made the command decision to not evacuate Terminal 2 immediately following the initial shooting. Best practices always assume a second attack.	Review training	Airport District Command, BCAD	Airport District Cpt., BCAD Operations Director	
Airport Operation During an Active Event	Major area of concern. Broward County Aviation refused to stop operations in Terminal 2 after the Primary Event. Decision makers must understand the priorities of life vs the business mindset of revenue loss and during an active critical incident, the UCP must discuss and evaluate the decision.	Review training and SOPs with BCAD when responding to active threat incidents.	Undersheriff BCAD BCC		

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Administrative / Finance	FUNDING: while tactical funding sources were almost immediately identified to compensate the agency for the number of resources spent during this event. Strategic funding sources where not. The Audio Evidence Unit was burdened with having to weed through hundreds of 911 and non-emergency calls, as well as DLE and FR transmissions, for the purposes of public records requests and investigative evidence. With 135 total calls received, and in combination with the DLE and FR transmissions, there is an estimated 444 hours of work to be done simply retrieving and redacting these materials, with an estimated cost of $19,200.00 in man hours required.	There must be consideration for "post incident" strategic funding as well to compensate those entities that will continue to serve in the evidentiary capacity well beyond the timeline of the actual working incident.			

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PERCEPTIONS OF "SOFT" TARGET: An analysis of perceived armed police presence / resistance in areas historically subject to mass casualty incidents.

There is an abundance of classified and unclassified open source studies and reports to substantiate terrorists generally avoiding "hard targets". This is the consensus among the federal intelligence agencies and proven by several of the attacks that have occurred worldwide.

Also, this has been the shift with ISIS trying to inspire people to carry out low level, non-technical attacks on "soft targets"

We have known for some time now that terrorist groups prefer to attack "soft" targets because they usually lack proper security, and there are many more soft targets than hard targets. (Hotels, restaurants/night clubs, places of worship, trains and buses are targets of choice.)

There are some potential options identified before the selection of the actual target is chosen. The objective is to select a target that will produce the greatest results with the least amount of risk. The highest profiled location or site that has the weakest security measures is ideal.

Soft targets are more attractive targets because they generally have lower levels of security, are easily accessible without interference, and attackers may be more familiar and comfortable with those venues.

The targets that terrorists choose are not going to be hardened or well protected facilities.

A joint intelligence bulletin issued by the Department of Homeland Security, FBI, and National Counterterrorism Center (NCTC) assesses that homegrown violent extremists (HVEs) are "increasingly favoring civilian targets" as part of a wider "variety of targeting choices." Previous assessments have found that HVEs are most likely to prioritize attacks on "law enforcement personnel, military members, and US Government-associated targets." However, a recent shift towards civilian targets has likely been driven by the accessibility of "soft targets" that are often less secure than government facilities and provide greater opportunities for conducting mass casualty attacks.

Terrorists can avoid security by attacking soft targets, such as public places with perceived lower levels of security that are difficult to protect. That terrorists have moved toward softer targets can be interpreted as an indirect indicator that security works.

Many criticize security as being "just for show." However, perception is an important component of security. The objective is to convince would-be attackers that they will fail. We tend to focus on detection and prevention. Judging by the evidence, the most important effect of security is deterrence.

Links to Newspaper Articles citing improved perceptions of security via highly visible and well-armed law enforcement presence.

- http://www.newschannel5.com/news/local-news/nashville-airport-police-now-armed-with-semi-automatic-rifles
- https://www.massport.com/news-room/news/logan-troopers-armed-with-the-latest-weaponry-massports-anti-terrorism-unit-trains-on-submachine-guns/

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- http://www.wsoctv.com/news/local/officers-carrying-assault-style-rifles-at-charlotte-airport-after-fort-lauderdale-shooting/482845551
- http://www.charlotteobserver.com/news/local/article125842384.html
- https://www.usatoday.com/story/news/2016/06/29/experts-us-airports-need-more-armed-officers-outside-terminals/86513524/
- http://www.cnn.com/2016/06/30/us/aviation-police-chicago-guns
- http://www.cbsnews.com/news/global-terror-threat-causes-tightened-security-over-thanksgiving-holiday/
- http://www.dw.com/en/police-in-germany-arm-themselves-against-terror-threat/a-18874996

SUGGESTION:

It is suggested that FLL position highly visible and well-armed Law Enforcement Officers at each public concourse entrance. In a recent terrorist attack in Florida, we are aware that the subject considered several targets, and eventually chose a target that had the lowest armed police presence. We can surmise that this particular terrorist was deterred by the perception of armed police resistance.

News Articles listed above identify that the public reacts positively to the sight of well-armed personnel at airports.

U.S. Active Shooter Incidents 2000 – 2016

In light of the deadly active shooter incident that occurred on January 6th, 2017, at Fort Lauderdale – Hollywood International Airport and the not so distant incident that occurred on November 1st, 2013, at Los Angeles International Airport, active shooters and acts of terrorism have propelled the Country and abroad to elevated states of vigilance to hardening soft targets and expanding their efforts to those areas perceived to be hardened. The need to develop and implement strategies designed to respond to an actual or threat of an Active Shooter / Suicide Bomber at Fort Lauderdale – Hollywood International Airport is paramount to functioning in the 21st Century mindset and tactics applied to public safety. No longer is the focus solely based on areas of commerce, educational institutions, public areas, governmental properties, houses of worship, residential communities and health care facilities, but have expanded to critical infrastructures such as airports and has exposed seaports as a potential future target. The dynamics have greatly shifted domestically since 2000, and the active shooter / terrorists have expanded their borders from the traditional aircraft cabin and fuselage, to the airport terminals check in counters, to include the baggage claim areas and exterior curbside access. All in which are pre / post security checkpoint areas, routinely less attractive to law enforcement and their dedicated efforts to thwart catastrophic outcomes.

In recent studies conducted by the FBI between the year 2000 and 2016, there have been 213 active shooter incidents throughout the country. Approximately 13.3 incidents per year, with a total of 645 persons killed and 789 wounded in the span of 16 years (U.S. Department of Justice, 2016). Also, between 2000 and 2016, there have been 61 incidents in which law enforcement terminated the threat. 2013 accounted for the highest number of incidents at 13, with some stabilization between 2014 and 2015 with a total of eight (8) for each year. Only two (2) incidents involved multiple shooters. Sadly though, 12 law enforcement officers have lost their lives, while 27 were wounded (Department of Justice, 2017).

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Active shooter outcomes, between 2000 and 2015, reveal the following key findings (Department of Justice, 2017):

- 39 % (80) committed suicide.
- 38.5 % (79) were apprehended by law enforcement.
- 20.5 % (42) were killed by law enforcement (40) and private citizens (2).
- 2 % (4) at large, with one captured in 2015 (Department of Justice, 2017).

As of 2015, the number of active shooters killed has plateaued at seven (7), holding fast back to 2013 (Department of Justice, 2017). The apprehension of active shooters continues to increase, which would lends one to believe, that domestically, law enforcement is ramping up their efforts in combating the "new normal", within the active shooter realm. The paradigm shift is upon us, and the need to adapt is critical to preserving the integrity of our Country, our communities, soft targets, perceived hardened targets and the current trend within airports and vulnerable seaports.

Terrorist Crosshairs

Between 2014 and 2016, the United States was identified as the top country targeted by terrorists, specifically ISIS related, accounting for 41 (40%) out of 101 terrorist linked plots globally (House Homeland Security Committee Majority Staff Report, 2016, p. 4). Other countries affected by such threat are identified as France, the United Kingdom, Australia, Belgium, Germany, Spain, Canada, Turkey, Denmark, Italy, Egypt, Tunisia, Saudi Arabia, Israel, Indonesia, Libya, Kosovo, United Arab Emirates, Algeria, Switzerland, Bangladesh and Sweden (House Homeland Security Committee Majority Staff Report, 2016, p. 4). Such terrorist plots have been executed with a success rate of 44% with 56% resulting in disruption. Research further indicates that 53% of the attacks were encouraged, where only 47% of the attacks were actually directed (House Homeland Security Committee Majority Staff Report, 2016, p. 4). The terrorists are mostly male and of military age, which accounts for an 89% core group of males and 11% female, representing an average age of 26. The attacks have intensified throughout the years ranging from 30 (3 casualties) in 2014, 720 (48 casualties) in 2015 and 875 (58 casualties) in 2016 (House Homeland Security Committee Majority Staff Report, 2016, p. 4). States targeted throughout the country are as follows; Florida, New York, New Jersey, Ohio, California, Arizona, Michigan, Missouri, Philadelphia, Massachusetts, Texas, North Carolina and Illinois (House Homeland Security Committee Majority Staff Report, 2016, pp. 8-15). Key findings of the House Homeland Security Committee Majority Staff Report confirm the following:

- The United States is the most targeted country.
- The terrorist's attacks are becoming deadlier with elevated destructive outcomes.
- Independent followers are heavily involved in external operations.
- The terrorists are capitalizing on cloaking their efforts on a greater scale.
- Explosives are playing a bigger role in their attacks.
- "Lone Wolf" attacks are not exclusively carried out alone.

Targets of choice are government locations and employees, military personnel, law enforcement officers, public transportation and entertainment venues.

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Recent Domestic and Foreign Airport Attacks

Los Angeles International Airport, Los Angeles, California:

On November 1st, 2013, at approximately 0918 hours, a "lone wolf' active shooter (Paul Cianca) entered the Los Angeles International Airport and made his way to Terminal 3. Once at the terminal, the shooter, at point blank range, shot and killed TSA Officer Gerardo Hernandez. The shooter then fled the area, while continuing to shoot at and injure airport patrons and staff. The shooter continued his movements toward airport gate areas, which ultimately resulted in his capture. The entire incident, from gunshot to apprehension, transpired within approximately seven (7) minutes.

The event resulted in the displacement of approximately 4,500 airport patrons from terminals 1, 2 and 3, further inhibiting 20,000 passengers contained within 22 aircrafts and subsequent terminals. Efforts to restore airport operations lasted approximately 30 hours. The event greatly burdened law enforcement, fire personnel, airport staff, airport operations, private vendors and aviation endeavors nationally and internationally (Los Angeles World Airport, 2014).

Though the FLL Airport incident resulted in more fatalities and suffered a total loss of any and all passengers contained within, their abandoned luggage, required total evacuation, tactical sweeps, too include airport operations, common ground is realized in observations and recommendations made that greatly coincide with the struggles had during the FLL active shooter incident. The following are areas identified through literature review that parallel in comparison:

- Security and Incident Prevention.
- Response to Armed Threats.
- Airport Response Coordination.
- Alert and Response Mobilization.
- Communications.
- Incident Command.
- Unified Command.
- Airport Emergency Operations Center.
- Resource Management.
- Public Notification.
- Perimeter Access and Control.
- Evacuation and Shelters.
- Transportation.
- Clearing Operations.
- Recovery.
- Ascendancy and Administration.
- Risk Management.

Zaventem Airport, Brussels Belgium:

On March 22nd, 2016, at approximately 0758 hours, the Zaventem Airport located in Brussels, Belgium, suffered a devastating terrorist attack at the hands of three suspected terrorists. Two suitcase bombs were detonated within airport check in areas located at Terminal 3 and Terminal 11, killing two at the scene and one arrested weeks later (International Institute for Counter Terrorism, 2016). Furthermore, an assault rifle and an unexploded suicide belt were retrieved from the scene. At approximately 0924

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hours, and in addition to the airport incident, a secondary attack was initiated upon the Maelbeek subway station by means of an explosive belt. The explosion occurred within close proximity to the Parliament of the European Union. ISIS, through formal written statements laid claim and full responsibility for both incidents. As a result of such horrific acts, approximately 32 people were killed and in excess of 300 were injured.

The Zaventem Airport bombing is the deadliest attack upon Brussels, Belgium to date. Such event forced security standards to be elevated beyond the traditional aircraft and expanded upon airport entrances, terminals, parking garages and perimeter points. Furthermore, the need to establish new counter-terrorism units to better deter and respond to complex, multi-area, assimilated and concurrent terrorist attacks was highly recommended based on such event (International Institute for Counter Terrorism, 2016). Literature review of the Zaventem Airport, though not thoroughly detailed, reflects an equal finding as it pertains to the FLL Airport event, though not a bombing, in relation to the hardening of the airports curbside, check in counters and the creation of tactical response teams dedicated to the ICS and active shooter / counter terrorism initiatives.

Orly Airport, Paris, France:

On March 20th, 2017, in an article published by the Chicago Tribune, , titled Paris Orly Airport attacker wanted to kill, die for Allah, authored by Nicolas Garriga and John Leiceter, clearly outlines the terrorist event that transpired on March 18th, 2017, during the "lone Wolf" attack upon military personnel stationed throughout the Orly Airport as part of "Operation Sentinelle". At approximately 0830 hours, Islamic extremist Ziyed Ben Belgacem entered the South Terminal area of the Orly Airport and immediately approached and attacked a female soldier and attempted to wrestle away her assault rifle, while holding her at bay and shouting that he wished to kill and die for Allah. As a result of such action, Belgacem, while in possession of a revolver managed to take control of the rifle and slung it upon his back. Belgacem continued his tirade, while positioning the soldier as a human shield and threatening her with his revolver squarely pointed at her head and shouting to responding soldiers "Put down your weapons! Put your hands on your head! I am here to die for Allah. Whatever happens, there will be deaths". As the event unfolded, Belgacem ducked behind the hostage soldier and was immediately engaged by the responding soldiers via three sequential gunshot bursts resulting in the death of Belgacem.

Approximately 3000 airport patrons were evacuated, 13 flights were held over, which were fully occupied and 15 flights diverted to Charles de Gaulle Airport. Upon the completion of a thorough search of the entire Orly Airport, operations were restored with the exception of the South Terminal (www.chicagotribune.com).

A timeline of Belgacem's last 90 minutes alive entails a traffic stop by French police, which resulted in an exchange of gunfire with one officer suffering facial injuries. Belgacem then fled to a neighboring town, where he visited a bar and again opened fire, ultimately carjacking a vehicle at gunpoint, which was driven by Belgacem to the Orly Airport. Belgacem had a criminal record for robbery and drug offenses and was currently out on bail and further banned from leaving France (www.chicagotribune.com). Belgacem is alleged to have been radicalized between 2011 and 2012, as a result of incarceration. Furthermore, in November 2015 his residence was targeted and searched by authorities as a result of the Paris bombing and gun attacks that resulted in the death of 130 people(www.chicagotribune.com) .

Much is yet to be revealed due to the early stages of the criminal investigation, limited access to information and the absence of any structured after action reports. Comparisons made to the FLL

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shooting are solely based on the fact that an intended terrorist driven active shooter incident occurred within the Orly Airport, large scale patron evacuations were conducted, total disruption of airport operations and tactical sweeps of the entire airport grounds were conducted.

The incident was superbly contained and immediately disrupted by the termination of the target. France is heavily protected by soldiers who play an active role in "Operation Sentinelle". Approximately, 7,500 troops are deployed throughout France tasked in providing a strong presence, deterrent to attacks, tactical deployment and vigilant responses to terrorist plots.

Airport False Alarms and Their Consequences

John F. Kennedy International Airport (JFK), New York:

On August 14th, 2016, at approximately 2133 hours, an emergency call pertaining to alleged gunshots and a man who was supposedly armed with a handgun was received at the Port Authority Police Department (PAPD) desk. The caller was a female airport employee, who was located in Terminal 8. Furthermore, the female stated that there was a large disturbance taking place. Multiple subsequent calls were received reiterating such information, which led to believe that there was an active shooter incident taking place (Port Authority Police Department, 2017). Upon law enforcement response, airport patrons were observed fleeing the airport terminals, to include TSA agents that were actively vacating and expressing their fears of an active shooter. PAPD immediately put into motion their active shooter protocols and commenced in closing down roads, the identification of staging areas, agency notifications and the establishment of a command post (Port Authority Police Department, 2017).

At approximately 2157 hours, information was obtained via PAPD operations personnel that Terminal 1 was further reporting possible gunshots. Two strike teams diligently responded and verified that no active shooter incident was occurring and no signs of such action existed (Port Authority Police Department, Police Academy Training Review, 2017). Aggravating circumstances to the event consisted of revelations made by Korean Airlines staff members that a gun was allegedly observed, causing aircraft passengers to panic and deploy the rear emergency slides and evacuate. Surrounding terminals self-evacuated in to sterile airport environments and AOA's (Port Authority Police Department, 2017).

Immediate efforts were made to dispel any further fears and quell potential threats, which resulted in the securing of the affected areas and the sound return of airport operations. The event lasted approximately three hours, causing all air traffic to cease and further delays to airport operations (Port Authority Police Department, 2017).

The BSO Airport District suffered similar consequences during its secondary event. Contributing factors were identified by the failure to verify an active shooter incident, other than solely relying on civilian reports and patron yells, and not factoring the absence of an identified shooter, persons wounded or injured, evidence of a shooting and corresponding damage. Those receiving the initial information should most importantly attempt to confirm that the situation is real, obtain critical information such as a location and suspect description in allowing for an educated response, opposed to relaying misinformation in furtherance of setting in motion mass panic.

The BSO Airport District incident involved numerous unfounded reports of an active shooter spanning across all terminals, parking garages, perimeters, roadways and runways. The event would have been

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greatly minimized if proper vetting tactics and containment of critical areas were properly supported by vigorous assessment and confirmation by responding personnel.

SUMMARY, NOTES, & CONCLUSION

January 6th, 2017, brought upon the Nation's most tragic airport active shooter mass casualty event in history. The event and its aftermath, serves as a grim reminder that the 21st Century has forced airports and their methods of operation to drastically change. September 11th, 2001 served as the tipping point to the continued erosion of society and enabled the evolution of terrorist and active shooter attacks. The global impact on the world's airports transcends security efforts beyond the traditional mindset, forcing antiquated leadership to reflect upon recent trends and question their willingness and ability to adapt, change and engage in order to suppress the "new normal".

In 2013, the LAX Airport attack marked the uptick of the new trend, and should have instilled much concern upon the airport industry, its police service and methods of training and preparation of all its stakeholders. Unfortunately, tragic events become forgotten with time, and the sense of urgency to react only becomes real when it lands squarely on ones lap. Too many times, the loss of lives attached to such events is what forces change.

The confusion, chaos and magnitude of the event, tested all involved and challenged every aspect of a conceivable remedy to alleviating the torment instilled by the event. Mistakes were made, lessons were learned and the self-effacement of key role players carries on, but the path to success always involves a degree of discomfort. This event will not be the last, but marks the day as a new era in changing the dynamics of the FLL Airport, the BSO Airport District and the southern region of Florida, to elevate their tactics and prepare in defending against any conceivable future attacks upon its airports.

The roadmap has been identified, the unification of stakeholders has commenced and the vision has clearly been defined. Collaborative efforts to enable foreseeable inputs and the realization of stellar outcomes remain steadfast and ongoing with anticipated commendable returns.

END OF REPORT

Attachment: Appendix A: Acronyms

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Appendix A: ACRONYMS

Acronym	Definition
AEOC	Airport Emergency Operations Center
AOA	Airfield Operating Area
BCAD	Broward County Aviation Department
BCCCC	Broward Consolidated Communications Committee
BSOFRES	BSO Fire Rescue & Emergency Services
BSO	Broward Sheriff Office
CAD	Computer Aided Dispatch
CBP	Customs Border Patrol
CCTV	Closed Circuit Television
CISM	Crisis Incident Stress Management
CMS	Crisis Management Systems
CRAS	Civilian Response to Active Shooter
CSU	Crime Scene Unit
DLE	Department of Law Enforcement
EAP	Early Assistance Program
EDCH	Explosive Detection Canine Handler
EOC	Emergency Operations Center
FAM	Federal Air Marshals
FBI	Federal Bureau of Investigations
FBO	Fixed Based Operations
FDLE	Florida Department of Law Enforcement
FEC	Florida East Coast
FFDO	Federal Flight Deck Officer
FHP	Florida Highway Patrol
FLL	Fort Lauderdale- Hollywood International Airport
FLPD	Fort Lauderdale Police Department
FR	Fire Rescue
GETS	Government Emergency Telecommunications Service
GTA	Ground Transpiration Area
HBPD	Hallandale Beach Police Department
HPD	Hollywood Police Department
HSEEP	Homeland Security Exercise and Evaluation Program
IC	Incident Command
ICS	Incident Command Systems
ICT	Incident Containment Team
IMT	Incident Management Team
IPAWS	FEMA's Integrated Public Alert and Warning System
JIC	Joint Information Center
LEO	Law Enforcement Officers
MCI	Mass Causality Incident
MCV	Mobile Command Vehicle
NIMA	National Incident Management Systems
NIMS	National Incident Management System
OHS	Office of Homeland Security

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ORCAT	Office of Regional Communications and Technology
PAPD	Port Authority Police Department
PCAD	P1 Computer Aided Dispatch
PIO	Public Information Officer
POC	Point of Contact
PPD	Plantation Police Department
PSAP	Public Safety Answering Points
QRF	Quick Response Force
RAS	Response to Active Shooter
RC	BSO Regional Communications
RDSTF	Southeast Regional Domestic Task Force
RDSTF	Regional Domestic Security Task Force
RTF	Rescue Task Force
SEOC	Sheriff's Emergency Operations Center
SIDA	Security Identification Display Area
SOP	Standard Operating Procedures
SRT	Special Response Team
SWAT	Special Weapons and Tactics Team
TCP	Tactical Command Post
THI	Traffic Homicide Investigator
TNC	Transportation Network Companies
TSA	Transportation Security Administration
UC	Unified Command
UCP	Unified Command Post
VCU	Violent Crimes Unit

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EOG-00221

FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL AIRPORT (FLL) ACTIVE SHOOTER/MASS EVACUATION CRITICAL INCIDENT

Critical Incident Report

Date of Incident: January 6, 2017
Date Published: October 6, 2017
100 Terminal Drive
Fort Lauderdale, FL 33315

EOG-00222

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PREFACE:
Definition and Purpose of this Critical Incident Report

A Critical Incident Report (CIR) is a professional discussion of an event that enables the leadership of the Broward Sheriff's Office (BSO) to identify what happened, why it happened and how to sustain strengths and recognize opportunities for improvement. It is a tool leaders can use to get maximum benefit from every mission or call for service. This CIR is modeled after the United States Army's "A Leader's Guide to After-Action Reviews."[1] It provides:

- Candid insights into specific deputy, supervisor, commander and unit strengths and weaknesses from various perspectives
- Feedback and insight critical to response and tactical-focused training
- Details that are often lacking in evaluation reports alone.

Evaluation is the basis for the incident manager's assessment of a critical incident. No incident managers, regardless of how skilled, will see as much as the responders and supervisors who were involved in a critical incident and responded as trained in real time.

By focusing on individual tasks and by describing specific observations, responders, supervisors and incident managers identify strengths and opportunities for improvement and together decide how to improve their performances. This shared learning improves task proficiency, promotes esprit de corps and improves upon public safety.

BSO critical incident managers will use this information to organize input for unit training plans. Of course, CIRs are not cure-alls for unit training issues. Incident managers must still make on-the-spot corrections and take responsibility for training their deputies and supervisors. However, CIRs are a key part of the training process. The ultimate goal is to improve agency performance and capitalize on our successes during this critical incident.

Preceding this CIR, BSO conducted numerous interviews of participants, conducted numerous internal discussions with all involved units, examined video and audio evidence, reviewed televised, print, and social media broadcasts, examined internal infrastructure performance, examined external infrastructure performance, reviewed BSO's Comprehensive Emergency Management Plan (CEMP), reviewed the National Incident Management System (NIMS) and reviewed reports from several agencies that experienced critical emergencies at airports. This CIR includes and analyzes all information collected.

[1] A Leader's Guide to After-Action Reviews TC 25-20, 1993

EXECUTIVE SUMMARY

On Friday, January 6, 2017, Esteban Santiago boarded a Delta Airlines flight in Anchorage, Alaska, bound for Fort Lauderdale, Florida. Santiago checked one item as checked luggage – a semi-automatic handgun that was stored in an FAA-approved container. Santiago did not carry on or check any other luggage for this flight. Upon arrival at 1215 hours (12:15 p.m.) at the Fort Lauderdale-Hollywood International Airport (FLL), Santiago reclaimed his checked handgun, went into a bathroom, loaded the handgun and then proceeded to shoot and kill five people and wound six others in the Terminal 2 baggage claim area.

A BSO deputy sheriff assigned to a secure area of the upper floor of Terminal 2 heard the gunshots, called for backup, and within seconds, engaged Santiago. Santiago dropped his firearm and surrendered to the deputy. Santiago was arrested, and this senseless tragedy was over within 85 seconds from the moment Santiago shot his first victim.

In the immediate aftermath, deputies were now faced with the understandable general panic among travelers, visitors and airline employees that followed this mass shooting. Hundreds of people, including potential witnesses to the shooting, scattered and sought shelter – even into the Security Identification Display Area (SIDA) – including baggage carousel ports and other restricted areas. These actions immediately compromised the security of Terminal 2 at FLL.

Immediately upon arriving at the incident location responding deputies and BSO Fire Rescue and Emergency Services (BSO FRES) began triaging and treating the injured. A large crime scene that contained the victims and evidence needed to be secured. Concurrently, BSO deputies needed to locate and secure witnesses to the shooting while still remaining hypervigilant to the possibility of additional shooters or attacks.

While this scene was chaotic as expected, at this point, it was manageable from a law enforcement perspective. Active Shooter/Mass Casualty protocols were activated, appropriate local, state and federal notifications were made and additional resources were summoned to the scene. The BSO Mobile Command Post was set up, and overall command and control of the incident was established.

Subsequently, almost 90 minutes into this event, a customs and border protection officer heard what he thought were two gunshots coming from an upper roadway at FLL. The officer then asked a fire rescue captain if he heard the gunshots. The fire rescue captain then made a radio transmission to Broward County's Regional Communications (RC) that a law enforcement officer is reporting possible shots fired in the area of Terminal 2. The radio transmission of possible shots fired was repeated by dispatch as efforts were made to confirm the report. Although the report of gunshots was quickly dispelled, the repeated radio transmissions of "shots fired" were overheard and reiterated by law enforcement, civilians and airline personnel.

The words "shots fired" spread throughout the airport and triggered pandemonium as thousands of travelers, airline and airport employees began to escape from the concourses, gates, baggage claim areas, curbside loading areas and parking garages of all four terminals at FLL. Subsequently, there were repeated police radio transmissions and 911 calls into RC reporting shots fired at various locations throughout the airport prompting

multiple, rapid and very visible responses of heavily-armed law enforcement officers running to various airport locations. The sight of this law enforcement response only confirmed to civilians that the reports of shots fired must be accurate and increased the pandemonium, ultimately causing officials to shut down the entire airport.

All of the additional reports of shots fired were investigated and determined to be unfounded. At no point were any additional shell casings or damage by gunfire found anywhere except in the lower baggage claim area of Terminal 2. Also, a careful review of airport closed circuit television (CCTV) did not show any additional shootings or shooters. After many hours of assisting and evacuating over 10,000 people from the airport, with the exception of the lower baggage claim area of Terminal 2, FLL was reopened and operational again by 0500 hours (5 a.m.) the following morning.

In the wake of this tragic loss of life at FLL, it is the responsibility of BSO to objectively review and assess our response to the events. It is our goal that this effort is also of value to other law enforcement agencies and emergency responders, especially to those who are responsible to provide law enforcement services to airports. The following report provides a narrative of the multi-agency response and concludes with a summary of the observations and recommendations of BSO. In the end, the views and perspectives expressed in this report are from BSO and its members.

I would also like to acknowledge and express my sincere appreciation to all of our local, state and federal partners – both law enforcement and civilians – for their tireless efforts and assistance on January 6, 2017.

I especially want to recognize the Federal Bureau of Investigations (FBI) and Special Agent in Charge (SAC) of the Miami Field Division, George Piro. SAC Piro responded with his team, was on scene at FLL soon after this critical incident and demonstrated outstanding collaborative leadership as the response, support, assistance and cooperation of the FBI was nothing less than stellar.

In closing, let us remember and honor the five people who tragically lost their lives and the six seriously wounded on January 6, 2017. Words can never be adequate enough to convey our heartfelt condolences. The victims and their families remain in our thoughts and prayers.

Sheriff Scott J. Israel

EOG-00226

SPECIALIZED UNIT RESPONSE:
BSO FLL Airport District

The BSO Airport District works with the Broward County Aviation Department (BCAD), the Transportation Security Administration (TSA), the Airline Managers Association, airport tenants and ancillary federal agencies to provide law enforcement and fire rescue protection for the 1,380-acre airport site and its 12,500 employees. BSO provides law enforcement and fire rescue services for FLL and handles security measures related to parking and general airport security. The district has an annual operating budget of approximately $18 million, which provides for 122 positions consisting of one district captain, one lieutenant, nine sergeants, 87 deputies, 22 civilian airport security officers, one crime analyst and one administrative specialist II.

In 2016, FLL ranked 21st in the United States for passenger traffic and 13th in domestic origin and destination passengers. FLL accommodates approximately 290,239 total aircraft movements a year, which accounts for departure and arrival flights, while hosting approximately 29.2 million passengers a year – up 8.4 percent from 2015. FLL is an immense economic engine for Broward County, which employs 12,500 airport badged employees, 139,920 total jobs (direct, indirect, induced multiplier effect) with an overall payroll of $3.5 billion and a total output of $13.2 billion. FLL is Broward County's largest employer. FLL is monetarily self-supporting, with no tax revenues expended in support of airport operations, maintenance or capital improvements. FLL, through BCAD, generates its funding via user fees, rentals and other applicable airport charges.

PRIMARY EVENT:
Terminal 2 Shooting – Baggage Claim Area

On January 6, 2017, Santiago flew to the FLL on Delta Airlines Flight DL2182 that originated in Anchorage, Alaska with one connection (DL1088) in Minneapolis-St. Paul, Minnesota. Santiago departed the aircraft in FLL at 1215 hours (12:15 p.m.) and proceeded to the Terminal 2 baggage claim area, which is located on the ground level of the airport.

After waiting at Carousel 3 for several minutes, Santiago is paged by Delta Airlines staff via the overhead paging system to come to the Delta Baggage Service Office, which is located at the southeast end of the baggage claim area. Delta had paged Santiago so he could collect the firearm he had checked in a secured gun case at the Ted Stevens International Airport (ANC). Santiago checked no other luggage for his flight.

After claiming the checked firearm, Santiago walked through the entire baggage area to the west end of the baggage claim area where he entered a men's restroom and loaded the firearm. Santiago then concealed his firearm in his waistband and abandoned the firearm case in the bathroom. Santiago then exited the bathroom, walked east to the approximate center of the baggage claim area before pulling out the firearm and immediately began shooting random people in his vicinity. Panicked civilians fled the gunfire by any means available – including into access-restricted SIDA areas (i.e. baggage carousel ports, restricted areas, etc.). At this time, Terminal 2 SIDA integrity was compromised.

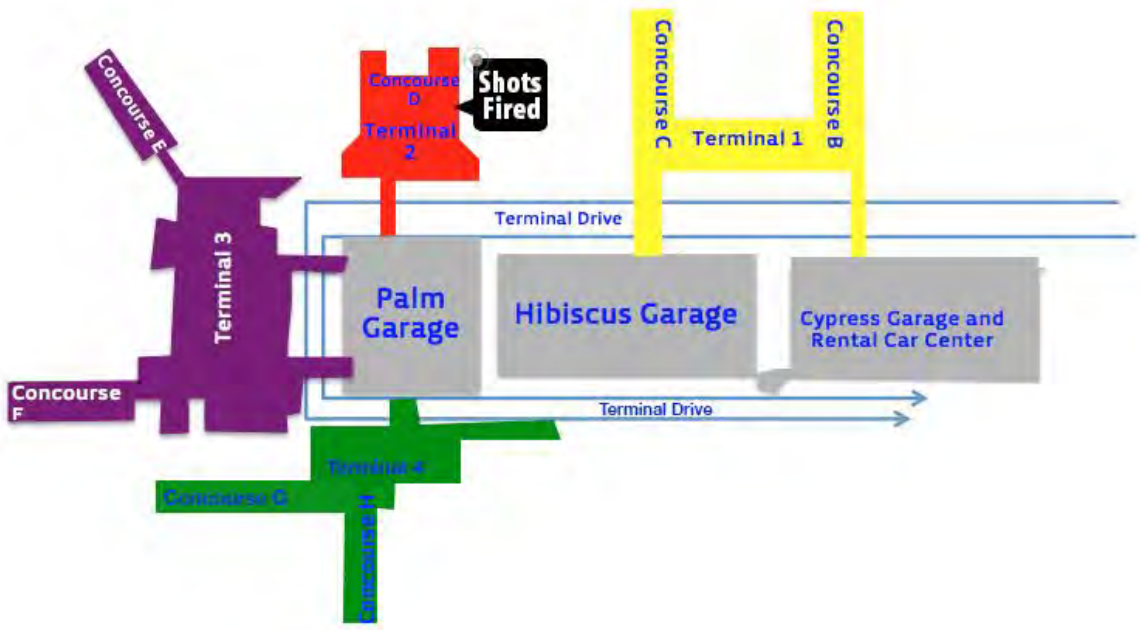
BSO deputies responded to the sound and radio calls of shots fired and had Santiago at gunpoint 85 seconds after the first shot was fired. Santiago immediately dropped the firearm

and surrendered to deputies. Within those 85 seconds, Santiago had fired 14 rounds, murdering five people and shooting six more.

Six deputies responded to the lower-level baggage claim area (via multiple doors) where they encountered hundreds of screaming and panicked travelers. BSO deputies assessed the existing threat while attempting to calm and control the travelers and employees. At the same time, deputies began establishing a perimeter and identifying and assisting victims.

From the time the witnesses were being secured until 1420 hours (2:20 p.m.), the events taking place were consistent for any homicide scene. Responding BSO resources (including BSO FRES personnel) and additional outside agencies established a crime scene and began the task of treating victims and securing witnesses and evidence. BSO's Explosive Detection Canine Handler (EDCH) teams were used to sweep the immediate vicinity for potential explosive devices while BSO Special Weapons and Tactics (SWAT) assisted to locate and secure SIDA areas of Terminal 2 that had been flooded by the initial fleeing of panicked passengers and airport employees.

During this time, an Incident Command Post (ICP) was established, along with a media staging area and the BCAD Airport Emergency Operations Center (AEOC). A plan was being enacted that would have made the SIDA of Terminal 2 beyond the TSA checkpoint "sterile" again. This would have allowed operations in Terminal 2 to recommence within a short time frame (with the exception of the homicide scene in baggage claim). Up to this point, the decision had been made to keep the remainder of the airport open excluding the lower-level roadway and Terminal 2.



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Timeline of the Primary Event

12:15:32 Santiago exits D-5 jet bridge and makes his way to the lower level of Terminal 2 to the Delta baggage claim area. He retrieves his checked handgun.

12:46:22 Santiago enters men's restroom located at the west end of Terminal 2 baggage claim area.

12:52:40 Santiago exits the restroom and proceeds east through the baggage claim area.

12:53:20 Santiago pulls a handgun from waistband and fires his first shot.

12:53:29 Delta Airlines checkpoint ticket employees at the upper level of Terminal 2 begin to hear the sounds of gunshots and start moving toward the central TSA checkpoint.

12:54:45 A deputy responding from his assigned area at the upper level of Terminal 2 TSA checkpoint sees the commotion, hears the gunshots and runs to engage Santiago, who immediately surrenders. Santiago is placed into custody and immediately removed from the crime scene to a secure area.

12:55:28 Six deputies enter the lower-level baggage claim area (via multiple doors) where they assess the existing threat, control hundreds of panicked civilians, begin establishing a perimeter and identify and assist victims.

12:58:54 Fire rescue personnel enter area to begin triage assessment.

13:05:44 Fire rescue begins treatment of victims.

13:06:52 Deputies begin securing the crime scene.

13:08:20 Lower-level airport roadway is shut down for emergency responders only.

13:11:24 Witnesses are moved to west end of lower-level baggage claim area in Terminal 2 with the intent of gathering their information and getting them onto an airport transport bus. (This process was being coordinated when the secondary event took place, rendering the plan no longer feasible).

13:35:18 Last victim is brought to Trauma Center.

14:20:00 Primary event ends.

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SECONDARY EVENT:
Reports of "Shots Fired" and Other Factors

At 1420 hours (2:20 p.m.), a U.S. Customs and Border Protection (CBP) officer was walking with several other CBP officers in the lower-level roadway between terminals 2 and 3 when he heard what he thought was possibly two gunshots (it is theorized that the noises heard were most likely cars on the upper roadway driving across an expansion joint in the road). The CBP officer questioned his fellow officers as to what he allegedly heard but he was immediately informed that they did not hear anything. In an effort to dispel any further fears, the officer ran back to Terminal 2 to determine if there was a secondary active shooter threat. CCTV shows the CBP officer running from the lower-level Ground Transportation Area (GTA) Terminal 3 toward the west end crosswalk at Terminal 2 where he met up with several BSO FRES personnel. A BSO FRES captain recalls a CBP officer running toward him with his firearm out and asking if he heard shots fired at Terminal 2. The fire rescue captain then reports this information over his designated radio channel to BSO FRES communications. Approximately 45 seconds later, this information is relayed across the primary Department of Law Enforcement (DLE) radio channel as, "Border Patrol reporting shots fired in Terminal 2."

Simultaneously, throughout the airport, CCTV shows deputies appearing to go on alert, while numerous requests via radio transmissions for confirmation of the shooting or location are made. In the AEOC, a group comprised of airport department heads and individual legacy airlines, heard the initial radio call via the fire rescue radio and subsequently the same radio traffic from a police radio reporting similar information. According to JetBlue representatives, a civilian had also stated on a hard line phone that "they are shooting in two again" – referring to Terminal 2.

Upon hearing the phone call and two radio calls, a JetBlue supervisor made a decision to keep their employees safe by sending an employee from the AEOC to the JetBlue ticket counters to begin clearing employees from the area.

The JetBlue ticket counters are located in the southern half of Terminal 3 with the passenger exit lane from surrounding concourses separating the northern and southern sides of the terminal. CCTV show the JetBlue employees clear the counter area and run toward the southernmost terminal access door. In the process of the employees running, passengers became alarmed and joined in the escape with the employees.

Three subsequent actions took place in a very short time frame once the JetBlue employee ticket counter began to evacuate:

- The TSA officers in Terminal 3 F Concourse Checkpoint observed the airline employees running, and they also ran west down the concourse.
- Some employees and passengers fleeing from the ticket counter evacuated east to the Palm Garage.
- Other employees and passengers fleeing from the ticket counter evacuated toward Terminal 4.

These actions created a cascading effect upon the rest of the airport in a very short period of time. The TSA officers running from F Concourse Checkpoint caused most of the F Concourse passengers, concession workers, and airline employees, to panic, and flee the concourse area onto the adjacent ramp. During an evacuation, the ramp workers would normally gather evacuating employees and contain them to a general area. In this case, and in all successive concourse evacuations that day, ramp workers had no prior notice of the impending evacuations and began to flee themselves as the panicked passengers and other employees were yelling that they were being shot at or that shots were being fired.

The airport employees and passengers fleeing toward Terminal 4 caused two deputies already on the curb, who were still trying to confirm the shots fired in the Terminal 2 incident, to un-holster their firearms and direct their attention to Terminal 3.

The airport employees and passengers fleeing to the garage appear to have created unidentified loud sounds that caused one of the deputies in front of Terminal 4 to make a radio transmission of “shots fired” coming from the Palm Garage. It is at this point, the radio system first went into “fail-soft” mode and all bridged talk-group connections to responding resources were lost. RC dispatchers attempted to reconnect talk-groups several times but were unsuccessful due to the number of transmissions the system was encountering. RC dispatchers advised all units to stop transmitting until the radio bridges could be restored. The bridges were restored within four minutes; however, the radio system began to “site trunk” and “throttle” transmissions, which resulted in partial transmissions from deputies and BSO FRES personnel.

As the “shots fired” call was being reported, the passengers who ran past Terminal 4 curbside deputies entered Terminal 4. Passengers and airport employees ran toward the checkpoint causing the TSA officers at the G Concourse Checkpoint and exit lane to flee down the H and G concourses. This resulted in passengers in both concourses to escaping toward the ramp and taxiways located on the west side of Terminal 4.

Once the call of “shots fired” in the Palm Garage occurred, law enforcement officers (LEOs) ran out of the terminals and from the curbsides toward the Palm Garage. These actions resulted in the following incidents:

- A 911 call is received from Terminal 3 of “shots fired.”
- Passengers reacted to LEOs in Terminal 2, both upper and lower levels, and ran toward the Palm Garage resulting in passengers on upper-level Terminal 2 to flee toward Terminal 3.
- Many of these passengers ran into the northernmost door of Terminal 3, which also caused passengers at the ticket counters in that area to flee and also caused the TSA officers at E Checkpoint to run down the E Concourse.
- E Concourse passengers, concession workers and airline employees began to flee the concourse toward the ramp areas. TSA officers reacting to the LEOs running toward the perceived threat out of Terminal 2 resulted in the TSA officers at the Delta Checkpoint to escape for the second time that day into the D Concourse.

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- This action resulted in passengers, who had returned to the concourse after they had fled the first incident, to begin evacuating to the ramp area. The ramp was still occupied in two locations by groups of passengers, concession workers and airline employees who had not yet returned to the D Concourse after the first evacuation.
- Upon hearing and seeing the new evacuation, the groups already on the ramp fled to new locations closer to the Terminal 1 and Terminal 3 ramp areas.
- Fleeing Terminal 4 passengers reported that a suspicious male was being detained at gunpoint, which was solely based on them overhearing a transmitted police radio communication of a "suspect at gunpoint." These communications were ultimately unfounded.
- The sudden response from LEOs responding from all locations and running toward a perceived threat, specifically in the Palm Garage, resulted in passengers moving eastward toward the Hibiscus and Cypress garages. CCTV shows the running, tension and confusion among the airport employees and passengers across the airport led to the knocking over of signs, stanchions and garbage cans. Consequently, people ran into doors, knocked them off their tracks, dropped luggage and tripped over strollers. All of these noises in such a short period of time appeared to have added to the confusion and seemed to account for various LEO reports of "shots fired" throughout the garages and in Terminal 1.

The increased LEO activity, coupled with passenger behavior, led to confusion in the C Concourse Checkpoint area which resulted in the TSA officers running into the C Concourse. As with the other terminals, such action led to the escape of passengers, concession workers and airline employees onto the airport tarmacs. Simultaneously, with TSA officers running from the C Concourse Checkpoint, the passengers in the west end of the Terminal 1 lower-level baggage claim area began running in various directions, primarily toward the east.

The BSO B Concourse Checkpoint deputy, who had been listening to radio transmissions of shots fired in various locations, and a radio call of a potential suspect in a white shirt running in the garages toward Terminal 1, posted himself at the mezzanine level at the B Concourse Checkpoint to observe all of the baggage claim area. As the passengers at the west end began to run toward his location on the east end, he heard what he perceived to be shots fired coming from that general area. The deputy relayed the information over the radio informing of "shots fired in Terminal 4," but corrected himself a few seconds later stating "shots fired Terminal 1." One minute after correcting himself, other LEOs reported "shots fired" in Terminal 1 and at Alamo Rent a Car located at the rental car center.

The sound and confusion of several dozen people running toward the direction of the B Concourse Checkpoint (via CCTV) caught the attention of the TSA officers at that location. As passengers ran up to the mezzanine level, the TSA officers ran from their checkpoint into the concourse. This action resulted in the near-complete evacuation of passengers, concession workers and airline employees to the ramp.

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Terminal 1 is the only airport terminal with three levels. The upper level is ticketing, the mezzanine has the B Concourse located on the east side, and the C Concourse located on the west side. Both mezzanines connect directly to either the Cypress Garage B Security Checkpoint or the Hibiscus Garage C Security Checkpoint via an enclosed bridge over the lower-level roadway. The lower level is primarily the baggage claim area for all of Terminal 1 airlines. Interviews with ear-witnesses to the sounds of gunshots, and a review of CCTV, reveal that the entire upper level appears to hear gunshots coming from the eastern mezzanine level. Subsequent interviews with those on the eastern mezzanine level, and review of the CCTV, clearly indicated that there were no shots fired at that location. The people interviewed in the eastern and mid-terminal location of the baggage claim area stated that the gunshot sounds they heard were coming from the western end of baggage claim.

It should be noted that Terminal 1 has been the source of most witness reporting of gunshots. Depending on the interviewee, they range from two to five shots with the succession of the shots fluctuating per interview. Though the terminal is under major construction, all of those interviewed reported having worked in that terminal for some time, and all stated they had never heard construction noise that sounded anything like the noise they reported hearing as a gunshot.

It should also be noted that all of the people interviewed stated the sound of gunshots was the reason they fled. An Interview was conducted with a TSA employee in the C Concourse Security Checkpoint, a Starbucks manager standing in front of a down escalator and a civilian BSO employee who was in front of the checkpoint standing in the western mezzanine area of the terminal. All three stated they never heard a gunshot, despite being situated just above the location where others interviewed believe the gunshot sound had originated. They stated they ran only because they saw others acting afraid and heard someone yell “run” or something similar to “they’re shooting.”

As of this writing, there has been no CCTV evidence or actual eyewitness to any type of intentional or unintentional shots being fired in Terminal 1. There have been no shell casings collected, despite reports otherwise, and no cleaning crews or airline employees have reported discovering any damage in Terminal 1 consistent with a gunshot. Attempted recreations of that sound by normal items found in those areas have been unsuccessful in identifying the sound. Interviews with Federal Air Marshal Service (FAMS) agents located in the western end of the baggage claim area also revealed that they never heard shots fired. The FAMS agents had proceeded out of that location after they observed a deputy move at a quick pace from the west end mezzanine level down to the baggage claim level and out the western exit door to the curb. After the three FAMS agents ran outside following the deputy, the alleged sound of shots fired occurred. The three FAMS agents deny having heard any shots, and CCTV of the entire lower-level curb area reveals no apparent concerned passengers or LEOs outside or any reaction to a loud noise or incident at that moment.

The total elapsed time from the moment employees and passengers began running from the JetBlue ticket counters in Terminal 3, which began the domino effect of escapes, to the point of passenger reactions in lower-level Terminal 1 baggage claim

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took 2 minutes and 53 seconds. 4 seconds later, TSA officers at the B Concourse Checkpoint began to flee. By the 3 minute 20 second mark, the majority of the airport passengers and employees had escaped to various locations in the airport.

Additionally, CCTV further shows a clearly-marked BSO patrol canine vehicle driving to Terminal 1 in response to a "shots fired" call. The deputy was forced to park his vehicle in the middle of the lower-level roadway as a result of the large number of civilians fleeing the baggage claim area and running across the roadway toward the garages. Once stopped, the deputy immediately jumped out of the driver's seat and began running toward the perceived danger in the baggage claim area. Simultaneously, one of the airport patrons ran toward the BSO vehicle and opened the rear passenger door with the intent of hiding in the vehicle. Upon opening the vehicle door, the patron encountered the patrol canine that proceeded to jump out of the vehicle and engage the patron. A nearby Florida Department of Law Enforcement (FDLE) agent observed what had happened and was able to restrain the canine. The civilian was provided medical assistance and transported to a local hospital with minor injuries.

Through the confusion of this canine incident, LEOs responding to the location reported the incident on the radio as a "gunshot victim"; or, in an attempt to clarify the incident, a "canine bite, not a gunshot." It appears that these transmissions were possibly only partially successful and the word "victim" became "gunshot victim." Either way, it seems to have added to the possibility to those listening on the radio that there was an additional shooter on the airport property. Shortly after this report of a gunshot victim, there was a new report of an additional shooter on the east side of the airport property near the A Concourse.

During the majority of the 3 minutes described above, there was a large number of LEOs responding to all three airport garages in an effort to locate a possible shooter. Multiple teams of LEOs are seen on CCTV throughout the garages and on every level tracking down a persistent report of a male in a white T-shirt. It appears this person or people, turned out to be civilian airport employees who had been running through the garages out of fear of the perceived threat. They had made their way to the Hibiscus Garage rooftop where they were intermingled with airport "plane-spotters."

Shots Fired Timeline

The following table identifies a timeline of "shots fired" calls (911 calls and police-initiated calls) and firearm-related calls heard over the primary radio channels and their respective locations related to the secondary event.

Time	Message Received	Location	Received From
1422 Hours (2:22 p.m.)	Shots Fired	Palm Garage	LEO
1424 Hours (2:24 p.m.)	Shots Fired	Terminal 3	911 Call
1424 Hours (2:24 p.m.)	Suspect at Gunpoint	Terminal 4	LEO
1424 Hours (2:24 p.m.)	Shots Fired	Terminal 4	LEO

1424 Hours (2:24 p.m.)	Shots Fired	Terminal 1	LEO
1425 Hours (2:25 p.m.)	Shots Fired	Terminal 1	LEO
1426 Hours (2:26 p.m.)	Shots Fired	Rental Car Center	LEO
1426 Hours (2:26 p.m.)	Gunshot Victim	Terminal 1	LEO
1436 Hours (2:36 p.m.)	Additional Shooter	Train Tracks Adjacent to Airport	LEO
1454 Hours (2:54 p.m.)	Shots Fired	Huizenga Hangar	LEO
1519 Hours (3:19 p.m.)	Three Firearms Recovered	Palm Garage	LEO
1522 Hours (3:22 p.m.)	Shots Fired	Terminal 3	911 Call
1524 Hours (3:24 p.m.)	Shots Fired	Huizenga Hangar	Fire Rescue
1636 Hours (4:36 p.m.)	Rendered Safe	Railroad Tracks	LEO

Ramp Issues

The normal operating procedure for airport evacuations (from the concourse to a ramp) is for ramp employees of the various airlines to collect the passengers as they evacuate down the concourse stairwells. The employees form a loose “bubble” or “perimeter” around the passengers to contain them and keep them away from the various hazards found on an airport ramp. With multiple reports of gunshots, ramp employees suddenly and unexpectedly found themselves becoming part of the fleeing crowds joining in the escape until they eventually stopped, oftentimes at other concourses or terminals.

CCTV shows extremely large groups gathering near the G-14 ramp area of Terminal 4. A similarly large number were located on the ramp between E and F concourses of Terminal 3. Terminal 2 had several large groups around the concourse, and the majority of Terminal 1 evacuees made it from the concourse to the taxiways and onto the runway located on the north side of the airport.

Many patrons within these groups still had possession of their tablets or cellular phones and were monitoring social media or spoke with friends and family who informed them of what the various news channels had reported. This added to, and heightened, group anxiety as those with social media access would then relay this information to others near them. One specific incident illustrates how such communication led to approximately 400 people fleeing the ramp locations and attempting to seek shelter at alternate airport runways.

An employee of an airline had evacuated a concourse to the ramp and was embedded with a group of approximately 200 people. The group was startled at one point and fled to another location, joining a similar-sized group. The initial employee stated that there was a lot of anxiety in the group, and people were relaying to one another the state of their situation through phone conversations between friends, family and social media. The same employee stated someone shouted for everyone to move away from the building they were adjacent to because there were reports of additional shooters. At the same time, this employee was standing next to his friend who was on the phone with a relative. The friend stated something to the effect of “…we should get down…” The employee’s uneasiness and his reaction to such statements made ultimately led to the

employee shouting, “We should run!” With that, CCTV shows the crowd of approximately 400 people running toward the airport’s northern runway. Those who lagged behind were directed toward the runway by employees who, according to interviews, felt that it was the safest place for people to be. Others interviewed stated they had just run with the group because they heard people shouting that shots were being fired. Alternatively, others stated they did not know why they were running.

Concurrently, several of these mass groups made it to the airport’s northern runway and were eventually split into 2 groups of approximately 1,000 people each. One group ended up at a commercial hangar located on the northern side of the airport, and the other filtered out of a construction gate located on the east side of the airport. This gate was manned by private security officers.

The private security officers stationed at the construction gate had opened it for the entry of a fire rescue ambulance. At the last moment, the fire rescue personnel decided not to enter the gate because they were hearing reports of “shots fired” on the runway. While the gate remained open, and with a very large group of people walking toward the gate, a fire rescue paramedic advised the security guards to leave the gate open for the approaching group. The private security guards complied, and hundreds of people made their way out of the airport via the east construction gate. Those who exited via the gate preceded north down the Florida East Coast (FEC) railroad tracks into the City of Fort Lauderdale.

Suspicious Person with Suspicious Package

One exception to this group was a 22-year-old male who chose to run east when the rest of the crowd was walking north. This individual ran toward Fort Lauderdale Police Department (FLPD) law enforcement officers who were assisting in closing the roadway at a primary entrance into the airport. Those officers had been hearing reports on their radios of the multiple active-shooter incidents, as well as reports that other shooters may be amongst the civilians. The individual running toward them was doing so with a backpack in one hand and a cellphone in the other. The individual refused to comply with several commands to stop before being ordered to the ground at gunpoint.

The subject was interviewed by FLPD and, based on his statements, a decision was made by the FLPD Bomb Squad to use a disruption device on the individual’s backpack. Notifications were made over the primary radio channel that there would be an intentional disruption that might sound like an explosion. Once rendered safe, the backpack was then searched and found to be absent of any explosive materials and only contained personal items. The FBI responded to the scene to conduct a follow-up interview and ultimately released the individual without charging him.

Ensuing Issues and Recovery

By approximately 1530 hours (3:30 p.m.), there had been no conclusive evidence to confirm another shooter was present at the airport. Though numerous law enforcement and 911 reports of "shots fired" had occurred, there had been no confirmed suspects or victims located. With a very hypersensitive civilian population of approximately 10,000 people walking or hiding randomly around the airport, concourses, offices, jet bridges, garages, ramps and terminals – or stranded on the 22 aircrafts on the tarmac – BSO was faced with establishing incident priorities to address life safety, incident stabilization and property conservation. Some of those challenges included:

- Providing for life-safety concerns for approximately 10,000 people on the airport property
- Securing the airport, to include public areas (i.e. garages, ticket counters, baggage claim areas) and SIDA locations
- Ensuring the safety of more than 20,000 pieces of abandoned belongings and valuables to achieve property conservation.

At this point, bringing the people back into the concourses was not an option for several reasons. Primarily, there remained a security concern that other shooters could be potentially amongst the airport population. Additionally, there were too many reports of shots fired, leading incident managers to believe there were additional threats.

All concourses, terminals and garages had people hiding in them, and those locations were physically cleared to ensure the safety and sterility of the post-security areas, as well as the public areas of the airport. Civilians could not be allowed back into concourses or security checkpoints, as thousands of personal items had been discarded by those fleeing. Wallets, purses, cellular phones, tablets, passports, bags and more had been dropped or abandoned as people fled. Airport restaurants and shops had also been abandoned with cash drawers left open and merchandise left unattended. There was no way to locate staff or even know if they were still on the airport property.

BSO Command, in coordination with the Sheriff's Emergency Operations Center (SEOC), determined all civilian personnel without other means of transportation would be moved to an off-site location that was deemed secure. Port Everglades was chosen, as it is less than one mile away from the airport, has fixed perimeter security, routinely handles large volumes of passengers, can accommodate transportation services, and is conducive to interviewing people.

The movement to the port would have to occur from the upper terminal roadways due to the fact the lower level would have to remain closed as a result of the Terminal 2 shooting. However, this movement could only commence once the Cypress, Hibiscus and Palm parking garages (nine floors, seven floors and four floors respectively) could be deemed secure from threats. With the plan to populate the curbs with thousands of people waiting for buses, a shooter in a garage could have had a devastating effect.

By 1530 hours (3:30 p.m.), a SWAT team leader from each of the 18 different departments was directed to the BSO SWAT command vehicle, where individual teams were tasked to specific garages. The mission was to clear every vehicle, office and stairwell in that specific garage and report suspicious activity, items or persons. A clearance meant a visual inspection of the interior and exterior of every vehicle, office or stairwell, and a pat-down of any persons found in those locations. Persons located were directed out of the garage to a temporary holding area which was being secured by LEOs. Throughout this process, several hundred civilians were found hiding under or inside of vehicles and offices. As a result of the visual inspections of parked vehicle interiors, follow-up investigations were required where firearm storage cases were observed. Additionally, fuel canisters, “jerry cans” and other suspicious items were located. By 1825 hours (6:25 p.m.), all three garages were deemed safe, and SWAT teams redirected their efforts to clearing individual terminals.

While these clearances began, BSO Command was working with Broward County representatives to obtain as many buses as possible to transport the massive civilian population to Port Everglades. The staging area for the buses was on the western side of the airport where Fixed Based Operations (FBO) were located and prepared for evacuation. Access to these FBOs had been shut down when the secondary event began and were easy to secure and maintain with minimal civilian traffic. Approximately 47 buses were utilized from various sources to include Broward County Mass Transit, BSO prisoner transport and much smaller special needs transport vans and trolleys.

While the buses were being obtained and the SWAT teams were clearing the secure side of the concourses and terminals, law enforcement began moving thousands of civilians gathered at various points around the airport to the upper-level curbside locations of the four terminals. Such action required a loose police line within the concourses to move people from the ramps, through concourses and out to the roadway. With abandoned personal property throughout the concourses and terminals, law enforcement needed to ensure nothing was removed prematurely before property could be reunited with its rightful owner.

In order to return the property to its rightful owners, BCAD contracted with a civilian company BMS CAT that specializes in the recovery and reunification of personal property in mass-casualty incidents. To oversee the collection of the abandoned items, BMS CAT began the collection once each concourse and terminal was deemed safe by the SWAT teams. All terminals and concourses were declared clear by 2200 hours (10 p.m.).

At such time, the task to evacuate all airport patrons remained. This encompassed moving thousands of civilians from the FLL Airport to the port. It is estimated that over 2,000 LEOs from the tri-county area responded to the airport to offer some type of assistance. While this response was generally manageable from a traffic standpoint after the initial event, traffic control was challenging following the secondary event.

With the potential of six or seven active shooter incidents being reported at the same time, responding LEOs were parking vehicles in any location near the terminals and

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garages. Due to the nature of the incident, LEOs and their vehicles became separated. In addition, several dozen civilian vehicles had been left abandoned, without keys, along roadways into and out of the airport and in front of terminals. Several civilian vehicles ran out of gas after having been left to idle for many hours. Forty vehicles were towed to a contracted tow yard with dozens more being moved out of the roadway to allow for bus access to the terminals.

By 1930 hours (7:30 p.m.), the roadways had been made passable, and the buses began to pick up civilians for transport to Port Everglades. LEOs stationed themselves on curbs and roadways at all four terminals and assisted with the loading of passengers onto the buses. LEO vehicles conducted escorts of the buses for the trip to Port Everglades.

The SEOC terminated service at approximately 2300 hours (11 p.m.), and the airport command post ended service at 0100 hours (1 a.m.) on January 7, 2017. The Port Everglades command post closed at 0300 hours (3 a.m.). At that point, the port was empty of all civilians with the Red Cross and Broward County services finding beds and safe locations for the many passengers who had not intended on an overnight stay in Broward County.

With the exception of Terminal 2, FLL was open for business at 0500 hours (5 a.m.) on January 7, 2017. The BCAD staff and BMS CAT managed to return over 90 percent of the abandoned items to its rightful owners within one week of the incident. BCAD staff utilized personal and work vehicles to return property to the tri-county area, while overnight shipping was utilized for property traveling farther distances. The governor's office arranged for the Department of Motor Vehicles (DMV) to have staff on site beginning January 7, 2017 to assist with the issuance of replacement identification to Florida residents needing immediate identification for travel purposes. Several consulate offices were also available to assist those from foreign countries in obtaining emergency travel documents from their respected countries of origin.

The Terminal 2 departure level was reopened for business on January 7, 2017, while the baggage claim area was put back in service in sections over the following week. One week from the day of the shooting, Terminal 2 baggage claim area was completely reopened.

Broward County Regional Communications

The RC division is contracted by Broward County and is responsible for fielding emergency and non-emergency calls for police, fire and medical services within Broward County. Managing three Public Safety Answering Points (PSAPs) located in Coconut Creek, Sunrise and Pembroke Pines, BSO provides 911 and non-emergency intake, teletype and dispatch services for all unincorporated areas of Broward County, 29 law enforcement municipalities, 28 fire rescue municipalities and numerous special patrol areas including FLL, Port Everglades, BSO Department of Detention (DOD) and other areas. The division is comprised of an all-civilian command staff including one

director, one assistant director, three site managers, three assistant site managers, 41 supervisors and approximately 400 fully-certified public safety telecommunicators. In 2016, the regional PSAPs fielded over 2.5 million calls including 1.2 million incoming 911 calls or 6,000 - 7,000 telephone calls per day and dispatched approximately 1.8 million calls for service.

RC processed approximately 135 total calls directly related to this event and reviewed an estimated 444 hours of audio radio transmissions from the DLE and fire rescue talk groups assigned.

BSO Homicide Unit (Criminal Investigations Unit)

At approximately 1333 hours (1:33 p.m.), the BSO Homicide Unit arrived at the lower-level of Terminal 2. Contact was made with BSO Command staff and, after an initial briefing of the event was facilitated, it was initially determined BSO was the lead investigative agency on scene. The FBI arrived shortly thereafter and, after determining this was possibly a terrorist event, they assumed control of the scene.

The following information was relayed upon arrival:

- There were at least five deceased victims within the crime scene.
- There were at least six injured victims at local area hospitals being treated for their injuries.
- Hundreds of potential witnesses were waiting to be interviewed.
- Santiago was in custody in the BSO Airport District Office.
- Santiago's firearm was contained within the crime scene.
- BSO was securing the airport from further threat of violence.

SWAT

A total of 18 SWAT teams from the tri-county area were staged and assigned to specific locations following an initial briefing led by BSO Command. This enabled SWAT to conduct searches, sweeps and clearing operations of the entire BSO Airport District and its surroundings.

The Tactical Command Post (TCP) was set up and established on the lower level of Terminal 1, just east of the entrance, and secured behind fortified cover. Due to the vast law enforcement response, multiple agency radio channels (14 Ops) were needed to keep search teams organized and assigned to the task at hand. As SWAT teams arrived, proper assignments and radio channels were designated in efforts to deploy within the airport garages and terminals. They are identified as the Cypress Garage (nine floors), the Hibiscus Garage (seven floors) and the Palm Garage (four floors).

Due to the fact there were three garages to clear and three BSO team leaders, each team leader was assigned a garage and served as the team leader of a specific garage.

They actively monitored the progress of the SWAT teams searching and clearing on dedicated radio channels. During the clearing of the three garages, SWAT teams came across hundreds of civilians who were still in the garages hiding. The civilians were escorted by the assigned SWAT teams to holding areas outside of Terminal 1 until the garages could be completely cleared. Once the garages were safe, the tactical command post reassigned all SWAT teams to a specific terminal, either upper or lower, to continue clearing and rendering the terminals safe. The following indicates each garage and its clearing time:

- Hibiscus Garage – seven floors – cleared at 1730 hours (5:30 p.m.)
- Cypress Garage – nine floors – cleared at 1825 hours (6:25 p.m.)
- Palm Garage – four floors – cleared at 1825 hours (6:25 p.m.)

SWAT teams cleared all of the terminals and all of the connecting pathways by 2200 hours (10 p.m.), and all SWAT teams had cleared the airport by 2300 hours (11 p.m.).

BSO Forensic Services Division/Crime Scene

Immediately upon notification, the BSO Crime Scene Unit (CSU) personnel responded with the BSO Mobile Crime Lab. As additional local and federal resources arrived on scene, a command post was established, and once the situation was believed contained, supervisors began coordinating their response with federal authorities. Once the FBI was designated as the lead agency, they had control over the initial crime scene.

After reviewing all of the available assets, the FBI agreed to proceed with BSO CSU conducting the overall crime scene photography. BSO Traffic Homicide Investigators (THI) assisted by utilizing a laser scanner to map the scene. BSO CSU then processed all witnesses who had contact with the shooter or had visible blood evidence on their person. BSO CSU provided assistance to the FBI Forensics Team as they processed the interior of the scene and also coordinated the arrival of the Broward County Medical Examiner's Office. This allowed the FBI to proceed with the initial examination and identification of the victims. At the conclusion of processing, BSO CSU transferred all photos and collected evidence to the FBI Forensic Team for their investigative use.

OBSERVATIONS:
Opportunities for Improvement

The observations and recommendations listed below are derived from numerous inter-agency CIRs submitted from various departments and divisions within and outside BSO. Input includes information obtained during formal debriefings, follow-up discussions and roundtable sessions.

Observation 1: Active Shooter Response and Training

FEMA Core Capability: Interdiction and Disruption

The initial response to an active shooter situation must be rapid and coordinated with the goal of preserving human life. Training and the execution of established protocols are necessary to an appropriate response.

STRENGTHS

Strength 1: The response to the event was swift and decisive with Santiago being captured within 85 seconds of the first shot fired.

Strength 2: BSO mandates that all FLL district personnel attend the following courses of instruction – Response to Active Shooter (RAS) - four hours, Rescue Task Force (RTF) - four hours and complete NIMS courses Incident Command System (ICS) 100, ICS 700 and ICS 800.

Strength 3: FLL airport sworn and non-sworn credentialed staff are trained in the areas of airport security, airport operations and active shooter response protocols

Strength 4: Each TSA terminal checkpoint is staffed by a BSO deputy to assist TSA during screening operations and provide law enforcement presence during emergency situations and responses.

Observation 2: Crime Scene

FEMA Core Capability: On-Scene Security, Protection and Law Enforcement

STRENGTHS:

Strength 1: Rapid Incident Response – CSU personnel and equipment were at a state of readiness that allowed rapid response, including placement of the CSU Mobile Lab within close proximity to the crime scene.

Strength 2: Overall photography was captured in extremely high resolution utilizing state-of-the-art photography and mapping equipment only possessed by a handful of departments nationwide.

Strength 3: The CSU Mobile Lab allowed for the packaging and transferring of all forensic, digital and photographic evidence to the FBI while on scene.

OPPORTUNITIES FOR IMPROVEMENT (OFI)

OFI 1: Law enforcement personnel from numerous jurisdictions and bordering counties responded directly to the scene offering assistance. Although their presence and offers of assistance were welcomed, the “self-dispatching” of some other jurisdictions units created a need for staging areas to be identified early on during this incident. Once a staging area has been determined personnel can then be inserted into the mission in an organized and efficient manner.

OFI 2: Due to limitations of airport access, all CSU personnel should complete the necessary training and obtain SIDA badge access, preventing the need for additional escorts (and persons within the crime scene) during critical incidents.

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OFI 3: It is recommended that witnesses be relocated to an area away from the crime scene prior to providing statements.

Observation 3: Cohesive Interactions and Unified Command

FEMA Core Capability: Operational Coordination

The unification of leadership and the necessity to merge respected disciplines involved in the event is paramount to obtaining mass oversight of the BSO Airport District during a disaster. The key to successful coordination is a clear, concise and unchallenged chain of command. This is an essential component if outcomes are to be met.

STRENGTHS

Strength 1: The BSO Airport District maintains a close working relationship with BCAD and its obligations to the private sector.

OPPORTUNITIES FOR IMPROVEMENT:

OFI 1: The NIMS practices must be utilized where applicable for complex incidents involving multiple disciplines such as this tragic event.

OFI 2: BSO and BCAD must ensure Incident Command (IC) procedures are utilized and that in a law enforcement incident such as this one, BSO is clearly designated the lead agency based on the primacy of the incident.

OFI 3: Enhance the understanding of NIMS terminology, structure and process for escalating and complex incidents among participating entities (unity versus Unified Command (UC) and Operational Control of Incident Operations).

A) Assure unity of command for all incidents to maintain NIMS compliant operational control.
B) Employ UC at the discretion of the incident commander when there is more than one agency with incident jurisdiction. Agencies must work together through the designated members of the UC.

Observation 4: Sheriff's Emergency Operations Center

FEMA Core Capability: Operational Coordination

The SEOC must establish full communication with the ICP and all Emergency Operations Centers (EOCs) activated during disaster events such as the Broward EOC and the FLL AEOC. The Unified Command Post (UCP) must be privy to all communications surrounding the event and exclusively maintain all decision-making processes and components that may impact the event.

STRENGTHS

Strength 1: The SEOC is modeled after NIMS ICS.

Strength 2: The SEOC carries out the coordination function through:

A) Information collection and evaluation

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B) Priority setting
C) Resource management.

Strength 3: The SEOC is well organized and has several distinct advantages during an emergency because they:

A) Served as a conduit for information passed from the incident scene, through lower-level coordination agencies, to higher-level coordination entities
B) Allowed the incident commander to focus on managing the incident
C) Promoted problem resolution at a practical level
D) Provided strategic guidance and direction to support incident management activities
E) Were one of the facilities from which the multiple agencies or organizations involved were coordinated
F) Played a critical role in support of the on-scene response

Strength 4: The SEOC staff is highly trained and vetted.

Strength 5: Assignments to key positions at the SEOC are clearly defined.

OPPORTUNITIES FOR IMPROVEMENT

OFI 1: There is an important distinction between the SEOC and the ICP. When the callout was broadcast for the FLL event, the responding personnel needed to ensure they deployed to their scheduled destination (the SEOC or the scene).

OFI 2: Acute attention to staging areas and deployment of resources is paramount. The incident commander must immediately identify the appropriate ICP location while considering potential expansions or site deteriorations. Once the ICP is operational, the SEOC must rely upon the IC for operational decisions.

OFI 3: Selection of a singular incident commander is one key to successful coordination and chain of command. During the event, different incident commanders were declared by different entities.

OFI 4: A situational awareness notification of an active shooter incident at FLL was made by BSO emergency management personnel to the Sheriff's Policy Group and Crisis Action Team (CAT) members; however, this notification process should be reviewed due to having only one person dedicated to emergency management function.

OFI 5: The IC may select to relocate command and control to the SEOC as required by the specific of need of the incident.

ANALYSIS:

Decision-making at the SEOC affected both the incident response and the public response. The decisions made at the SEOC are not on-scene tactical decisions but are

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a critical link in the emergency response chain. Tactical decisions are made by the incident commander and the upper command staff at the incident scene.

The benefits of an effective EOC such as the SEOC are:

A) Helps establish a common operating picture
B) Facilitates long-term operations
C) Improves continuity
D) Provides ready access to all available information
E) Simplifies information analysis and verification
F) Promotes resource identification and assignment.

Observation 5: Public Information Addressing

FEMA Core Capability: Public Information and Warning

BSO's Public Information Office (PIO) prepares news releases, coordinates print and broadcast coverage of agency events and acts as the liaison between BSO and the local and national media at crime scenes and other activities that generate media interest.

Our best defense against misinformation is an informed public. PIO is tasked to use appropriate systems to deliver the right information to the right people at the right time. Information helps empower people to make effective decisions. Traditional broadcast news media and modern social media platforms (such as Twitter, Facebook and Instagram) are outlets to convey news and instructions to the public and potential victims. Coordination of accurate information is among the core critical needs of incident management.

STRENGTHS

Strength 1: The PIOs are highly-credible, experienced, professional and a tenured staff.

Strength 2: They had immediate access to all major branches of media and their representatives.

Strength 3: The PIOs were excellent in their response and management of high-level press conferences.

Strength 4: BSO PIO utilized social media platforms to inform the public of events.

OPPORTUNITIES FOR IMPROVEMENT (OFI)

OFI 1: PIO utilized social media platforms to confirm certain information but ceased to provide updates throughout the day. It is imperative that PIO receive accurate, timely information to ensure ongoing updates and include any changing dynamics of events.

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ANALYSIS:

The Regional Domestic Security Task Force (RDSTF) Mobile Joint Information Center (JIC) was established expeditiously and enabled PIOs to actively convey their presence to outside interests. Numerous participating agencies, and their PIOs, had established their base at the JIC, which proved inefficient due to its staging location. The staging area (predetermined) was much too close to the active scene and contributed to the wandering of media crews, their exposure to sensitive areas and the release of such images captured.

Observation 6: Mass Exodus, Relocation and Care

FEMA Core Capability: Mass Care Services

A critical component to an emergency response is the advanced planning and training on evacuation procedures. Evacuation procedures must include every conceivable situation and must be clearly understood by airport staff. Relocation of displaced persons of this magnitude to appropriate shelters proved to be challenging to coordinate and execute.

STRENGTHS:

Strength 1: Port Everglades was identified immediately as the primary shelter location.

Strength 2: Local hospitals were alerted and prepared to accept victims and evacuees requiring medical attention.

OPPORTUNITIES FOR IMPROVEMENT (OFI)

OFI 1: A set course of action for deploying buses and transport vehicles must be established prior to any critical incident at the airport. The delay in getting an adequate number of buses to evacuate passengers led to this incident being prolonged.

Observation 7: Broward County Regional Communications

FEMA Core Capability: Operational Communications

RC serves as the radio traffic controller to the BSO Airport District and a majority of Broward County as a whole. The communication of an active shooter threat via radio transmission creates a high level of concern among communications personnel. Preparing, training and planning for such an event enables for the minimization of predictable impediments that can potentially disrupt the responsibilities, capabilities and expectations of the communications staff.

STRENGTHS:

Strength 1: RC implemented an active shooter Standard Operating Procedures (SOP) and protocols that greatly assisted in the communication efforts and notification process of the event.

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Strength 2: RC staff remained steadfast throughout the many obstacles they faced which could have compromised their efforts in ensuring adequate and precise communications with ground personnel.

Strength 3: RC maintains a SWAT dispatcher program as part of SOP policy and mandatory protocols. SWAT dispatchers are highly trained for tactical and critical events.

Strength 4: All RC staff is certified in NIMS ICS 100, 200, 700 and 800 training.

Strength 5: RC staff is cross-trained in call-taking and dispatch functions allowing for versatility in skill sets during critical incidents and emergency events. The training administered to all RC staff provides immediate awareness for emergency DLE and fire rescue lifesaving events.

Strength 6: The Computer Aided Dispatch System (CAD) utilized by the RC division is preprogrammed to allow interoperability to 29 of the 31 municipalities and end users in Broward County.

Strength 7: The Motorola Gold Elite Radio Consoles are preprogrammed to allow interoperability tri-county through the selection of a single channel or via the "patch" and/or "multi-select" features.

OPPORTUNITIES FOR IMPROVEMENT (OFI)

OFI 1: Technological means of notification must be updated and expanded upon to ensure a wide-ranging and consistent message is delivered to all stakeholders.

ANALYSIS:

The enhancement of PSAPs and their design is critical to triaging monumental events. The ability to eliminate emergency call transfers and to allow countywide radio and CAD interoperability facilitates communication and eliminates gaps in timely responses to emergency needs. Attention to training, testing and the vetting of communications systems and processes, enables the continuous evolution of the PSAP's preparedness for emergency events.

During the event, communications operations suffered degradation to both the CAD and radio systems as usage immediately inundated both systems. Radio ID usage swelled from 1800 to over 3000 users, moments after the event. As a result, the communications system experienced site-trunking interruptions and system slowdown. During critical events, the radio and CAD systems are the communications center's primary lifeline. Any impact to both radio and CAD must be mitigated.

LESSONS LEARNED

Secure Checkpoints

Although they responded as directed, had the TSA checkpoint personnel not fled from the checkpoints, we may not have had a self-evacuation of the entire airport. This

caused the airport closure as taxiways and runways were compromised by civilians running out of fear and alarm. One important lesson from this event is to secure TSA checkpoints to the best of their ability. Once the initial threat is over, responding law enforcement should be directed to the open checkpoints to provide a sense of security to the TSA personnel. TSA personnel are civilians and are not under any authority to stay during a true emergency situation. However, the flight of TSA officers down a concourse can only lead to a concourse evacuation. If TSA feels they need to abandon and/or close a checkpoint under similar circumstances, law enforcement should escort them to another location which does not cause panic to the travelling public.

BSO Response: Work with TSA and BCAD to develop clear guidelines and expectations with regard to critical incidents/active killers within the airport.

Earpiece in EOC

The EOC or equivalent, for terminal evacuations, storm events, fire alarms, etc. must ensure that personnel utilize an earpiece to prevent civilian airport partners from misinterpreting law enforcement radio communications or acting upon those communications without further consultation. This was one of the initial challenges faced as overheard radio transmissions led to misinformation being disseminated and acted upon.

BSO Response: Work toward ensuring that all BSO personnel working the FLL Airport utilize earpieces and encourage BCAD and federal partners to do likewise.

Open the Gates

Geography might have some effect on this lesson learned, but if an airport should lose 100 percent of SIDA security (as FLL did in three minutes), consider allowing civilians to leave out of perimeter gates and self-evacuate where they can seek assistance outside the confines of the critical incident. Many of our civilians were stranded at the airport and port for up to 10 hours before being allowed the opportunity to find alternative transportation or housing.

BSO Response: Work with BCAD and federal partners to establish a clear set of guidelines and specific parameters to assist in the decision-making process of allowing civilians to leave the property in the event a critical incident occurs.

LEO Traffic Control for Open Lanes

An issue that has been reported in many critical incidents reports prior to this one is the need to keep those first responders coming to assist from clogging the roadways in and out of an incident. Although their response is commendable, motor and highway units should respond to assist with traffic and maintain an emergency lane where applicable.

BSO Response: Sheriff Israel has already met with the Broward chiefs, the Miami-Dade Police Department and the Palm Beach County Sheriff's Office to establish protocols and guidelines for responses from their departments during critical

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incidents. The Sheriff has also discussed the issue of "self-dispatching" with these entities.

Open Portions of Terminals/Restrooms

Consider a way to make at least one or two concourses or terminals sterile as quickly as possible to get civilians out of the external elements (heat, cold, rain, snow). Law enforcement will need to secure these areas until further decisions on the handling of civilians are made. This could require LEOs taking initial responsibility for securing and safeguarding many personal items from a particular area to ensure theft reports are minimized. Include protecting the vendor properties from theft (open cash drawers, product on the shelves, etc.) until vendors can be located and assume the responsibility. Passengers will need access to restrooms, and the airport authority will need to work with LEOs to locate the cleaning crews who stock and keep the few open bathrooms clean and serviceable.

BSO Response: Work with BCAD and airport partners to develop a consistent plan for securing some areas of the airport during a critical incident. Having one or two sterile areas is important to maintain order and reduce confusion and anxiety.

Disabled Passenger Transportation

Wheelchair-bound passengers, or those requiring extensive assistance in boarding buses, should be identified as early as possible with a plan in place to remove them from the scene. Many buses do not have adequate equipment to assist these passengers, and thought should be given to include a significant amount of these vehicles in any staging location. The use of personnel that are able to assist these individuals should also be incorporated into any event at the earliest possible moment. This is a serious issue that should be handled well before a critical issue takes place.

BSO Response: Ensure the airport transportation/evacuation plan includes specialized buses equipped to transport and evacuate disabled passengers.

Tabletop Training

Tabletop training of this event is vital to those responsible for securing airports. FLL lost 100 percent sterility of the entire airport in three minutes. This included passengers and airport employees running around aircraft on ramps, taxiways and runways. Future tabletop training must include specific details. For instance, it is easy to say that you are ordering buses to come and evacuate people. The details to that must include: Who is ordering them? From where are they coming? Where are they staging? Can they get to the location from where they are evacuating? Effective training must also include collaboration with TSA and other entities to maintain sterility of the SIDA where applicable.

BSO Response: BSO has already scheduled multiple training opportunities with regard to the FLL airport and critical incidents. Included in these trainings will be BCAD along with our local, state and federal partners.

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CLOSING

January 6, 2017 was a tragic day, challenging the bravery, resources, resiliency, dedication and professionalism of thousands of first responders and civilian personnel. Surrounded by extreme chaos, these individuals answered the call in exemplary fashion. Broward County is proud of these heroes. There was no way to prevent this tragedy or to prepare completely for the amount of unique obstacles that had to be overcome in a very short period of time. Through the leadership of Sheriff Israel, BSO personnel, the FBI, BCAD, all other law enforcement agencies, fire rescue, regional communications, and community partners, this tragic event was mitigated and investigated in an extraordinary manner. Upon the first deputy's arrival at the shooting, no additional lives were lost, the suspect was taken into custody, the scene was secured and this critical incident was handled. The goal of this CIR is to review the incident, the applicable responses and apply lessons learned as we prepare ourselves, and others, in the event an incident such as this happens again.

Appendix A: ACRONYMS

Acronym	Definition
AEOC	Airport Emergency Operations Center
ANC	Ted Stevens International Airport
BCAD	Broward County Aviation Department
BSO	Broward Sheriff's Office
BSO FRES	BSO Fire Rescue and Emergency Services
CAD	Computer Aided Dispatch
CAT	Crisis Action Team
CBP	Customs and Border Protection
CCTV	Closed Circuit Television
CEMP	Comprehensive Emergency Management Plan
CIR	Critical Incident Report
CSU	Crime Scene Unit
DLE	Department of Law Enforcement
DMV	Department of Motor Vehicles
DOD	Department of Detention
EDCH	Explosive Detection Canine Handler
EOC	Emergency Operations Center
FAM	Federal Air Marshal Service
FBI	Federal Bureau of Investigations
FBO	Fixed Based Operations
FDLE	Florida Department of Law Enforcement
FEC	Florida East Coast
FLL	Fort Lauderdale-Hollywood International Airport
FLPD	Fort Lauderdale Police Department
GTA	Ground Transportation Area

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IC	Incident Command
ICP	Incident Command Post
ICS	Incident Command System
JIC	Joint Information Center
LEO	Law Enforcement Office/Officer
NIMS	National Incident Management System
PIO	Public Information Office/Officer
PSAP	Public Safety Answering Points
RAS	Response to Active Shooter
RC	Regional Communications
RDSTF	Regional Domestic Security Task Force
RTF	Rescue Task Force
SAC	Special Agent in Charge
SEOC	Sheriff's Emergency Operations Center
SIDA	Security Identification Display Area
SOP	Standard Operating Procedures
SWAT	Special Weapons and Tactics
TCP	Tactical Command Post
THI	Traffic Homicide Investigators
TSA	Transportation Security Administration
UC	Unified Command
UCP	Unified Command Post

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Marjory Stoneman Douglas High School Public Safety Commission Report dated January 2, 2019

http://www.fdle.state.fl.us/MSDHS/CommissionReport.pdf

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SCHOOL RESOURCE OFFICER AGREEMENT

THIS AGREEMENT is made and entered into as of this 25th day of July, 2017, by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

SHERIFF OF BROWARD COUNTY, FLORIDA
(hereinafter referred to as "SHERIFF"),
whose principal place of business is
2601 West Broward Boulevard
Fort Lauderdale, Florida 33311

WHEREAS, SBBC has established a School Resource Officer Program (hereafter referred to as "SRO Program") pursuant to applicable law; and

WHEREAS, SBBC desires that the SHERIFF provide law enforcement officers to serve as School Resource Officers (hereafter referred to as "SROs" or "SRO") in several public schools located within Broward County, Florida and the SHERIFF is willing to assign law enforcement officers to serve as SROs under the SRO Program; and

WHEREAS, the SHERIFF and SBBC agree that the SRO Program is a great benefit to the school administration, the student body, and the community as a whole and desire to enter into this School Resource Officer Agreement (hereafter referred to as "Agreement") to accomplish the purposes expressed herein; and

WHEREAS, the SHERIFF and SBBC understand and agree that the SRO Program is established for the purposes set forth under applicable Florida law including assisting in the prevention of juvenile delinquency through the provision of programs specifically developed to respond to the factors and conditions that give rise to delinquency.

NOW, THEREFORE, in consideration of the premises and of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

ARTICLE 1 - RECITALS

1.01 **Recitals**. The parties agree that the foregoing recitals are true and correct and that such recitals are incorporated herein by reference.

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ARTICLE 2 – SPECIAL CONDITIONS

2.01 **Term of Agreement**. Unless terminated earlier pursuant to Section 3.05 of this Agreement, the term of this Agreement shall commence on August 14, 2017 and conclude on June 7, 2018.

2.02 **Participating District Schools**. SHERIFF shall assign three (3) Deputies to serve as SROs at three (3) elementary schools operated by SBBC that are listed on the attached **Exhibit "A"** and two (2) Deputies to serve as SROs at two (2) secondary schools operated by SBBC that are listed on the attached **Exhibit "A"** (hereafter collectively referred to as "Participating Schools").

2.03 **Assignment of SROs**. The SHERIFF shall promptly notify the principal of the Participating School of the names of those law enforcement officers assigned to provide SRO services at the school. The SHERIFF may change the law enforcement officers assigned to participate as SROs at any time during the term of this Agreement. Unless precluded by law enforcement requirements or emergency circumstances, the SHERIFF shall at all times maintain SROs on duty during those regular school hours in which students are required to be in attendance the number of SROs specified in Section 2.02. However, at the discretion of the SHERIFF, any SRO may be assigned to patrol the neighborhoods surrounding their assigned school to address school security, truancy and juvenile delinquency issues. Each SRO assigned to one or more of the Participating School(s) shall attend any required SRO training programs conducted by SBBC. Whenever possible, the SHERIFF shall assign a replacement law enforcement officer, on a temporary basis, if the SHERIFF approves the absence of an assigned SRO for a period of absence in excess of two (2) days. The SHERIFF shall promptly advise the principal of the Participating School of the name of any replacement SRO assigned to provide services under this Agreement.

2.04 **Applicable Policies and Standards**. The SHERIFF shall ensure that the exercise of law enforcement powers by each assigned SRO shall be in compliance with the authority granted by applicable law. Each law enforcement officer assigned to the SRO Program shall perform his/her duties as an SRO in accordance with the School Resource Officer Standard Operating Procedure Manual and with applicable Florida law and SBBC policies.

2.05 **Duties of SROs**. An SRO shall not function as a school disciplinarian or security officer and shall not intervene in the normal disciplinary actions of the Participating Schools. Each assigned SRO shall act at all times within the scope of authority granted to the SRO by applicable law. Each SRO shall perform duties including, without limitation, the following:

a) the performance of law enforcement functions within the school setting;

b) the identification and prevention of juvenile delinquency (including substance abuse) through counseling and referral services);

c) the enhancement of student knowledge of the law enforcement function and of the fundamental concept and structure of law;

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d) the development of positive student concepts of the law enforcement community and promotion of positive interaction and enhanced relations between students and law enforcement officers;

e) the provision of assistance and support for crime victims (including victims of abuse) identified within the school setting;

f) the presentation of educational programs concerning crime prevention and the rights, obligations and responsibilities of students as citizens; and

g) the provision of assistance to SBBC in protecting and securing the school plant and its occupants.

2.06 **Student Instruction**. SBBC shall at all times maintain control over the content of any educational programs and instructional materials provided at the Participating Schools including those provided through the SRO Program. Each SRO will provide instructional activities to the students at his/her assigned school(s) in areas of instruction within the SRO's experience, education and training. Any activities conducted by an SRO as part of the regular instructional program shall be provided upon prior consultation and coordination with the principal of the Participating School.

2.07 **SBBC Contact Persons**. The principal at each Participating School shall be SBBC's on-site contact person for any SROs assigned to that school. In addition, this section confirms that SBBC's Superintendent of Schools has designated the Chief, Special Investigative Unit to serve as SBBC's liaison for the SRO Program.

2.08 **Payment for SRO Program Services**. SBBC shall pay to SHERIFF the sum of Two Hundred Thirty-One Thousand, Two Hundred Sixty Dollars and 00/100 Cents ($231,260.00). The SHERIFF shall invoice SBBC for SRO services rendered under this Agreement in ten (10) monthly installments with the first invoice being delivered to SBBC in August 2017, and subsequent invoices shall be delivered to SBBC on a monthly basis, with the final invoice delivered to SBBC in May 2018. Each monthly invoice shall contain reference to the respective installment to which it pertains and the date of this Agreement. Additionally, each monthly invoice shall be in the amount of Twenty-Three Thousand, One Hundred Twenty-Six Dollars and 00/100 Cents ($23,126.00). However, the SHERIFF shall make appropriate pro rata reductions in the amount invoiced during any month in which emergency circumstances reduced the amount of SRO services provided by the SHERIFF. Upon certification by SBBC's contact person designated in Section 2.07 that the SRO services provided by the SHERIFF were satisfactory, SBBC shall make payment for SRO services within thirty (30) days of its receipt of an invoice from the SHERIFF for such services.

2.09 **Inspection of SHERIFF's Records by SBBC**. SHERIFF shall establish and maintain books, records and documents (including electronic storage media) sufficient to reflect all income and expenditures of funds provided by SBBC under this Agreement. All SHERIFF's Records relating to the SRO Program, regardless of the form in which they are kept, shall be open to inspection and subject to audit, inspection, examination, evaluation and/or reproduction,

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during normal working hours, by SBBC's agent or its authorized representative to permit SBBC to evaluate, analyze and verify the satisfactory performance of the terms and conditions of this Agreement and to evaluate, analyze and verify any and all invoices, billings, payments and/or claims submitted by SHERIFF or any of SHERIFF's payees pursuant to this Agreement. SHERIFF's Records subject to examination shall include, without limitation, those records necessary to evaluate and verify direct and indirect costs (including overhead allocations) as they may apply to costs associated with this Agreement. SHERIFF's Records subject to this section shall include any and all documents pertinent to the evaluation, analysis, verification and reconciliation of any and all expenditures under this Agreement without regard to funding sources.

(a) SHERIFF's Records Defined. For the purposes of this Agreement, the term "SHERIFF's Records" shall include, without limitation, accounting records, payroll time sheets, cancelled payroll checks, W-2 forms, written policies and procedures, computer records, and any other supporting documents that would substantiate, reconcile or refute any charges and/or expenditures related to the SRO services provided under this Agreement.

(b) Duration of Right to Inspect. For the purpose of such audits, inspections, examinations, evaluations and/or reproductions, SBBC's agent or authorized representative shall have access to SHERIFF's Records from the effective date of this Agreement, for the duration of the term of this Agreement, and until the later of five (5) years after the termination of this Agreement or five (5) years after the date of final payment by SBBC to SHERIFF pursuant to this Agreement.

(c) Notice of Inspection. SBBC's agent or its authorized representative shall provide SHERIFF reasonable advance notice (not to exceed two (2) weeks) of any intended audit, inspection, examination, evaluation and or reproduction.

(d) Audit Site Conditions. SBBC's agent or its authorized representative shall have reasonable access to any and all records related to this Agreement, subject to SHERIFF's reasonable security procedures, and shall be provided adequate and appropriate work space at the SHERIFF facility where such records are located in order to exercise the rights permitted under this section.

(e) Failure to Permit Inspection. Failure by SHERIFF to permit audit, inspection, examination, evaluation and/or reproduction as permitted under this Section shall constitute grounds for termination of this Agreement by SBBC for cause and shall be grounds for the denial of SHERIFF's claims for payment by SBBC for services relating specifically to the records not being permitted to be inspected.

(f) Overcharges and Unauthorized Charges. If an audit conducted in accordance with this Section discloses overcharges or unauthorized charges to SBBC by SHERIFF in excess of two percent (2%) of the total billings under this Agreement, the actual cost of SBBC's audit shall be paid by SHERIFF. If the audit discloses billings or charges to which SHERIFF is not contractually entitled, SHERIFF shall pay said sum to SBBC within twenty (20) days of receipt of written demand under otherwise agreed to in writing by both parties.

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(g) Inspection of Subcontractor's Records. SHERIFF shall require any and all subcontractors, insurance agents and material suppliers (hereafter referred to as "Payees") providing services or goods with regard to this Agreement to comply with the requirements of this Section by insertion of such requirements in any written subcontract. Failure by SHERIFF to include such requirements in any subcontract shall constitute grounds for termination of this Agreement by SBBC for cause and shall be grounds for the exclusion of Payee's costs from amounts payable by SBBC to SHERIFF pursuant to this Agreement for services relating specifically to the records not being permitted by Payee for SBBC's inspection, and such excluded costs shall become the liability of SHERIFF.

(h) Inspector General Audits. SHERIFF shall timely comply and cooperate with any reasonable inspections, reviews, investigations, or audits deemed necessary by the Florida Office of the Inspector General or by any other state or federal officials.

(i) Exempt Records. Notwithstanding anything to the contrary contained herein, the SHERIFF's Records will not be open to inspection, examination, evaluation, reproduction or audit if prohibited by law.

2.10 **Notice**. When any of the parties desire to give notice to the other, such notice must be in writing, sent by U.S. Mail, postage prepaid, addressed to the party for whom it is intended at the place last specified; the place for giving notice shall remain such until it is changed by written notice in compliance with the provisions of this paragraph. For the present, the Parties designate the following as the respective places for giving notice:

To SBBC:	Superintendent of Schools The School Board of Broward County, Florida 600 Southeast Third Avenue Fort Lauderdale, Florida 33301
With a Copy to:	Chief-Broward District Schools Special Investigative Unit The School Board of Broward County, Florida 7720 West Oakland Park Boulevard – Suite 355 Sunrise, FL 33351
To Sheriff:	Sheriff Scott J. Israel Broward Sheriff's Office 2601 West Broward Boulevard Fort Lauderdale, Florida 33311
To District Captain:	Captain Jan Jordan Broward Sheriff's Office Parkland/District 17 6650 University Drive Parkland, Florida 33067

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2.11 **Indemnification.** Each party agrees to be fully responsible for its acts of negligence, or its agents' acts of negligence when acting within the scope of their employment and agrees to be liable for any damages resulting from said negligence. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes.

ARTICLE 3 – GENERAL CONDITIONS

3.01 **No Waiver of Sovereign Immunity**. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations.

3.02 **No Third Party Beneficiaries**. The parties expressly acknowledge that it is not their intent to create or confer any rights or obligations in or upon any third person or entity under this Agreement. None of the parties intend to directly or substantially benefit a third party by this Agreement. The parties agree that there are no third party beneficiaries to this Agreement and that no third party shall be entitled to assert a claim against any of the parties based upon this Agreement. Nothing herein shall be construed as consent by an agency or political subdivision of the State of Florida to be sued by third parties in any matter arising out of any contract.

3.03 **Independent Contractor**. The parties to this agreement shall at all times be acting in the capacity of independent contractors and not as an officer, employee or agent of one another. Neither party nor its respective agents, employees, subcontractors or assignees shall represent to others that it has the authority to bind the other party unless specifically authorized in writing to do so. The SHERIFF shall at all times be responsible for all aspects of the employment, control and direction of Officers assigned as SROs under this Agreement. Nothing within this Agreement is intended to create an agency or employment relationship between SBBC and any officer assigned by the SHERIFF to participate in the SRO Program. All compensation, wages, salaries, benefits and other emoluments of employment payable to the SROs shall be the sole responsibility of the SHERIFF. No right to SBBC retirement, leave benefits or any other benefits of SBBC employees shall exist as a result of the performance of any duties or responsibilities under this Agreement. SBBC shall not be responsible for social security, withholding taxes, contributions to unemployment compensation funds or insurance for the SHERIFF'S officers, employees, agents, subcontractors or assignees.

3.04 **Equal Opportunity Provision**. The parties agree that no person shall be subjected to discrimination because of age, race, color, disability, gender identity, gender expression marital status, national origin, religion, sex or sexual orientation in the performance of the parties' respective duties, responsibilities and obligations under this Agreement.

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3.05 **Termination**. This Agreement may be canceled with or without cause by either party during the term hereof upon thirty (30) days written notice to the other parties of its desire to terminate this Agreement. In the event of such termination, SBBC shall pay the SHERIFF for all services rendered through the effective date of termination.

3.06 **Default**. The parties agree that, in the event that either party is in default of its obligations under this Agreement, the non-defaulting party shall provide to the defaulting party (30) days written notice to cure the default. However, in the event said default cannot be cured within said thirty (30) day period and the defaulting party is diligently attempting in good faith to cure same, the time period shall be reasonably extended to allow the defaulting party additional cure time. Upon the occurrence of a default that is not cured during the applicable cure period, this Agreement may be terminated by the non-defaulting party upon thirty (30) days notice. This remedy is not intended to be exclusive of any other remedy, and each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law or in equity or by statute or otherwise. No single or partial exercise by any party of any right, power, or remedy hereunder shall preclude any other or future exercise thereof. Nothing in this section shall be construed to preclude termination for convenience pursuant to Section 3.05.

3.07 **Annual Appropriation.** The performance and obligations of SBBC under this Agreement shall be contingent upon an annual budgetary appropriation by its governing body. If SBBC does not allocate funds for the payment of services or products to be provided under this Agreement, this Agreement may be terminated by SBBC at the end of the period for which funds have been allocated. SBBC shall notify the other party at the earliest possible time before such termination. In the event of such termination, SBBC shall pay the SHERIFF for all services rendered through the effective date of termination and the SHERIFF will not be obligated to provide services after the effective date of termination. No penalty shall accrue to SBBC in the event this provision is exercised, and SBBC shall not be obligated or liable for any future payments due or any damages as a result of termination under this section.

3.08 **Excess Funds**. Any party receiving funds paid by SBBC under this Agreement agrees to promptly notify SBBC of any funds erroneously received from SBBC upon the discovery of such erroneous payment or overpayment. Any such excess funds shall be promptly refunded to SBBC.

3.09 **Public Records**. The following provisions are required by Section 119.0701, Florida Statutes, and may not be amended. The SHERIFF shall keep and maintain public records required by SBBC to perform the services required under this Agreement. Upon request from SBBC's custodian of public records, the SHERIFF shall provide SBBC with a copy of any requested public records or to allow the requested public records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law. The SHERIFF shall ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement's term and following completion of the Agreement if the SHERIFF does not transfer the public records to SBBC. Upon completion of the Agreement, the SHERIFF shall transfer, at no cost, to SBBC all public records in possession of the SHERIFF or keep and maintain public records required by SBBC to perform

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the services required under the Agreement. If the SHERIFF transfers all public records to SBBC upon completion of the Agreement, the SHERIFF shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the SHERIFF keeps and maintains public records upon completion of the Agreement, the SHERIFF shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to SBBC, upon request from SBBC's custodian of public records, in a format that is compatible with SBBC's information technology systems.

IF A PARTY TO THIS AGREEMENT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO ITS DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT 754-321-1900, REQUEL.BELL@BROWARDSCHOOLS.COM, RISK MANAGEMENT DEPARTMENT, PUBLIC RECORDS DIVISION, 600 SOUTHEAST THIRD AVENUE, FORT LAUDERDALE, FLORIDA 33301.

3.10 **Student Records:** Notwithstanding any provision to the contrary within this Agreement, the CITY under this Agreement shall fully comply with the requirements of Sections 1002.22 and 1002.221, Florida Statutes, or any other state or federal law or regulation, including Family Educational Rights and Privacy Act of 1974 (FERPA) (20 U.S.C. 1232g), and its implementing regulations (34 C.F.R. Part 99), regarding the confidentiality of student information and records. All SHERIFF requests for student records made to SBBC shall be in compliance with this provision. The SHERIFF represents, warrants, and agrees that it will: (1) hold the student records in strict confidence and will not use or disclose said Records except as (a) permitted or required by this Agreement, (b) required by law, or (c) otherwise authorized by SBBC in writing. At the request of the District, the SHERIFF agrees to provide SBBC with a written report of the student records and information disclosed to third parties. A breach of these confidentiality requirements shall constitute grounds for the immediate termination of this Agreement. The SHERIFF agrees, for itself, its officers, employees, agents, representatives, contractors or subcontractors, to fully indemnify and hold harmless SBBC and its officers and employees for any violation of this section, including, without limitation, defending SBBC and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon SBBC, or payment of any and all costs, damages, judgments or losses incurred by or imposed upon SBBC arising out of a breach of this covenant by the SHERIFF, or an officer, employee, agent, representative, contractor, or sub-contractor of the SHERIFF to the extent that the SHERIFF or an officer, employee, agent, representative, contractor, or sub-contractor of the SHERIFF shall negligently violate the provisions of this section or of Sections 1002.22 and 1002.221, Florida Statutes. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes.

3.11 **Compliance with Laws.** Each party shall comply with all applicable federal, state, and local laws, codes, rules and regulations in performing its duties, responsibilities and obligations pursuant to this Agreement.

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3.12 **Place of Performance**. All obligations of SBBC under the terms of this Agreement are reasonably susceptible of being performed in Broward County, Florida and shall be payable and performable in Broward County, Florida.

3.13 **Governing Law and Venue**. This Agreement shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any controversies or legal problems arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to the jurisdiction of the State courts of the Seventeenth Judicial Circuit of Broward County, Florida.

3.14 **Entirety of Agreement**. This document incorporates and includes all prior negotiations, correspondence, conversations, agreements and understandings applicable to the matters contained herein and the parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Agreement that are not contained in this document. Accordingly, the parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

3.15 **Binding Effect**. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns.

3.16 **Assignment**. Neither this Agreement nor any interest herein may be assigned, transferred or encumbered by any party without the prior written consent of the other party. There shall be no partial assignments of this Agreement including, without limitation, the partial assignment of any right to receive payments from SBBC.

3.17 **Incorporation by Reference**. **Exhibit "A"** attached hereto and referenced herein shall be deemed to be incorporated into this Agreement by reference.

3.18 **Captions**. The captions, section designations, section numbers, article numbers, titles and headings appearing in this Agreement are inserted only as a matter of convenience, have no substantive meaning, and in no way define, limit, construe or describe the scope or intent of such articles or sections of this Agreement, nor in any way affect this Agreement and shall not be construed to create a conflict with the provisions of this Agreement.

3.19 **Severability**. In the event that any one or more of the sections, paragraphs, sentences, clauses or provisions contained in this Agreement is held by a court of competent jurisdiction to be invalid, illegal, unlawful, unenforceable or void in any respect, such shall not affect the remaining portions of this Agreement and the same shall remain in full force and effect as if such invalid, illegal, unlawful, unenforceable or void sections, paragraphs, sentences, clauses or provisions had never been included herein.

3.20 **Preparation of Agreement**. The parties acknowledge that they have sought and obtained whatever competent advice and counsel as was necessary for them to form a full and complete understanding of all rights and obligations herein and that the preparation of this Agreement has been their joint effort. The language agreed to herein expresses their mutual intent and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the parties than the other.

EOG-00718

3.21 **Amendments**. No modification, amendment, or alteration in the terms or conditions contained herein shall be effective unless contained in a written document prepared with the same or similar formality as this Agreement and executed by each party hereto.

3.22 **Waiver**. The parties agree that each requirement, duty and obligation set forth herein is substantial and important to the formation of this Agreement and, therefore, is a material term hereof. Any party's failure to enforce any provision of this Agreement shall not be deemed a waiver of such provision or modification of this Agreement unless the waiver is in writing and signed by the party waiving such provision. A written waiver shall only be effective as to the specific instance for which it is obtained and shall not be deemed a continuing or future waiver.

3.23 **Force Majeure**. Neither party shall be obligated to perform any duty, requirement or obligation under this Agreement if such performance is prevented by fire, hurricane, earthquake, explosion, wars, sabotage, accident, flood, acts of God, strikes, or other labor disputes, riot or civil commotions, or by reason of any other matter or condition beyond the control of either party, and which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event shall a lack of funds on the part of either party be deemed Force Majeure.

3.24 **Survival**. All representations and warranties made herein regarding indemnification obligations, obligations to reimburse SBBC, obligations to maintain and allow inspection and audit of records and property, obligations to maintain the confidentiality of records, reporting requirements, and obligations to return public funds shall survive the termination of this Agreement.

3.25 **Authority**. Each person signing this Agreement on behalf of either party individually warrants that he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Agreement.

IN WITNESS WHEREOF, the Parties hereto have made and executed this Agreement on the date first above written.

EOG-00719

FOR SBBC

(Corporate Seal)

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

By _____
Abby M. Freedman, Chair

ATTEST:

_____
Robert W. Runcie
Superintendent of Schools

Approved as to Form and Legal Content:

_____
Office of the General Counsel

Digitally signed by Kathelyn Jacques-Adams, Esq. - kathelyn.jacques-adams@gbrowardschools.com
Reason: Sheriff of Broward County, Florida - Parkland - SRO 2017-2018
Date: 2017.06.20 13:56:22 -04'00'

EOG-00720

FOR SHERIFF

SHERIFF OF BROWARD COUNTY, FLORIDA

By _____
Scott J. Israel, Sheriff

Approved as to form and legal sufficiency
Subject to execution by the parties:

_____
Ronald M. Gunzburger
General Counsel
Office of the General Counsel

EOG-00721

EXHIBIT "A"
LIST OF PARTICIPATING SCHOOLS

a) Participating Elementary Schools:

Heron Heights
Park Trails
Riverglades

b) Participating Middle School:

Westglades

c) Participating High School:

Marjory Stoneman Douglas

EOG-00722

SCHOOL RESOURCE OFFICER AGREEMENT

THIS AGREEMENT is made and entered into as of this 18th day of December, 2018, by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

SCOTT J. ISRAEL, AS SHERIFF OF BROWARD COUNTY, FLORIDA
(hereinafter referred to as "SHERIFF"),
a Constitutional Officer whose principal place of business is
2601 West Broward Boulevard
Fort Lauderdale, Florida 33311

WHEREAS, SBBC has established a School Resource Officer Program (hereafter referred to as "SRO Program") pursuant to the Marjory Stoneman Douglas High School Public Safety Act; and

WHEREAS, SBBC desires that the SHERIFF provide law enforcement officers to serve as School Resource Officers (hereafter referred to as "SROs") in designated district public schools located within the municipalities in which the Sheriff provides primary law enforcement services and the SHERIFF is willing to assign law enforcement officers to serve as SROs under the SRO Program; and

WHEREAS, the SHERIFF and SBBC agree that the SRO Program is a great benefit to the school administration, the student body, and the community as a whole and desire to enter into this School Resource Officer Agreement (hereafter referred to as "Agreement") to accomplish the purposes expressed herein; and

WHEREAS, the SHERIFF and SBBC understand and agree that the SRO Program is established for the purposes set forth under applicable Florida law including assisting in the prevention of juvenile delinquency through the provision of programs specifically developed to respond to the factors and conditions that give rise to delinquency.

NOW, THEREFORE, in consideration of the premises and of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

ARTICLE 1 - RECITALS

1.01 **Recitals**. The parties agree that the foregoing recitals are true and correct and that such recitals are incorporated herein by reference.

EOG-00723

ARTICLE 2 – SPECIAL CONDITIONS

2.01 **Term of Agreement**. Unless terminated earlier pursuant to Section 3.05 of this Agreement, the term of this Agreement shall commence on **August 8, 2018** and conclude on **June 5, 2019**.

2.02 **Participating District Schools**. SHERIFF shall assign deputy sheriffs to serve as SROs at selected schools within the jurisdictions in which SHERIFF provides primary law enforcement services listed on the attached **Exhibit A** (hereafter collectively referred to as "Participating Schools").

2.03 **Assignment of SROs**. The SHERIFF shall promptly notify the principal of the Participating School of the names of those law enforcement officers assigned to provide SRO services at the school. The SHERIFF may change the law enforcement officers assigned to participate as SROs at any time during the term of this Agreement. Unless precluded by emergency circumstances, the SHERIFF shall at all times maintain SROs on duty during those regular school hours, in accordance with the number of SROs specified in Section 2.02. "Regular school hours" shall be defined as beginning at least thirty (30) minutes prior to and ending at least thirty (30) minutes after the respective Participating School's posted school bell schedule. The SHERIFF shall assign a replacement SRO during the time that the assigned SRO is absent. The SHERIFF shall promptly advise the principal of the Participating School of the name of any replacement SRO assigned to provide services under this Agreement.

2.04 **Applicable Policies and Standards**. The SHERIFF shall ensure that the exercise of law enforcement powers by each assigned SRO shall be in compliance with the authority granted by applicable law. Each law enforcement officer assigned to the SRO Program shall perform his/her duties as an SRO in accordance with the School Resource Officer Standard Operating Procedure Manual ("SRO SOPM") and with applicable Florida law and applicable SBBC policies. SBBC shall not make changes to the SRO SOPM without prior notice to SHERIFF.

2.05 **Duties of SROs**. An SRO shall not function as a school disciplinarian and shall not intervene in the normal disciplinary actions of the Participating Schools. Each assigned SRO shall act at all times within the scope of authority granted to the SRO by applicable law. Each SRO shall perform duties including, without limitation, the following:

a) the performance of law enforcement functions within the school setting;

b) the provision of assistance to SBBC in protecting and securing the school plant and its occupants;

c) the identification and prevention of juvenile delinquency (including substance abuse) through counseling and referral services);

d) the enhancement of student knowledge of the law enforcement function and of the fundamental concept and structure of law;

e) the development of positive student concepts of the law enforcement community and promotion of positive interaction and enhanced relations between students and law enforcement officers;

f) the provision of assistance and support for crime victims (including victims of abuse) identified within the school setting;

g) the presentation of educational programs concerning crime prevention and the rights, obligations and responsibilities of students as citizens; and

h) **Law Enforcement Gun Safes/Lockers**.

1) The SHERIFF may, at the SHERIFF's sole expense and discretion, purchase and install one (1) or more gun safes or gun lockers at any Participating School;
2) The SHERIFF, at his/her sole discretion, may store any weapons in such gun safes or gun lockers as the SHERIFF deems appropriate to the performance of law enforcement duties;
3) The SHERIFF shall provide to the SBBC a letter from the SHERIFF's Risk Manager indicating that the SHERIFF is a self-insured municipal corporation, in accordance with Section 768.28, Florida Statutes;
4) The SHERIFF will ensure that the location selected for any gun safe or gun locker will be able to structurally-support the gun safe and its contents and that any installed gun safe or gun locker will not be easily removed or tampered with by unauthorized persons. The SHERIFF will coordinate with SBBC officials the location and placement of any gun safe or gun locker so such items may be incorporated within the Participating School's security plan; and
5) If at the conclusion of this Agreement, either party determines that they will not enter into an Agreement for the following school year, the SHERIFF will remove such gun safes, gun lockers and restore the premises to their original condition within ninety (90) calendar days from the notification of the parties intent to not enter into said Agreement or by the end of the term of this Agreement, whichever, occurs last, or such items shall become SBBC's property and SBBC may dispose of safe as it sees fit and appropriate. However, the contents of the gun safe or gun locker shall remain property of SHERIFF and SBBC shall return the contents to SHERIFF before disposing of the gun locker or gun safe.

2.06 **Student Instruction**. SBBC shall at all times maintain control over the content of any educational programs and instructional materials provided at the Participating Schools including those provided through the SRO Program. Each SRO will provide instructional activities to the students at his/her assigned school(s) in areas of instruction within the SRO's experience, education and training. Any activities conducted by an SRO as part of the regular

instructional program shall be provided upon prior consultation and coordination with the principal of the Participating School.

2.07 **SBBC Contact Persons**. The principal at each Participating School shall be SBBC's on-site contact person for any SROs assigned to that school. In addition, this section confirms that SBBC's Superintendent of Schools has designated the Chief, Special Investigative Unit to serve as SBBC's liaison for the SRO Program.

2.08 **Payment for SRO Program Services**. SBBC shall pay to SHERIFF the sum of Three Million, Sixty Eight Thousand Dollars and 00/100 Cents ($3,068,000.00) as specifically stated herein. The monthly cost per SRO is Five Thousand Two Hundred Dollars and 00/100 Cents ($5,200.00). The SHERIFF shall invoice SBBC for SRO services rendered under this Agreement in installments with the first five invoices for the months of August, September, October, November and December being delivered to SBBC in December, 2018; and subsequent invoices shall be delivered to SBBC on a monthly basis, with the final invoice delivered to SBBC in May, 2019. Each monthly invoice shall contain reference to the respective installment to which it pertains and the date of this Agreement. Additionally, each monthly invoice shall be in the amount of Three Hundred and Six Thousand, Eight Hundred Dollars and 00/100 Cents ($306,800.00). Upon certification by SBBC's contact person designated in Section 2.07 that the SRO services provided by the SHERIFF were satisfactory, SBBC shall make payment for SRO services within thirty (30) calendar days of its receipt of an invoice from the SHERIFF for such services.

2.09 **Inspection of SHERIFF's Records by SBBC**. SHERIFF shall establish and maintain books, records and documents (including electronic storage media) sufficient to reflect all income and expenditures of funds provided by SBBC under this Agreement. All SHERIFF's Records relating to the SRO Program, regardless of the form in which they are kept, shall be open to inspection and subject to audit, inspection, examination, evaluation and/or reproduction, during normal working hours, by SBBC's agent or its authorized representative to permit SBBC to evaluate, analyze and verify the satisfactory performance of the terms and conditions of this Agreement and to evaluate, analyze and verify any and all invoices, billings, payments and/or claims submitted by SHERIFF or any of SHERIFF's payees pursuant to this Agreement. SHERIFF's Records subject to examination shall include, without limitation, those records necessary to evaluate and verify direct and indirect costs (including overhead allocations) as they may apply to costs associated with this Agreement. SHERIFF's Records subject to this section shall include any and all documents pertinent to the evaluation, analysis, verification and reconciliation of any and all expenditures under this Agreement without regard to funding sources.

(a) SHERIFF's Records Defined. For the purposes of this Agreement, the term "SHERIFF's Records" shall include, without limitation, accounting records, payroll time sheets, cancelled payroll checks, W-2 forms, written policies and procedures, computer records, and any other supporting documents that would substantiate, reconcile or refute any charges and/or expenditures related to the SRO services provided under this Agreement.

(b) Duration of Right to Inspect. For the purpose of such audits, inspections, examinations, evaluations and/or reproductions, SBBC's agent or authorized representative shall

EOG-00726

have access to SHERIFF's Records from the effective date of this Agreement, for the duration of the term of this Agreement, and until the later of five (5) years after the termination of this Agreement or five (5) years after the date of final payment by SBBC to SHERIFF pursuant to this Agreement.

(c) Notice of Inspection. SBBC's agent or its authorized representative shall provide SHERIFF reasonable advance notice (not to exceed two (2) weeks) of any intended audit, inspection, examination, evaluation and or reproduction.

(d) Audit Site Conditions. SBBC's agent or its authorized representative shall have reasonable access to any and all records related to this Agreement, subject to SHERIFF's reasonable security procedures, and shall be provided adequate and appropriate work space at the SHERIFF facility where such records are located in order to exercise the rights permitted under this section.

(e) Failure to Permit Inspection. Failure by SHERIFF to permit audit, inspection, examination, evaluation and/or reproduction as permitted under this Section shall constitute grounds for termination of this Agreement by SBBC for cause and shall be grounds for the denial of SHERIFF's claims for payment by SBBC for services relating specifically to the records not being permitted to be inspected.

(f) Overcharges and Unauthorized Charges. If the audit discloses billings or charges to which SHERIFF is not contractually entitled, SHERIFF shall pay said sum to SBBC within twenty (20) calendar days of receipt of written demand under otherwise agreed to in writing by both parties.

(g) Inspection of Subcontractor's Records. SHERIFF shall require any and all subcontractors, insurance agents and material suppliers (hereafter referred to as "Payees") providing services or goods with regard to this Agreement to comply with the requirements of this Section by insertion of such requirements in any written subcontract. Failure by SHERIFF to include such requirements in any subcontract shall constitute grounds for termination of this Agreement by SBBC for cause and shall be grounds for the exclusion of Payee's costs from amounts payable by SBBC to SHERIFF pursuant to this Agreement for services relating specifically to the records not being permitted by Payee for SBBC's inspection, and such excluded costs shall become the liability of SHERIFF.

(h) Inspector General Audits. SHERIFF shall timely comply and cooperate with any reasonable inspections, reviews, investigations, or audits deemed necessary by the Florida Office of the Inspector General or by any other state or federal officials.

(i) Exempt Records. Notwithstanding anything to the contrary contained herein, the SHERIFF's Records will not be open to inspection, examination, evaluation, reproduction or audit if prohibited by law.

2.10 **Notice**. When any of the parties desire to give notice to the other, such notice must be in writing, sent by U.S. Mail, postage prepaid, addressed to the party for whom it is intended at the place last specified; the place for giving notice shall remain such until it is changed by written notice in compliance with the provisions of this paragraph. For the present, the Parties designate the following as the respective places for giving notice:

EOG-00727

To SBBC:	Superintendent of Schools The School Board of Broward County, Florida 600 Southeast Third Avenue Fort Lauderdale, Florida 33301
With a Copy to:	Chief-Broward District Schools Special Investigative Unit The School Board of Broward County, Florida 7720 West Oakland Park Boulevard – Suite 355 Sunrise, FL 33351
To Sheriff:	Sheriff Scott J. Israel Broward Sheriff's Office 2601 West Broward Boulevard Fort Lauderdale, Florida 33311
With a Copy to:	Major Nathan Osgood Broward Sheriff's Office 2601 West Broward Boulevard Fort Lauderdale, Florida 33312
With a Copy to:	Office of the General Counsel Broward Sheriff's Office 2601 West Broward Boulevard Fort Lauderdale, Florida 33312

2.11 **Indemnification.** Each party agrees to be fully responsible for its acts of negligence, or its agents' acts of negligence when acting within the scope of their employment and agrees to be liable for any damages resulting from said negligence. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes.

ARTICLE 3 – GENERAL CONDITIONS

3.01 **No Waiver of Sovereign Immunity**. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations.

3.02 **No Third Party Beneficiaries**. The parties expressly acknowledge that it is not their intent to create or confer any rights or obligations in or upon any third person or entity under this Agreement. None of the parties intend to directly or substantially benefit a third party by this Agreement. The parties agree that there are no third party beneficiaries to this Agreement

and that no third party shall be entitled to assert a claim against any of the parties based upon this Agreement. Nothing herein shall be construed as consent by an agency or political subdivision of the State of Florida to be sued by third parties in any matter arising out of any contract.

3.03 **Independent Contractor**. The parties to this agreement shall at all times be acting in the capacity of independent contractors and not as an officer, employee or agent of one another. Neither party nor its respective agents, employees, subcontractors or assignees shall represent to others that it has the authority to bind the other party unless specifically authorized in writing to do so. The SHERIFF shall at all times be responsible for all aspects of the employment, control and direction of Officers assigned as SROs under this Agreement. Nothing within this Agreement is intended to create an agency or employment relationship between SBBC and any officer assigned by the SHERIFF to participate in the SRO Program. All compensation, wages, salaries, benefits and other emoluments of employment payable to the SROs shall be the sole responsibility of the SHERIFF. No right to SBBC retirement, leave benefits or any other benefits of SBBC employees shall exist as a result of the performance of any duties or responsibilities under this Agreement. SBBC shall not be responsible for social security, withholding taxes, contributions to unemployment compensation funds or insurance for the SHERIFF'S officers, employees, agents, subcontractors or assignees.

3.04 **Equal Opportunity Provision**. The parties agree that no person shall be subjected to discrimination because of age, race, color, disability, gender identity, gender expression marital status, national origin, religion, sex or sexual orientation in the performance of the parties' respective duties, responsibilities and obligations under this Agreement.

3.05 **Termination**. This Agreement may be canceled with or without cause by either party during the term hereof upon thirty (30) calendar days written notice to the other parties of its desire to terminate this Agreement. In the event of such termination, SBBC shall pay the SHERIFF for all services rendered through the effective date of termination.

3.06 **Default**. The parties agree that, in the event that either party is in default of its obligations under this Agreement, the non-defaulting party shall provide to the defaulting party (30) calendar days written notice to cure the default. However, in the event said default cannot be cured within said thirty (30) calendar day period and the defaulting party is diligently attempting in good faith to cure same, the time period shall be reasonably extended to allow the defaulting party additional cure time. Upon the occurrence of a default that is not cured during the applicable cure period, this Agreement may be terminated by the non-defaulting party upon thirty (30) calendar days notice. This remedy is not intended to be exclusive of any other remedy, and each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law or in equity or by statute or otherwise. No single or partial exercise by any party of any right, power, or remedy hereunder shall preclude any other or future exercise thereof. Nothing in this section shall be construed to preclude termination for convenience pursuant to Section 3.05.

3.07 **Excess Funds**. Any party receiving funds paid by SBBC under this Agreement agrees to promptly notify SBBC of any funds erroneously received from SBBC upon the discovery of such erroneous payment or overpayment. Any such excess funds shall be promptly refunded to SBBC.

3.08 **Public Records**. The following provisions are required by Section 119.0701, Florida Statutes, and may not be amended. The SHERIFF shall keep and maintain public records required by SBBC to perform the services required under this Agreement. Upon request from SBBC's custodian of public records, the SHERIFF shall provide SBBC with a copy of any requested public records or to allow the requested public records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law. The SHERIFF shall ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement's term and following completion of the Agreement if the SHERIFF does not transfer the public records to SBBC. Upon completion of the Agreement, the SHERIFF shall transfer, at no cost, to SBBC all public records in possession of the SHERIFF or keep and maintain public records required by SBBC to perform the services required under the Agreement. If the SHERIFF transfer all public records to SBBC upon completion of the Agreement, the SHERIFF shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the SHERIFF keeps and maintains public records upon completion of the Agreement, the SHERIFF shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to SBBC, upon request from SBBC's custodian of public records, in a format that is compatible with SBBC's information technology systems.

IF A PARTY TO THIS AGREEMENT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO ITS DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT 754-321-1900, RECORDREQUESTS@BROWARDSCHOOLS.COM, RISK MANAGEMENT DEPARTMENT, PUBLIC RECORDS DIVISION, 600 SOUTHEAST THIRD AVENUE, FORT LAUDERDALE, FLORIDA 33301.

3.09 **Student Records:** Notwithstanding any provision to the contrary within this Agreement, the SHERIFF under this Agreement shall fully comply with the requirements of Sections 1002.22 and 1002.221, Florida Statutes, or any other state or federal law or regulation, including Family Educational Rights and Privacy Act of 1974 (FERPA) (20 U.S.C. 1232g), and its implementing regulations (34 C.F.R. Part 99), regarding the confidentiality of student information and records. All SHERIFF requests for student records made to SBBC shall be in compliance with this provision. The SHERIFF represents, warrants, and agrees that it will: (1) hold the student records in strict confidence and will not use or disclose said Records except as (a) permitted or required by this Agreement, (b) required by law, or (c) otherwise authorized by SBBC in writing. At the request of the District, the SHERIFF agrees to provide SBBC with a written report of the student records and information disclosed to third parties. A breach of these confidentiality requirements shall constitute grounds for the immediate termination of this Agreement. The SHERIFF agrees, for itself, its officers, employees, agents, representatives, contractors or subcontractors, to fully indemnify and hold harmless SBBC and its officers and employees for any violation of this section, including, without limitation, defending SBBC and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon SBBC, or payment of any and all costs, damages, judgments or losses incurred by or imposed upon SBBC arising out of a breach of this covenant by the SHERIFF, or an officer, employee, agent, representative, contractor, or sub-contractor of the SHERIFF to the

extent that the SHERIFF or an officer, employee, agent, representative, contractor, or sub-contractor of the SHERIFF shall negligently violate the provisions of this section or of Sections 1002.22 and 1002.221, Florida Statutes. This section shall survive the termination of all performance or obligations under this Agreement and shall be fully binding until such time as any proceeding brought on account of this Agreement is barred by any applicable statute of limitations. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable or of any rights or limits to liability existing under Section 768.28, Florida Statutes.

3.10 **Compliance with Laws**. Each party shall comply with all applicable federal, state, and local laws, codes, rules and regulations in performing its duties, responsibilities and obligations pursuant to this Agreement. However, nothing contained herein shall be construed as either party assuming the responsibility of the other party's obligations as defined by applicable law.

3.11 **Place of Performance**. All obligations of SBBC under the terms of this Agreement are reasonably susceptible of being performed in Broward County, Florida and shall be payable and performable in Broward County, Florida.

3.12 **Governing Law and Venue**. This Agreement shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any controversies or legal problems arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to the jurisdiction of the State courts of the Seventeenth Judicial Circuit of Broward County, Florida.

3.13 **Entirety of Agreement**. This document incorporates and includes all prior negotiations, correspondence, conversations, agreements and understandings applicable to the matters contained herein and the parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Agreement that are not contained in this document. Accordingly, the parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

3.14 **Binding Effect**. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns.

3.15 **Assignment**. Neither this Agreement nor any interest herein may be assigned, transferred or encumbered by any party without the prior written consent of the other party. There shall be no partial assignments of this Agreement including, without limitation, the partial assignment of any right to receive payments from SBBC.

3.16 **Incorporation by Reference**. **Exhibit A** attached hereto and referenced herein shall be deemed to be incorporated into this Agreement by reference.

3.17 **Captions**. The captions, section designations, section numbers, article numbers, titles and headings appearing in this Agreement are inserted only as a matter of convenience, have no substantive meaning, and in no way define, limit, construe or describe the scope or intent of such articles or sections of this Agreement, nor in any way affect this Agreement and shall not be construed to create a conflict with the provisions of this Agreement.

3.18 **Severability**. In the event that any one or more of the sections, paragraphs, sentences, clauses or provisions contained in this Agreement is held by a court of competent jurisdiction to be invalid, illegal, unlawful, unenforceable or void in any respect, such shall not affect the remaining portions of this Agreement and the same shall remain in full force and effect as if such invalid, illegal, unlawful, unenforceable or void sections, paragraphs, sentences, clauses or provisions had never been included herein.

3.19 **Preparation of Agreement**. The parties acknowledge that they have sought and obtained whatever competent advice and counsel as was necessary for them to form a full and complete understanding of all rights and obligations herein and that the preparation of this Agreement has been their joint effort. The language agreed to herein expresses their mutual intent and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the parties than the other.

3.20 **Amendments**. No modification, amendment, or alteration in the terms or conditions contained herein shall be effective unless contained in a written document prepared with the same or similar formality as this Agreement and executed by each party hereto.

3.21 **Waiver**. The parties agree that each requirement, duty and obligation set forth herein is substantial and important to the formation of this Agreement and, therefore, is a material term hereof. Any party's failure to enforce any provision of this Agreement shall not be deemed a waiver of such provision or modification of this Agreement unless the waiver is in writing and signed by the party waiving such provision. A written waiver shall only be effective as to the specific instance for which it is obtained and shall not be deemed a continuing or future waiver.

3.22 **Force Majeure**. Neither party shall be obligated to perform any duty, requirement or obligation under this Agreement if such performance is prevented by fire, hurricane, earthquake, explosion, wars, sabotage, accident, flood, acts of God, strikes, or other labor disputes, riot or civil commotions, or by reason of any other matter or condition beyond the control of either party, and which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event shall a lack of funds on the part of either party be deemed Force Majeure.

3.23 **Survival**. All representations and warranties made herein regarding indemnification obligations, obligations to reimburse SBBC, obligations to maintain and allow inspection and audit of records and property, obligations to maintain the confidentiality of records, reporting requirements, and obligations to return public funds shall survive the termination of this Agreement.

3.24 **Authority**. Each person signing this Agreement on behalf of either party individually warrants that he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Agreement.

IN WITNESS WHEREOF, the Parties hereto have made and executed this Agreement on the date first above written.

[THIS SPACE INTENTIONALLY LEFT BLANK; SIGNATURE PAGES FOLLOW]

EOG-00732

FOR SBBC

(Corporate Seal)

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

By _____
Heather P. Brinkworth, Chair

ATTEST:

_____
Robert W. Runcie
Superintendent of Schools

Approved as to Form and Legal Content:

_____
Digitally signed by Kathelyn Jacques-Adams, Esq. - kathelyn.jacques-adams@gbrowardschools.com
Reason: Scott J. Israel, as Sheriff of Broward County, Florida - School Resource Officer Program - 2018-2019
Date: 2018.12.10 15:51:42 -05'00'

Office of the General Counsel

EOG-00733

FOR SHERIFF

SCOTT J. ISRAEL, AS SHERIFF OF BROWARD COUNTY, FLORIDA

By _____
Scott J. Israel, Sheriff

Approved as to form and legal sufficiency
Subject to execution by the parties:

_____
Ronald M. Gunzburger
General Counsel
Office of the General Counsel

EOG-00734

EXHIBIT A
LIST OF PARTICIPATING SCHOOLS

1. **Central Broward**
   a) Participating Elementary School:
   Meadow Brook Elementary (1 Deputy)

   b) Participating Middle School:
   N/A

   c) Participating High School:
   N/A

   d) Participating Center:
   Pine Ridge Alternative (1 Deputy)

2. **Cooper City**
   a) Participating Elementary Schools:
   Cooper City Elementary (1 Deputy)
   Embassy Creek Elementary (1 Deputy)
   Griffin Elementary (1 Deputy)

   b) Participating Middle School:
   Pioneer Middle (1 Deputy)

   c) Participating High School:
   Cooper City High (1 Deputy)

3. **Dania Beach**
   a) Participating Elementary Schools:
   Collins Elementary (1 Deputy)
   Dania Elementary (1 Deputy)

   b) Participating Middle School:
   Olsen Middle (1 Deputy)

   c) Participating High School:
   N/A

4. **Deerfield Beach**
   a) Participating Elementary Schools:
   Deerfield Beach Elementary (1 Deputy)
   Deerfield Park Elementary (1 Deputy)
   Park Ridge Elementary (1 Deputy)
   Quiet Waters Elementary (1 Deputy)
   Tedder Elementary (1 Deputy)

b) Participating Middle School:
Deerfield Beach Middle (1 Deputy)

c) Participating High School:
Deerfield Beach High (1 Deputy)

5. **Lauderdale Lakes**
   a) Participating Elementary School:
   N/A

   b) Participating Middle School:
   Lauderdale Lakes Middle (1 Deputy)

   c) Participating High School:
   Boyd Anderson High (1 Deputy)

6. **North Lauderdale**
   a) Participating Elementary School:
   N/A

   b) Participating Middle School:
   Silver Lakes Middle (1 Deputy)

   c) Participating High School:
   N/A

   d) Participating Combination School:
   N Lauderdale K-8 (1 Deputy)

7. **Oakland Park**
   a) Participating Elementary School:
   N/A

   b) Participating Middle School:
   Rickards Middle (1 Deputy)

   c) Participating High School:
   Northeast High (1 Deputy)

8. **Parkland**
   a) Participating Elementary Schools:
   Heron Heights Elementary (1 Deputy)
   Park Trails Elementary (1 Deputy)
   Riverglades Elementary (1 Deputy)

b) Participating Middle School:
Westglades Middle (2 Deputies)

c) Participating High School:
Stoneman Douglas High (2 Deputies)

9. **Pompano Beach**

a) Participating Elementary Schools:
Charles Drew Elementary (1 Deputy)
Cresthaven Elementary (1 Deputy)
Cypress Elementary (1 Deputy)
Markham Elementary (1 Deputy)
McNab Elementary (1 Deputy)
Norcrest Elementary (1 Deputy)
Palmview Elementary (1 Deputy)
Pompano Beach Elementary (1 Deputy)
Sanders Park Elementary (1 Deputy)

b) Participating Middle Schools:
Crystal Lake Middle (1 Deputy)
Pompano Beach Middle (1 Deputy)

c) Participating High Schools:
Blanche Ely High (2 Deputies)
Pompano Beach High (1 Deputy)

d) Participating Centers:
Cross Creek Alternative Center (1 Deputy)
Cypress Run Alternative Center (1 Deputy)

10. **Tamarac**

a) Participating Elementary Schools:
Challenger Elementary (1 Deputy)
Tamarac Elementary (1 Deputy)

b) Participating Middle School:
N/A

c) Participating High School:
N/A

d) Participating Combination School:
Millenium 6-12 Academy (1 Deputy)

11. **Weston**

a) Participating Elementary Schools:
Country Isles Elementary (1 Deputy)
Eagle Point Elementary (1 Deputy)
Everglades Elementary (1 Deputy)
Gator Run Elementary (1 Deputy)
Indian Trace Elementary (1 Deputy)
Manatee Bay Elementary (1 Deputy)

b) Participating Middle Schools:
Falcon Cove Middle (1 Deputy)
Tequesta Trace Middle (1 Deputy)

c) Participating High School:
Cypress Bay High (2 Deputies)

Total: 59 Deputies / 55 Schools

EOG-00738

PREFACE

The purpose of this manual is to familiarize all Community Services staff with Community Services and its operation. It is a supplement to the Sheriff's Policy Manual and the Department of Law Enforcement Standard Operating Procedures. It is not intended to change, alter, or supersede any BSO rules, policies, procedures, or General Orders.

No existing or future policies will be interpreted by any employee to supersede any federal, state, or local law or any regulation or policy of the Broward Sheriff's Office. Such conflict will be immediately brought to a supervisor's attention.

It is also recognized that no document can be created which will cover absolutely all circumstances for all times. Therefore, this document is considered a flexible guide to operational efficiency. Sound professional judgment and responsible integrity should back up deviations made from the strict interpretation of this policy.

On occasion parts of this policy will be amended or rescinded, as dictated by specific needs.

Effective Date: July 1, 2017

Captain Scott Russell
Community Services Division

Major Nichole Anderson
Specialized Operations Group
Community Service Department

EOG-00739

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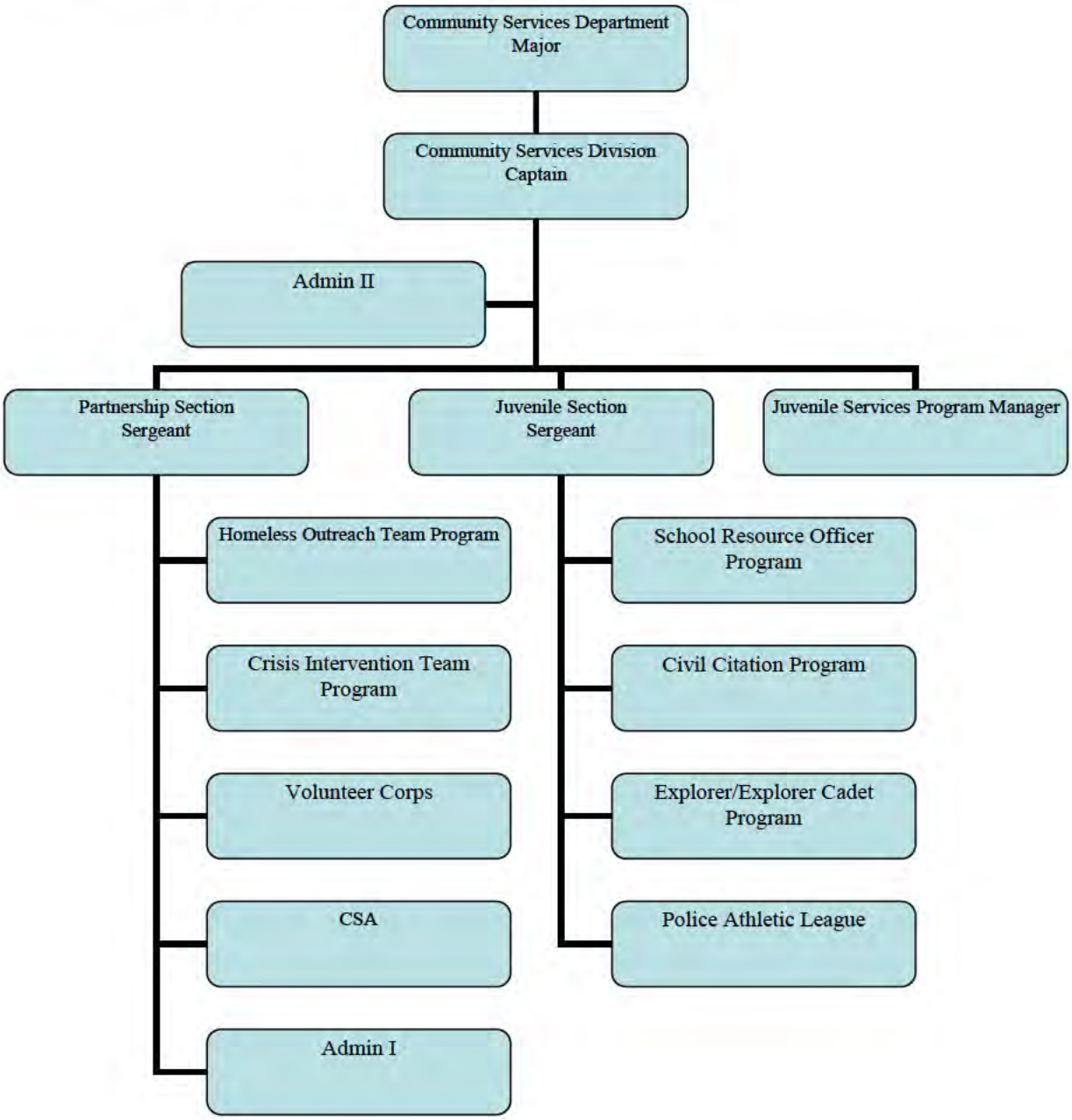

1.2 **BACKGROUND:** Community Services is the programmatic foundation of BSO's efforts at educating and communicating with community organizations and residents.

1.3 **ACTION:** Community Services will provide a vast array of educational and programmatic initiatives targeting all segments of the community, including age-based and culturally-based components, with an emphasis on, homelessness, crisis intervention and juvenile-related issues.

1.4 **MISSION:** To provide services to the community to assist in preparing community residents with workable solutions for security, health, and safety issues.

1.5 **GOALS AND OBJECTIVES:**

A. Goal 1: To provide residents of Broward County with the most effective homeless outreach initiative through the implementation and operation of the Homeless Outreach Team.

B. Goal 1 Objectives:

1. Provide assessments of individuals experiencing homelessness in order to recapture and regain their lives through a partnership with law enforcement and social services.

2. Provide assistance to social service agencies in the community with homeless outreach efforts.

3. Provide liaison assistance and follow-up in conjunction with our community partners to those individuals experiencing homelessness.

C. Goal 2: To advance the principles of Crisis Intervention Team training and implementation through the operation of the BSO CIT program, which is patterned after the proven Memphis Model.

D. Goal 2 Objectives:

1. Provide CIT training to all sworn law enforcement deputy sheriffs.

2. Provide law enforcement assistance in conjunction with social services to those individuals experiencing behavioral health illnesses and issues.

E. Goal 3: Improve the overall performance and effectiveness of the Community Services juvenile programs (i.e., Explorer, SRO and PAL).

F. Goal 3 Objectives:

1. Increase self-confidence, physical fitness, teamwork, and discipline in the Explorer Program participants.

2. Demonstrate a proficiency in firearms/safety qualification of the Explorers.

3. Increase Explorers' knowledge of criminal justice topics.

4. Provide training/meetings for the Explorer Cadet program which is designed for middle school aged students in order to prepare them to enter the Explorer Program.

5. Conduct youth presentations in the area of child safety, drug abuse (S.T.A.R.), gang resistance education (G.R.E.A.T.), bullying prevention, and truancy reduction.

6. Ensure that every coach in the Police Athletic League (PAL) program has a clear background.

7. Focus on the demonstration of positive values/life skills (e.g., sportsmanship, teamwork, leadership, ethics) to each PAL program participant.

8. Contribute to the reduction of juvenile arrests of PAL program participants.

G. Goal 4: To organize and maintain a viable and effective Sheriff's Posse to provide ancillary, non-sworn support services to the agency.

H. Goal 4 Objectives:

1. Provide assistance to the community for special events.

2. Provide assistance in search and rescue for missing persons.

3. Provide optimal assistance during emergency operations, as needed.

1.6 ADMINISTRATIVE RECORDS:

1.6.1 General: The Administrative Specialist II will maintain and control the storage of records in accordance with the Sheriff's Policy Manual (SPM).

1.6.2 Operations Orders: Division memos and Operations Orders will be disseminated to all staff pursuant to the Sheriff's Policy Manual. These orders are in addition to the current Community Services SOP and will not conflict with present policy. Supervisors will maintain a copy of all memos and orders which will be readily accessible to all staff.

1.6.3 General/Special Orders:

A. General/Special Orders will be issued pursuant to the Sheriff's Policy Manual.

B. All General and Special Order originals will be maintained in a loose-leaf style binder.

1.6.4 Records/Reports/Control List:

A. All Community Services operational records will be maintained in the Community Services offices.

B. The following items will be maintained in the Community Services personnel files in accordance with the Sheriff's Policy Manual:

1. Payroll and time cards (BSO A#21)

2. Copies of commendations

3. Emergency Notification Cards

C. In addition, the following documentation will also be maintained in the Community Services personnel files:

1. Letters of counseling

2. Training documents

D. All files will be reviewed by the Community Services Sergeants annually and

archived or destroyed in accordance with the administrative orders issued under the direction of the Division of Library and Information Services, Florida Department of State, as well as the Sheriff's Policy Manual.

2.0 ORGANIZATIONAL POSITIONS AND DUTIES:

2.1 COMMUNITY SERVICES SERGEANT/PARTNERSHIP SECTION:

2.1.1 General: The Community Services Sergeant/Partnership Section will be responsible for the supervision and oversight of the Partnership Section. The Community Services Sergeant/Partnership Section will report to the Community Services Captain.

2.1.2 Duties and Responsibilities:

A. Plans, coordinates, and supervises the Crisis Intervention Team, Homeless Outreach Team, Sheriff's Posse, Parking Enforcement, and COP programs.

B. Participates in interviews and makes recommendations regarding transfers, discipline, and assignments of staff.

C. Evaluates staff.

D. Authorizes leave and overtime.

E. Reviews reports prepared by staff.

F. Organizes and coordinates special events by identifying needed resources for program implementation.

G. Develops and maintains contact with businesses, the community, academic institutions, social services, and other law enforcement agencies relative to future trends impacting law enforcement programs.

H. Attends various BSO and non-BSO meetings and training courses and reads pertinent materials to keep current on new developments and training needs.

I. Meets with experts from local, state, and federal levels and private and public organizations to gather information for programs or projects.

J. Supervises and participates in a variety of specialized support activities including staff training, internal review functions, and other similar duties.

K. Reviews reports, correspondence, memoranda, and files prepared by staff for accuracy and completeness.

L. Attends meetings, conferences, and seminars related to mental health and homeless outreach with stakeholders in order to stay current on best practices.

2.2 COMMUNITY SERVICES SERGEANT/JUVENILE SECTION:

2.2.1 General: The Community Services Sergeant/Juvenile Section will be responsible for the supervision and oversight of the Juvenile Section. The Community Services Sergeant/Juvenile Section will report to the Community Services Captain.

2.2.2 Duties and Responsibilities:

A. Plans, coordinates, and supervises the youth programs function.

B. Coordinates, trains, and tracks all School Resource Officer activities.

C. Participates in interviews and makes recommendations regarding transfers, discipline, and assignments of staff.

D. Evaluates staff.

E. Authorizes leave and overtime.

F. Reviews reports prepared by staff.

G. Develops and maintains contact with the business and academic community relative to future trends impacting law enforcement programs.

H. Attends various BSO and non-BSO meetings and training courses and reads pertinent materials to keep current on new developments and training needs.

I. Meets with experts from local, state, and federal levels and private and public organizations to gather information for programs or projects.

J. Supervises and participates in a variety of specialized support activities including

staff training, internal review functions, and other similar duties.

K. Reviews reports, correspondence, memoranda, and files prepared by staff for accuracy and completeness.

L. Maintains membership with the Florida Sheriff's Explorer Association, Florida School Resource Officers' Association and National Police Athletic League Association.

2.3 ADMINISTRATIVE SPECIALIST II:

2.3.1 General: The Administrative Specialist II will be responsible for general clerical duties, including answering incoming telephone calls for Community Services. This position will report directly to the Community Services Captain.

2.3.2 Duties and Responsibilities:

A. Greets and deals with the public.

B. Receives telephone inquiries, ascertaining the nature of the call, and directing it to the appropriate entity (and/or takes telephone messages).

C. Performs basic record keeping duties and assists in the filing of records, reports, and documentation.

D. Performs light keyboard work in data entry and/or processing of routine data.

E. Makes copies of various records, reports, and documentation and distributes to appropriate entities.

F. Operates various office equipment (e.g., computer, printer, copy machine, telephone system, fax machine).

G. Assists in the payroll function, in addition to the divisional budget preparation.

2.4 COMMUNITY SERVICES DEPUTY SHERIFF/HOMELESS OUTREACH:

2.4.1 General:

A. The Community Services Homeless Outreach Deputy will provide a variety of services, including:

1. Speaking to groups on mental illness and homelessness.

2. Distributing homeless outreach literature.

3. Attending meetings and functions.

4. Providing trainings and outreach.

B. The Community Services Homeless Outreach Deputy will report directly to the Community Services Sergeant/Partnership Section.

2.4.2 Duties and Responsibilities:

A. Meets with community leaders, social service agencies, law enforcement agencies, and various stakeholders to address community concerns.

B. Provides programmatic training related to mental health and homeless outreach.

C. Evaluates and determines the effectiveness of current programs and determines if stated goals were achieved.

D. Coordinates activities with other Broward County law enforcement agencies in regards to community services outreach, to include CIT and Homeless Outreach.

E. Assists in planning and coordinating activities and programs for Crisis Intervention Team training and Homeless Outreach Team training.

F. Participates in civic association meetings to discuss BSO information and programs, particularly how those relate to that association's specific needs and concerns.

G. Develops resident contacts in the respective districts to promote the concept of citizen participation with law enforcement.

H. Informs community members in regards to the accessibility of BSO services.

I. Develops and participates in community programs which promote the objectives of quality law enforcement activities.

J. Gathers pertinent information and channels it to the appropriate department in accordance with policies and procedures.

K. Serves as liaison between Community Services and the patrol district commanders.

L. Maintains open communications with all community leaders, including those who may not be supportive of BSO goals and objectives.

2.5 POLICE ATHLETIC LEAGUE (PAL) DEPUTY SHERIFF COORDINATOR:

2.5.1 General: The BSO/PAL Deputy Sheriff Coordinator position will utilize a variety of skills and independent judgment concerning interacting with at-risk youths. This position will report to the Community Services Sergeant/Juvenile Section.

2.5.2 Duties and Responsibilities:

A. Coordinate/Liaison between participating city and privately run programs in partnership with the BSO PAL.

B. Meet with city officials to include mayors, commissioners, assistant clerks, and parks and recreation directors in order to facilitate each youth sports program in accordance with the BSO PAL minimum requirements for sponsorship (as established by BSO).

C. Facilitate the ordering of all required uniforms for each sports program by:

1. Obtaining a minimum of two quotes for any items in excess of $5,000.00.

2. Gathering all necessary information from the respective programs, such as registration totals, participant/coach sizes, and colors.

D. Order equipment and participation trophies for each participant of the respective programs.

E. Deliver the required awards for the award ceremonies and attend the Opening Day Ceremonies.

F. Gather and maintain active rosters for each program in order to maintain the required supplemental accident and health insurance for each participant through the national PAL organization.

G. Acquire the competitive services of officials for all sports programs.

H. Generate game schedules while assuring that there are no conflicts with times, locations or city events, and assure that the officials are present and providing the services contractually agreed to with BSO/PAL.

I. Obtain a copy of all coach and volunteer background forms. Conduct background checks to verify that all requirements are being met to serve in this capacity.

J. Monitor the practice and game fields for safe playing conditions while ensuring that teams and coaches are in compliance with all safety rules, and parents and spectators are in compliance with acceptable behavior rules.

K. Maintain clinician status for National Association of Youth Sports (NAYS) in order to certify that coaches are in compliance per NAYS standards.

L. Provide concussion training to all parents and participants in accordance with FSS 943.0438(g).

M. West Park PAL Gym functions will include:

1. Coordinate, organize and facilitate the PAL after-school recreational program for youth between the ages of eleven (11) and eighteen (18).

2. Provide a safe, secure, and adult-supervised environment.

3. Emphasize fitness/wellness, academic success, and exemplary character.

2.6 CENTRAL BROWARD EXPLORER PROGRAM SENIOR ADVISOR/DEPUTY:

2.6.1 General: The Explorer Program Senior Advisor will be a full-time deputy sheriff position that reports to the Community Services Sergeant/Juvenile Section.

2.6.2 Duties and Responsibilities:

A. Responsible for accepting applications for the program and maintaining Explorer files.

B. Responsible for training, guiding, and coaching the Explorers.

C. Schedule Explorers to work BSO approved community functions.

D. Maintain all Explorer equipment and uniforms, replacing when necessary.

2.7 COMMUNITY SERVICE AIDE (CSA):

2.7.1 General: This is a paraprofessional, non-sworn position designed to provide relief to deputy sheriffs from non-police, non-criminal, and non-hazardous service calls and duties. The CSA will be assigned to Community Services programs, and will report to the Community Services Sergeant/Partnership Section.

2.7.2 Duties and Responsibilities: The Community Services CSA will:

A. Provide assistance with law enforcement related complaints which do not require arrest powers, but do involve calls for information or police assistance.

B. Assist managerial staff in developing, initiating, and disseminating policies and procedures related to the division programs.

C. Perform multiple functions as required within the Community Services component, as well as maintaining an overall understanding of other related components within BSO.

D. Maintain a flexible work schedule which may include working extra hours, evenings and/or weekends.

E. Maintain regular contact with community and civic associations.

F. Provide programs and speakers when requested, to display and discuss information pertaining to safety, crime prevention, and/or BSO's role in the community.

G. Compose and update Community Services programs, in addition to maintaining all equipment logs, inventories, stockroom pamphlets and program materials.

H. Be familiar with, and available to operate, miscellaneous equipment within the unit.

I. Assist with Homeless Outreach assessments and follow-ups with social services for clients

J. Perform other related work as required.

2.8 PARKING ENFORCEMENT COORDINATOR:

2.8.1 General: The Parking Enforcement Coordinator will be a part-time employee responsible for the supervision of the volunteer Parking Enforcement Unit. This position will report to the Community Services Sergeant/Partnership Section.

2.8.2 Duties and Responsibilities:

A. Trains, instructs, and supervises parking enforcement specialists in all areas of parking enforcement policies and procedures.

B. Observes and assists volunteers in issuing tickets in unincorporated Broward County and BSO contract cities.

C. Records citations, maintains logs, and forwards records to the Clerk of the Court for processing.

D. Organizes and compiles statistical data pertaining to parking enforcement.

E. Compiles and submits reports of all parking enforcement activities.

F. Provides liaison with all districts and the public in matters related to parking enforcement.

G. Patrols all districts and issues citations for parking enforcement infractions.

2.9 PARKING ENFORCEMENT SPECIALIST (VOLUNTEER):

2.9.1 General: The Parking Enforcement Specialist will be a volunteer position who works under the supervision of the Parking Enforcement Coordinator. This position will be committed to the enforcement of parking ordinances of BSO contracted cities and unincorporated Broward County.

2.9.2 Duties and Responsibilities:

A. Enforces unincorporated Broward County and contracted cities' ordinances for improper parking, fire lane, and handicapped violations.

B. Prepares and submits all required mileage reports, citations written, and other required documentation promptly and completely.

2.10 SRO COORDINATOR/DEPUTY SHERIFF:

2.10.1 General: The School Resource Officer (SRO) Coordinator/Deputy Sheriff position will be will be responsible for the development and supervision of the SRO component.

2.10.2 Duties and Responsibilities:

A. Collect and distribute monthly reports.

B. Enter monthly data into the SRDD Database.

C. Schedule, interview and maintain the SRO Eligibility list.

D. Provide guidance for SRO's and district SRO Sergeants.

E. Direct Liaison between Broward School Board and BSO.

F. Review and update training curriculums as necessary.

2.11 JUVENILE SERVICES PROGRAM MANAGER:

2.11.1 General: The Juvenile Services Program Manager will provide support services to the division by assisting in the design, development, and implementation of the Community Services programs. The Juvenile Services Program Manager will report directly to the Community Services Captain.

2.11.2 Duties and Responsibilities:

A. Develop objectives, policies, procedures and priorities to meet agency and program-related goals.

B. Provide objective and systematic evaluation and assessment of the divisional component programs, including the incorporation of logic models, survey instruments, outcome measurements and community impact concepts.

C. Coordinate with other BSO departments, local governmental agencies, and community/nonprofit organizations on youth-related issues and initiatives.

D. Compose and revise policies and procedures for all components of the division.

E. Conduct research using a variety of resources to produce statistical analysis reports of juvenile crime and programmatic activities.

F. Provide oversight and technical assistance to division programs and initiatives by reviewing procedures, practices, and reports.

G. Perform evaluations to determine effectiveness and progress toward outcome measurements.

H. Represent BSO on community boards, workgroups, task forces, and other organizations related to youth services.

3.0 OPERATIONAL PROCEDURES:

3.1 ADMINISTRATIVE PROCEDURES:

3.1.1 Equipment:

A. Each employee will ensure that all equipment is in good working order. If equipment is lost, stolen, or in need of service, the employee will notify the supervisor as to the specific situation.

B. The Community Services sergeants will be responsible for keeping an updated list of all equipment and assets assigned to Community Services.

3.1.2 Vehicles: BSO vehicles will be maintained by assigned staff in accordance with the Sheriff's Policy Manual. Assigned pool cars are to be used to conduct BSO-related business only.

3.1.3 Attire: The appropriate uniform will be determined by the supervisor prior to the assigned program.

3.1.4 Reporting Illness: The staff member will report any illness to the supervisor at least one hour prior to the staff member's assigned shift, or as mandated by the Sheriff's Policy Manual and/or applicable bargaining unit agreements.

3.1.5 Shift Assignments: Shift assignments will be conducted pursuant to the Sheriff's Policy Manual and/or relevant bargaining unit agreements.

3.1.6 Vacations: Vacation picks will be conducted pursuant to the Sheriff's Policy Manual and/or relevant bargaining unit agreements.

3.1.7 Weekly Schedule:

A. The Administrative Specialist II will compose the weekly schedule and then submit to the Community Services Captain for approval.

B. Staff will inform the Administrative Specialist II of any revisions to their schedule in order that the Community Services schedule is maintained in an accurate and updated manner.

3.1.8 Reports:

A. Each section sergeant will be required to submit their monthly activity statistics to the Juvenile Services Program Manager by the tenth day of each month.

B. The Juvenile Services Program Manager will submit the divisional monthly activity report to the Community Services Captain by the fifteenth day of each month.

C. Staff may be required to submit regular activity and/or statistical reports, including a monthly statistical/activity report.

3.2 CITIZEN OBSERVER PATROL (COP) PROGRAM:

3.2.1 General: The Citizens Observer Patrol is a program composed of a group of selected residents who take an active part in crime prevention efforts within their neighborhood. These volunteers become additional "eyes and ears" for BSO in the community. Community Services will oversee the COP program; however, volunteers will report directly to their assigned districts.

3.2.2 Functions:

A. COP volunteers will patrol designated neighborhoods in specially marked patrol cars, looking for suspicious activity.

B. COP volunteers will observe suspicious and/or criminal activity within their designated neighborhoods and report it, via cellular telephone, to BSO Communications.

C. COP volunteers will conduct checks of the infirmed and elders.

D. COP volunteers will conduct house checks.

E. COP volunteers will provide crime prevention information to the area residents and visitors.

F. COP volunteers will provide helpful information such as directions and local information.

G. COP volunteers have no law enforcement powers or authority, and consequently

will at no time perform any specific law enforcement function.

H. COP volunteers will abide by all procedures when utilizing BSO vehicles and equipment as noted herein and in the SPM.

3.3 POSSE PROGRAM:

3.3.1 General: The Sheriff's Office Posse is a program composed of a group of selected residents who take an active part in community special events, missing persons, and emergency operations within the county. These volunteers assist Community Services in many initiatives. The Community Services Division will oversee the Posse program, with members reporting to the Posse Coordinator.

3.3.2 Functions:

A. Posse members will provide assistance to the community through special events.

B. Posse members will assist in search and rescue for missing persons.

C. Posse members will provide assistance during emergency operations to include disasters or catastrophic events.

D. Posse members will have no law enforcement powers or authority, and consequently will at no time perform any specific law enforcement function.

E. Posse members will abide by all procedures as noted in the SPM when utilizing BSO vehicles and equipment.

F. Posse members will abide by all procedures as outlined in the Posse SOP.

3.4 PARKING ENFORCEMENT UNIT:

3.4.1 General:

A. This unit will be comprised of volunteers from the community who will be trained as Parking Enforcement Specialists.

B. Parking Enforcement Specialists will report to the Parking Enforcement Coordinator.

C. Parking Enforcement Specialists will enforce parking laws and ordinances, with a particular focus on those related to handicapped parking violations.

D. Specialists will abide by all rules and regulations as set forth in the Sheriff's Policy Manual.

E. Specialists will utilize general surveillance methods involving vehicle or foot patrol, as appropriate, during peak traffic hours.

F. Specialists will not:

1. utilize wheel-lock devices

2. tow any vehicles

3. utilize time-zone control

3.4.2 Citations and Warnings:

A. Citation Books will be distributed to each Parking Enforcement Specialist either by the Parking Enforcement Coordinator or by that Specialist's assigned district representative. If issued by the district, the book numbers will be reported to Community Services for proper logging.

B. After a ticket is issued, the Specialist will submit it to the Parking Enforcement Coordinator, who will log and forward the ticket to the Broward County Traffic Division.

C. All tickets written will be submitted to the Coordinator on a daily basis.

D. The vehicle registration will be checked by the Specialist by contacting BSO Communications or by using an authorized Mobile Data Terminal.

E. Statistical reports detailing numbers/types of tickets written will be submitted by each Specialist to the Parking Enforcement Coordinator on a monthly basis.

3.4.3 Work Status:

A. A Specialist who works a minimum of 20 hours per month will be considered on "active" status.

B. A Specialist who does not work at all for a period of four consecutive months will be considered "inactive".

3.4.4 Uniforms:

A. Specialists and Coordinators will be provided with uniforms. These uniforms will remain the property of BSO, and will consist of:

1. A white shirt with a patch on each arm, or a class B shirt.

2. A special badge identifying the individual as a parking enforcement specialist.

3. Dark-blue trousers or shorts.

B. Specialists will furnish their own shoes and belts to be consistent with the dress requirements of BSO CSAs.

C. Specialists and Coordinators will not take enforcement action if not in full uniform.

D. The BSO Parking Enforcement Badge will be prominently displayed on uniforms worn.

E. Uniforms will be clean and pressed and shoes clean and polished.

3.4.5 Workers' Compensation:

A. Specialists will be covered under Workers' Compensation in cases involving an injury while performing parking enforcement related duties.

B. Specialists will immediately notify the Parking Enforcement Coordinator or the respective district sergeant of any incident where there is the possibility that an injury may have occurred.

C. Specialists and supervisors will adhere to all Workers' Compensation procedures as dictated in the Sheriff's Policy Manual.

3.5 EXPLORER PROGRAM: Community Services will coordinate the BSO Law Enforcement Explorer Program as outlined in DLE SOP 7.9.

3.6 HOMELESS OUTREACH TEAM:

3.6.1 General: The Homeless Outreach Team, with at least one specialist located in every BSO district, will educate and train deputies on how to conduct a needs assessment of individuals who are experiencing homelessness. Through this assessment, deputies will identify the social services needed to assist these individuals with accessing the County's social services continuum of care.

3.6.2 Purpose:

A. The Homeless Outreach Team is designed to promote the ending of the cycle of homelessness, by helping individuals who are experiencing homelessness recapture and regain their lives.

B. Staff will refer to the Homeless Outreach Policy for additional information.

3.7 CRISIS INTERVENTION TEAM:

3.7.1 General: The Crisis Intervention Team (CIT) program is a community-based program that partners with mental health consumers, their families, and the mental health social services community.

3.7.2 Purpose:

A. BSO/CIT is designed to improve the way deputies respond to people experiencing mental health crises.

B. Highly trained deputies are certified as Crisis Intervention Team members after they have completed comprehensive specialized training, based on the proven Memphis Model, on how to respond to and de-escalate a mental health crisis.

C. CIT deputies will utilize their training and experience to provide effective crisis intervention and reduce violent physical confrontations.

D. Refer to DLE SOP 4.6 for more information.

3.7.3 Goals:

A. To provide mental health consumers with effective care through intervention.

B. To provide diversion opportunities from the criminal justice system to appropriate mental health treatment centers for those individuals suffering mental health crisis situations.

3.8 COMMUNITY FUNCTIONS AND INTERAGENCY MEETINGS:

A. Community Services deputies will always avail themselves to any community functions within the scope of their daily duties.

B. Community Services deputies will attend various community meetings to inform and update residents of current program-related activities, and will present the various steps and measures that have or will be taken by BSO to address these activities.

C. Community Services staff will always promote a positive image of BSO when dealing with community residents.

D. Community Services staff will foster the pro-active goals and objectives of the crime prevention concept as it relates to modern police work, and to the BSO mission.

E. Any available statistical or research data will be incorporated into Community Services programs that will assist in enhancing the viability of that program/presentation.

F. Community Services staff will be encouraged to meet with other public safety agencies and community organizations on a regular basis to:

1. Foster communication and potential collaborations.

2. Inform other organizations of BSO community initiatives.

3. Be kept abreast of other related programs occurring throughout the community.

4.0 EMERGENCY PLANS:

4.1 EMERGENCY RESPONSE PLAN:

A. Assignment rosters will be distributed in accordance with the BSO Emergency Response Plan, should an applicable situation occur.

B. All Community Services staff will receive (or have access to) a copy of the Emergency Response Plan. The plan will be available on the BSO Informant.

C. All Community Services staff will read and be familiar with all procedures related to the Emergency Response Plan.

4.2 HURRICANE RESPONSE PLAN:

A. Assignment rosters will be distributed in accordance with the BSO Hurricane Response Plan, should an applicable situation occur.

B. All Community Services staff will receive (or have access to) a copy of the Hurricane Response Plan. The plan will be available on the BSO Informant.

C. All Community Services staff will read and be familiar with all procedures related to the Hurricane Response Plan.

PREFACE

The purpose of this manual is to familiarize all Community Services staff with Community Services and its operation. It is a supplement to the Sheriff's Policy Manual and the Department of Law Enforcement Standard Operating Procedures. It is not intended to change, alter, or supersede any BSO rules, policies, procedures, or General Orders.

No existing or future policies will be interpreted by any employee to supersede any federal, state, or local law or any regulation or policy of the Broward Sheriff's Office. Such conflict will be immediately brought to a supervisor's attention.

It is also recognized that no document can be created which will cover absolutely all circumstances for all times. Therefore, this document is considered a flexible guide to operational efficiency. Sound professional judgment and responsible integrity should back up deviations made from the strict interpretation of this policy.

On occasion parts of this policy will be amended or rescinded, as dictated by specific needs.

Effective Date: May 1, 2018

Captain Scott Russell
Community Services Division

Major Nichole Anderson
Community Services Department

EOG-00768

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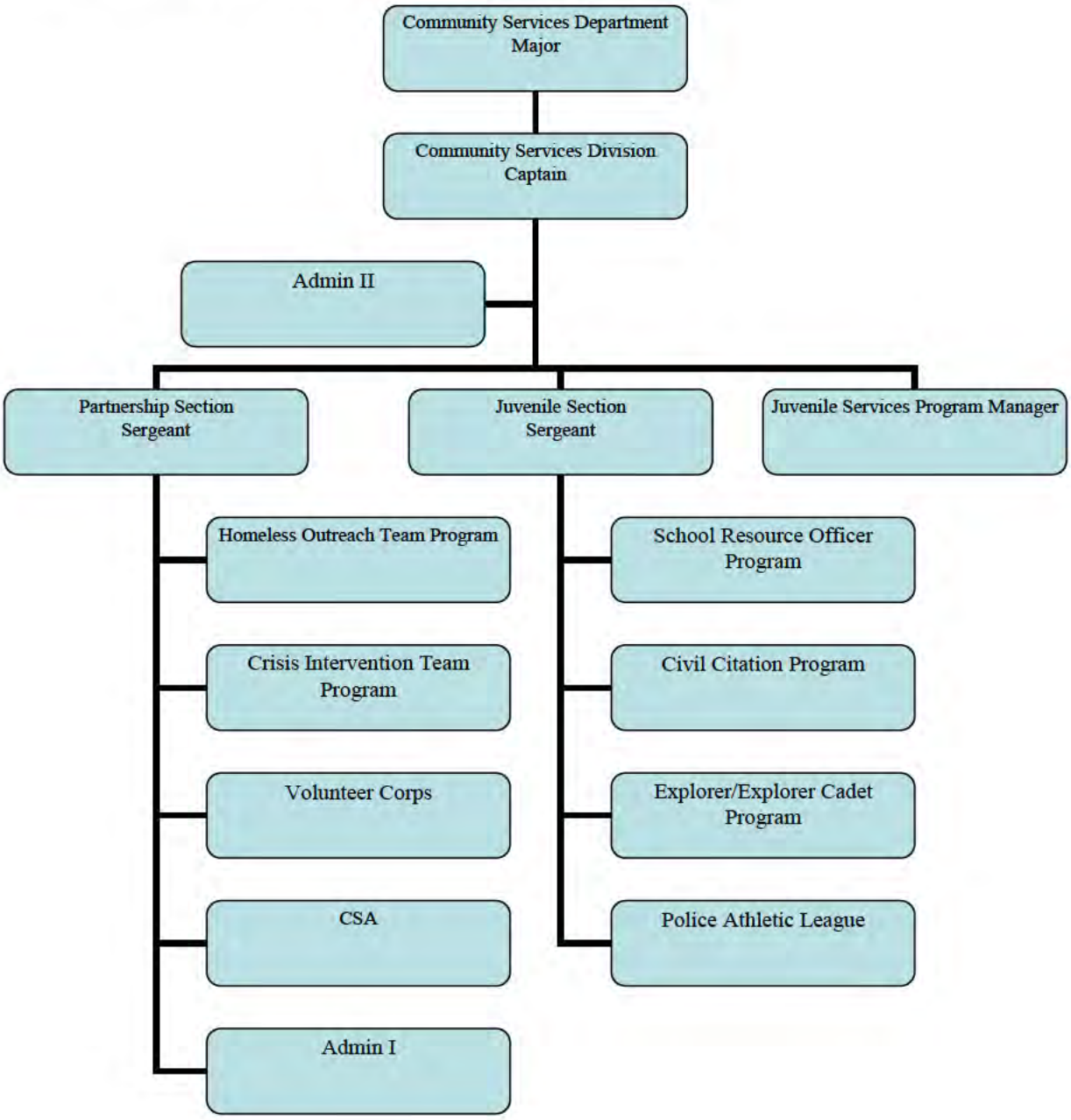

1.2 **BACKGROUND:** Community Services is the programmatic foundation of BSO's efforts at educating and communicating with community organizations and residents.

1.3 **ACTION:** Community Services will provide a vast array of educational and programmatic initiatives targeting all segments of the community, including age-based and culturally-based components, with an emphasis on, homelessness, crisis intervention and juvenile-related issues.

1.4 **MISSION:** To provide services to the community to assist in preparing community residents with workable solutions for security, health, and safety issues.

1.5 **GOALS AND OBJECTIVES:**

A. Goal 1: To provide residents of Broward County with the most effective homeless outreach initiative through the implementation and operation of the Homeless Outreach Team.

B. Goal 1 Objectives:

1. Provide assessments of individuals experiencing homelessness in order to recapture and regain their lives through a partnership with law enforcement and social services.

2. Provide assistance to social service agencies in the community with homeless outreach efforts.

3. Provide liaison assistance and follow-up in conjunction with our community partners to those individuals experiencing homelessness.

C. Goal 2: To advance the principles of Crisis Intervention Team training and implementation through the operation of the BSO CIT program, which is patterned after the proven Memphis Model.

D. Goal 2 Objectives:

1. Provide CIT training to all sworn law enforcement deputy sheriffs.

2. Provide law enforcement assistance in conjunction with social services to those individuals experiencing behavioral health illnesses and issues.

E. Goal 3: Improve the overall performance and effectiveness of the Community Services juvenile programs (i.e., Explorer, SRO and PAL).

F. Goal 3 Objectives:

1. Increase self-confidence, physical fitness, teamwork, and discipline in the Explorer Program participants.

2. Demonstrate a proficiency in firearms/safety qualification of the Explorers.

3. Increase Explorers' knowledge of criminal justice topics.

4. Provide training/meetings for the Explorer Cadet program which is designed for middle school aged students in order to prepare them to enter the Explorer Program.

5. Conduct youth presentations in the area of child safety, drug abuse (S.T.A.R.), gang resistance education (G.R.E.A.T.), bullying prevention, and truancy reduction.

6. Ensure that every coach in the Police Athletic League (PAL) program has a clear background.

7. Focus on the demonstration of positive values/life skills (e.g., sportsmanship, teamwork, leadership, ethics) to each PAL program participant.

8. Contribute to the reduction of juvenile arrests of PAL program participants.

G. Goal 4: To organize and maintain a viable and effective Sheriff's Posse to provide ancillary, non-sworn support services to the agency.

H. Goal 4 Objectives:

1. Provide assistance to the community for special events.

2. Provide assistance in search and rescue for missing persons.

3. Provide optimal assistance during emergency operations, as needed.

1.6 ADMINISTRATIVE RECORDS:

1.6.1 General: The Administrative Specialist II will maintain and control the storage of records in accordance with the Sheriff's Policy Manual (SPM).

1.6.2 Operations Orders: Division memos and Operations Orders will be disseminated to all staff pursuant to the Sheriff's Policy Manual. These orders are in addition to the current Community Services SOP and will not conflict with present policy. Supervisors will maintain a copy of all memos and orders which will be readily accessible to all staff.

1.6.3 General/Special Orders:

A. General/Special Orders will be issued pursuant to the Sheriff's Policy Manual.

B. All General and Special Order originals will be maintained in a loose-leaf style binder.

1.6.4 Records/Reports/Control List:

A. All Community Services operational records will be maintained in the Community Services offices.

B. The following items will be maintained in the Community Services personnel files in accordance with the Sheriff's Policy Manual:

1. Payroll and time cards (BSO A#21)

2. Copies of commendations

3. Emergency Notification Cards

C. In addition, the following documentation will also be maintained in the Community Services personnel files:

1. Letters of counseling

2. Training documents

D. All files will be reviewed by the Community Services Sergeants annually and

archived or destroyed in accordance with the administrative orders issued under the direction of the Division of Library and Information Services, Florida Department of State, as well as the Sheriff's Policy Manual.

2.0 ORGANIZATIONAL POSITIONS AND DUTIES:

2.1 COMMUNITY SERVICES SERGEANT/PARTNERSHIP SECTION:

2.1.1 General: The Community Services Sergeant/Partnership Section will be responsible for the supervision and oversight of the Partnership Section. The Community Services Sergeant/Partnership Section will report to the Community Services Captain.

2.1.2 Duties and Responsibilities:

A. Plans, coordinates, and supervises the Crisis Intervention Team, Homeless Outreach Team, Sheriff's Posse, Parking Enforcement, and COP programs.

B. Participates in interviews and makes recommendations regarding transfers, discipline, and assignments of staff.

C. Evaluates staff.

D. Authorizes leave and overtime.

E. Reviews reports prepared by staff.

F. Organizes and coordinates special events by identifying needed resources for program implementation.

G. Develops and maintains contact with businesses, the community, academic institutions, social services, and other law enforcement agencies relative to future trends impacting law enforcement programs.

H. Attends various BSO and non-BSO meetings and training courses and reads pertinent materials to keep current on new developments and training needs.

I. Meets with experts from local, state, and federal levels and private and public organizations to gather information for programs or projects.

J. Supervises and participates in a variety of specialized support activities including staff training, internal review functions, and other similar duties.

K. Reviews reports, correspondence, memoranda, and files prepared by staff for accuracy and completeness.

L. Attends meetings, conferences, and seminars related to mental health and homeless outreach with stakeholders in order to stay current on best practices.

2.2 COMMUNITY SERVICES SERGEANT/JUVENILE SECTION:

2.2.1 General: The Community Services Sergeant/Juvenile Section will be responsible for the supervision and oversight of the Juvenile Section. The Community Services Sergeant/Juvenile Section will report to the Community Services Captain.

2.2.2 Duties and Responsibilities:

A. Plans, coordinates, and supervises the youth programs function.

B. Coordinates, trains, and tracks all School Resource Officer activities.

C. Participates in interviews and makes recommendations regarding transfers, discipline, and assignments of staff.

D. Evaluates staff.

E. Authorizes leave and overtime.

F. Reviews reports prepared by staff.

G. Develops and maintains contact with the business and academic community relative to future trends impacting law enforcement programs.

H. Attends various BSO and non-BSO meetings and training courses and reads pertinent materials to keep current on new developments and training needs.

I. Meets with experts from local, state, and federal levels and private and public organizations to gather information for programs or projects.

J. Supervises and participates in a variety of specialized support activities including

staff training, internal review functions, and other similar duties.

K. Reviews reports, correspondence, memoranda, and files prepared by staff for accuracy and completeness.

L. Maintains membership with the Florida Sheriff's Explorer Association, Florida School Resource Officers' Association and National Police Athletic League Association.

2.3 ADMINISTRATIVE SPECIALIST II:

2.3.1 General: The Administrative Specialist II will be responsible for general clerical duties, including answering incoming telephone calls for Community Services. This position will report directly to the Community Services Captain.

2.3.2 Duties and Responsibilities:

A. Greets and deals with the public.

B. Receives telephone inquiries, ascertaining the nature of the call, and directing it to the appropriate entity (and/or takes telephone messages).

C. Performs basic record keeping duties and assists in the filing of records, reports, and documentation.

D. Performs light keyboard work in data entry and/or processing of routine data.

E. Makes copies of various records, reports, and documentation and distributes to appropriate entities.

F. Operates various office equipment (e.g., computer, printer, copy machine, telephone system, fax machine).

G. Assists in the payroll function, in addition to the divisional budget preparation.

2.4 COMMUNITY SERVICES DEPUTY SHERIFF/HOMELESS OUTREACH:

2.4.1 General:

A. The Community Services Homeless Outreach Deputy will provide a variety of services, including:

1. Speaking to groups on mental illness and homelessness.

2. Distributing homeless outreach literature.

3. Attending meetings and functions.

4. Providing trainings and outreach.

B. The Community Services Homeless Outreach Deputy will report directly to the Community Services Sergeant/Partnership Section.

2.4.2 Duties and Responsibilities:

A. Meets with community leaders, social service agencies, law enforcement agencies, and various stakeholders to address community concerns.

B. Provides programmatic training related to mental health and homeless outreach.

C. Evaluates and determines the effectiveness of current programs and determines if stated goals were achieved.

D. Coordinates activities with other Broward County law enforcement agencies in regards to community services outreach, to include CIT and Homeless Outreach.

E. Assists in planning and coordinating activities and programs for Crisis Intervention Team training and Homeless Outreach Team training.

F. Participates in civic association meetings to discuss BSO information and programs, particularly how those relate to that association's specific needs and concerns.

G. Develops resident contacts in the respective districts to promote the concept of citizen participation with law enforcement.

H. Informs community members in regards to the accessibility of BSO services.

I. Develops and participates in community programs which promote the objectives of quality law enforcement activities.

J. Gathers pertinent information and channels it to the appropriate department in accordance with policies and procedures.

K. Serves as liaison between Community Services and the patrol district commanders.

L. Maintains open communications with all community leaders, including those who may not be supportive of BSO goals and objectives.

2.5 POLICE ATHLETIC LEAGUE (PAL) DEPUTY SHERIFF COORDINATOR:

2.5.1 General: The BSO/PAL Deputy Sheriff Coordinator position will utilize a variety of skills and independent judgment concerning interacting with at-risk youths. This position will report to the Community Services Sergeant/Juvenile Section.

2.5.2 Duties and Responsibilities:

A. Coordinate/Liaison between participating city and privately run programs in partnership with the BSO PAL.

B. Meet with city officials to include mayors, commissioners, assistant clerks, and parks and recreation directors in order to facilitate each youth sports program in accordance with the BSO PAL minimum requirements for sponsorship (as established by BSO).

C. Facilitate the ordering of all required uniforms for each sports program by:

1. Obtaining a minimum of two quotes for any items in excess of $5,000.00.

2. Gathering all necessary information from the respective programs, such as registration totals, participant/coach sizes, and colors.

D. Order equipment and participation trophies for each participant of the respective programs.

E. Deliver the required awards for the award ceremonies and attend the Opening Day Ceremonies.

F. Gather and maintain active rosters for each program in order to maintain the required supplemental accident and health insurance for each participant through the national PAL organization.

G. Acquire the competitive services of officials for all sports programs.

H. Generate game schedules while assuring that there are no conflicts with times, locations or city events, and assure that the officials are present and providing the services contractually agreed to with BSO/PAL.

I. Obtain a copy of all coach and volunteer background forms. Conduct background checks to verify that all requirements are being met to serve in this capacity.

J. Monitor the practice and game fields for safe playing conditions while ensuring that teams and coaches are in compliance with all safety rules, and parents and spectators are in compliance with acceptable behavior rules.

K. Maintain clinician status for National Association of Youth Sports (NAYS) in order to certify that coaches are in compliance per NAYS standards.

L. Provide concussion training to all parents and participants in accordance with FSS 943.0438(g).

M. West Park PAL Gym functions will include:

1. Coordinate, organize and facilitate the PAL after-school recreational program for youth between the ages of eleven (11) and eighteen (18).

2. Provide a safe, secure, and adult-supervised environment.

3. Emphasize fitness/wellness, academic success, and exemplary character.

2.6 CENTRAL BROWARD EXPLORER PROGRAM SENIOR ADVISOR/DEPUTY:

2.6.1 General: The Explorer Program Senior Advisor will be a full-time deputy sheriff position that reports to the Community Services Sergeant/Juvenile Section.

2.6.2 Duties and Responsibilities:

A. Responsible for accepting applications for the program and maintaining Explorer files.

B. Responsible for training, guiding, and coaching the Explorers.

C. Schedule Explorers to work BSO approved community functions.

D. Maintain all Explorer equipment and uniforms, replacing when necessary.

2.7 COMMUNITY SERVICE AIDE (CSA):

2.7.1 General: This is a paraprofessional, non-sworn position designed to provide relief to deputy sheriffs from non-police, non-criminal, and non-hazardous service calls and duties. The CSA will be assigned to Community Services programs, and will report to the Community Services Sergeant/Partnership Section.

2.7.2 Duties and Responsibilities: The Community Services CSA will:

A. Provide assistance with law enforcement related complaints which do not require arrest powers, but do involve calls for information or police assistance.

B. Assist managerial staff in developing, initiating, and disseminating policies and procedures related to the division programs.

C. Perform multiple functions as required within the Community Services component, as well as maintaining an overall understanding of other related components within BSO.

D. Maintain a flexible work schedule which may include working extra hours, evenings and/or weekends.

E. Maintain regular contact with community and civic associations.

F. Provide programs and speakers when requested, to display and discuss information pertaining to safety, crime prevention, and/or BSO's role in the community.

G. Compose and update Community Services programs, in addition to maintaining all equipment logs, inventories, stockroom pamphlets and program materials.

H. Be familiar with, and available to operate, miscellaneous equipment within the unit.

I. Assist with Homeless Outreach assessments and follow-ups with social services for clients

J. Perform other related work as required.

2.8 PARKING ENFORCEMENT COORDINATOR:

2.8.1 General: The Parking Enforcement Coordinator will be a part-time employee responsible for the supervision of the volunteer Parking Enforcement Unit. This position will report to the Community Services Sergeant/Partnership Section.

2.8.2 Duties and Responsibilities:

A. Trains, instructs, and supervises parking enforcement specialists in all areas of parking enforcement policies and procedures.

B. Observes and assists volunteers in issuing tickets in unincorporated Broward County and BSO contract cities.

C. Records citations, maintains logs, and forwards records to the Clerk of the Court for processing.

D. Organizes and compiles statistical data pertaining to parking enforcement.

E. Compiles and submits reports of all parking enforcement activities.

F. Provides liaison with all districts and the public in matters related to parking enforcement.

G. Patrols all districts and issues citations for parking enforcement infractions.

2.9 PARKING ENFORCEMENT SPECIALIST (VOLUNTEER):

2.9.1 General: The Parking Enforcement Specialist will be a volunteer position who works under the supervision of the Parking Enforcement Coordinator. This position will be committed to the enforcement of parking ordinances of BSO contracted cities and unincorporated Broward County.

2.9.2 Duties and Responsibilities:

A. Enforces unincorporated Broward County and contracted cities' ordinances for improper parking, fire lane, and handicapped violations.

B. Prepares and submits all required mileage reports, citations written, and other required documentation promptly and completely.

2.10 SRO COORDINATOR/DEPUTY SHERIFF:

2.10.1 General: The School Resource Officer (SRO) Coordinator/Deputy Sheriff position will be will be responsible for the development and supervision of the SRO component.

2.10.2 Duties and Responsibilities:

A. Collect and distribute monthly reports.

B. Enter monthly data into the SRDD Database.

C. Schedule, interview and maintain the SRO Eligibility list.

D. Provide guidance for SRO's and district SRO Sergeants.

E. Direct Liaison between Broward School Board and BSO.

F. Review and update training curriculums as necessary.

2.11 JUVENILE SERVICES PROGRAM MANAGER:

2.11.1 General: The Juvenile Services Program Manager will provide support services to the division by assisting in the design, development, and implementation of the Community Services programs. The Juvenile Services Program Manager will report directly to the Community Services Captain.

2.11.2 Duties and Responsibilities:

A. Develop objectives, policies, procedures and priorities to meet agency and program-related goals.

B. Provide objective and systematic evaluation and assessment of the divisional component programs, including the incorporation of logic models, survey instruments, outcome measurements and community impact concepts.

C. Coordinate with other BSO departments, local governmental agencies, and community/nonprofit organizations on youth-related issues and initiatives.

D. Compose and revise policies and procedures for all components of the division.

E. Conduct research using a variety of resources to produce statistical analysis reports of juvenile crime and programmatic activities.

F. Provide oversight and technical assistance to division programs and initiatives by reviewing procedures, practices, and reports.

G. Perform evaluations to determine effectiveness and progress toward outcome measurements.

H. Represent BSO on community boards, workgroups, task forces, and other organizations related to youth services.

3.0 OPERATIONAL PROCEDURES:

3.1 ADMINISTRATIVE PROCEDURES:

3.1.1 Equipment:

A. Each employee will ensure that all equipment is in good working order. If equipment is lost, stolen, or in need of service, the employee will notify the supervisor as to the specific situation.

B. The Community Services sergeants will be responsible for keeping an updated list of all equipment and assets assigned to Community Services.

3.1.2 Vehicles: BSO vehicles will be maintained by assigned staff in accordance with the Sheriff's Policy Manual. Assigned pool cars are to be used to conduct BSO-related business only.

3.1.3 Attire: The appropriate uniform will be determined by the supervisor prior to the assigned program.

3.1.4 Reporting Illness: The staff member will report any illness to the supervisor at least one hour prior to the staff member's assigned shift, or as mandated by the Sheriff's Policy Manual and/or applicable bargaining unit agreements.

3.1.5 Shift Assignments: Shift assignments will be conducted pursuant to the Sheriff's Policy Manual and/or relevant bargaining unit agreements.

3.1.6 Vacations: Vacation picks will be conducted pursuant to the Sheriff's Policy Manual and/or relevant bargaining unit agreements.

3.1.7 Weekly Schedule:

A. The Administrative Specialist II will compose the weekly schedule and then submit to the Community Services Captain for approval.

B. Staff will inform the Administrative Specialist II of any revisions to their schedule in order that the Community Services schedule is maintained in an accurate and updated manner.

3.1.8 Reports:

A. Each section sergeant will be required to submit their monthly activity statistics to the Juvenile Services Program Manager by the tenth day of each month.

B. The Juvenile Services Program Manager will submit the divisional monthly activity report to the Community Services Captain by the fifteenth day of each month.

C. Staff may be required to submit regular activity and/or statistical reports, including a monthly statistical/activity report.

3.2 CITIZEN OBSERVER PATROL (COP) PROGRAM:

3.2.1 General: The Citizens Observer Patrol is a program composed of a group of selected residents who take an active part in crime prevention efforts within their neighborhood. These volunteers become additional "eyes and ears" for BSO in the community. Community Services will oversee the COP program; however, volunteers will report directly to their assigned districts.

3.2.2 Functions:

A. COP volunteers will patrol designated neighborhoods in specially marked patrol cars, looking for suspicious activity.

B. COP volunteers will observe suspicious and/or criminal activity within their designated neighborhoods and report it, via cellular telephone, to BSO Communications.

C. COP volunteers will conduct checks of the infirmed and elders.

D. COP volunteers will conduct house checks.

E. COP volunteers will provide crime prevention information to the area residents and visitors.

F. COP volunteers will provide helpful information such as directions and local information.

G. COP volunteers have no law enforcement powers or authority, and consequently

will at no time perform any specific law enforcement function.

H. COP volunteers will abide by all procedures when utilizing BSO vehicles and equipment as noted herein and in the SPM.

3.3 POSSE PROGRAM:

3.3.1 General: The Sheriff's Office Posse is a program composed of a group of selected residents who take an active part in community special events, missing persons, and emergency operations within the county. These volunteers assist Community Services in many initiatives. The Community Services Division will oversee the Posse program, with members reporting to the Posse Coordinator.

3.3.2 Functions:

A. Posse members will provide assistance to the community through special events.

B. Posse members will assist in search and rescue for missing persons.

C. Posse members will provide assistance during emergency operations to include disasters or catastrophic events.

D. Posse members will have no law enforcement powers or authority, and consequently will at no time perform any specific law enforcement function.

E. Posse members will abide by all procedures as noted in the SPM when utilizing BSO vehicles and equipment.

F. Posse members will abide by all procedures as outlined in the Posse SOP.

3.4 PARKING ENFORCEMENT UNIT:

3.4.1 General:

A. This unit will be comprised of volunteers from the community who will be trained as Parking Enforcement Specialists.

B. Parking Enforcement Specialists will report to the Parking Enforcement Coordinator.

C. Parking Enforcement Specialists will enforce parking laws and ordinances, with a particular focus on those related to handicapped parking violations.

D. Specialists will abide by all rules and regulations as set forth in the Sheriff's Policy Manual.

E. Specialists will utilize general surveillance methods involving vehicle or foot patrol, as appropriate, during peak traffic hours.

F. Specialists will not:

1. utilize wheel-lock devices

2. tow any vehicles

3. utilize time-zone control

3.4.2 Citations and Warnings:

A. Citation Books will be distributed to each Parking Enforcement Specialist either by the Parking Enforcement Coordinator or by that Specialist's assigned district representative. If issued by the district, the book numbers will be reported to Community Services for proper logging.

B. After a ticket is issued, the Specialist will submit it to the Parking Enforcement Coordinator, who will log and forward the ticket to the Broward County Traffic Division.

C. All tickets written will be submitted to the Coordinator on a daily basis.

D. The vehicle registration will be checked by the Specialist by contacting BSO Communications or by using an authorized Mobile Data Terminal.

E. Statistical reports detailing numbers/types of tickets written will be submitted by each Specialist to the Parking Enforcement Coordinator on a monthly basis.

3.4.3 Work Status:

A. A Specialist who works a minimum of 20 hours per month will be considered on "active" status.

B. A Specialist who does not work at all for a period of four consecutive months will be considered "inactive".

3.4.4 Uniforms:

A. Specialists and Coordinators will be provided with uniforms. These uniforms will remain the property of BSO, and will consist of:

1. A white shirt with a patch on each arm, or a class B shirt.

2. A special badge identifying the individual as a parking enforcement specialist.

3. Dark-blue trousers or shorts.

B. Specialists will furnish their own shoes and belts to be consistent with the dress requirements of BSO CSAs.

C. Specialists and Coordinators will not take enforcement action if not in full uniform.

D. The BSO Parking Enforcement Badge will be prominently displayed on uniforms worn.

E. Uniforms will be clean and pressed and shoes clean and polished.

3.4.5 Workers' Compensation:

A. Specialists will be covered under Workers' Compensation in cases involving an injury while performing parking enforcement related duties.

B. Specialists will immediately notify the Parking Enforcement Coordinator or the respective district sergeant of any incident where there is the possibility that an injury may have occurred.

C. Specialists and supervisors will adhere to all Workers' Compensation procedures as dictated in the Sheriff's Policy Manual.

3.5 EXPLORER PROGRAM: Community Services will coordinate the BSO Law Enforcement Explorer Program as outlined in DLE SOP 7.9.

3.6 HOMELESS OUTREACH TEAM:

3.6.1 General: The Homeless Outreach Team, with at least one specialist located in every BSO district, will educate and train deputies on how to conduct a needs assessment of individuals who are experiencing homelessness. Through this assessment, deputies will identify the social services needed to assist these individuals with accessing the County's social services continuum of care.

3.6.2 Purpose:

A. The Homeless Outreach Team is designed to promote the ending of the cycle of homelessness, by helping individuals who are experiencing homelessness recapture and regain their lives.

B. Staff will refer to the Homeless Outreach Policy for additional information.

3.7 CRISIS INTERVENTION TEAM:

3.7.1 General: The Crisis Intervention Team (CIT) program is a community-based program that partners with mental health consumers, their families, and the mental health social services community.

3.7.2 Purpose:

A. BSO/CIT is designed to improve the way deputies respond to people experiencing mental health crises.

B. Highly trained deputies are certified as Crisis Intervention Team members after they have completed comprehensive specialized training, based on the proven Memphis Model, on how to respond to and de-escalate a mental health crisis.

C. CIT deputies will utilize their training and experience to provide effective crisis intervention and reduce violent physical confrontations.

D. Refer to DLE SOP 4.6 for more information.

3.7.3 Goals:

A. To provide mental health consumers with effective care through intervention.

B. To provide diversion opportunities from the criminal justice system to appropriate mental health treatment centers for those individuals suffering mental health crisis situations.

3.8 COMMUNITY FUNCTIONS AND INTERAGENCY MEETINGS:

A. Community Services deputies will always avail themselves to any community functions within the scope of their daily duties.

B. Community Services deputies will attend various community meetings to inform and update residents of current program-related activities, and will present the various steps and measures that have or will be taken by BSO to address these activities.

C. Community Services staff will always promote a positive image of BSO when dealing with community residents.

D. Community Services staff will foster the pro-active goals and objectives of the crime prevention concept as it relates to modern police work, and to the BSO mission.

E. Any available statistical or research data will be incorporated into Community Services programs that will assist in enhancing the viability of that program/presentation.

F. Community Services staff will be encouraged to meet with other public safety agencies and community organizations on a regular basis to:

1. Foster communication and potential collaborations.

2. Inform other organizations of BSO community initiatives.

3. Be kept abreast of other related programs occurring throughout the community.

4.0 EMERGENCY PLANS:

4.1 EMERGENCY RESPONSE PLAN:

A. Assignment rosters will be distributed in accordance with the BSO Emergency Response Plan, should an applicable situation occur.

B. All Community Services staff will receive (or have access to) a copy of the Emergency Response Plan. The plan will be available on the BSO Informant.

C. All Community Services staff will read and be familiar with all procedures related to the Emergency Response Plan.

4.2 HURRICANE RESPONSE PLAN:

A. Assignment rosters will be distributed in accordance with the BSO Hurricane Response Plan, should an applicable situation occur.

B. All Community Services staff will receive (or have access to) a copy of the Hurricane Response Plan. The plan will be available on the BSO Informant.

C. All Community Services staff will read and be familiar with all procedures related to the Hurricane Response Plan.

INCIDENT/INVESTIGATION REPORT

Agency Name: *Broward County Sheriff's Office*			Case#: *17-1802-000525*
ORI: *0063300*			Date / Time Reported: *02/14/2018 14:25 Wed*
			Last Known Secure: *02/14/2018 14:25 Wed*
Location of Incident: *5901 Pine Island Rd, Parkland FL 33076-*	Premise Type:	Zone/Tract: 1701	At Found: *02/14/2018 14:25 Wed*

INCIDENT DATA

#1	Crime Incident(s): *Homicide HOMI* (Com)	Weapon / Tools: *RIFLE*		Activity
		Entry	Exit	Security
#2	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security
#3	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security

MO

VICTIM

# of Victims: *4* | Type: INDIVIDUAL (NOT A LE OFFICER) | Injury: Gunshot | Domestic: N

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	[redacted]	*1,*	[redacted]					

Home Address: [redacted] | Home Phone:

Employer Name/Address: | Business Phone: | Mobile Phone:

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) | Injury: None

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V2	[redacted]	*1*	Age *00*					

Home Address: [redacted] | Home Phone:

Employer Name/Address: [redacted] | Business Phone: [redacted] | Mobile Phone:

Type: INDIVIDUAL (NOT A LE OFFICER) | Injury: Other

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V3	[redacted]	*1,*	[redacted]					

Home Address: [redacted] | Home Phone:

Employer Name/Address: | Business Phone: | Mobile Phone: [redacted]

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

Vi #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
	51	*EVID*	*$5.00*		*1*	*CLOTHING / FURS*		
	99	*EVID*	*$0.00*		*1*	*CRIME SCENE LOG*		

Officer/ID#: *GOOLSBY, B. (3495, PROP) (8278)*

Invest ID#: *CURCIO, J. (3720, HOMI) (16048)* | Supervisor: *MOLAMPHY, G. J. (3495, PROP) (9496)*

Status | Complainant Signature | Case Status: *Active* *02/20/2018* | Case Disposition: | Page 2

EOG-00797

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	[redacted]						
2)							
3)							
4)							
5)							
6)							
7)							
8)							
9)							

EOG-00798

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
10)		[redacted]					
11)							
12)							
13)							
14)							
15)							
16)							
17)							
18)							

EOG-00799

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
19)	[redacted]						
20)							
21)							
22)							
23)							
24)							
25)							
26)							
27)							

EOG-00800

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
28)	[redacted]						
29)							
30)							
31)							
32)							
33)							
34)							
35)							
36)							

EOG-00801

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
37)		[redacted]					
38)							
39)							
40)							
41)							
42)							
43)							
44)							
45)							

EOG-00802

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
46)	[redacted]						
47)							
48)							
49)							
50)							
51)							
52)							
53)							
54)							

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
55)							
56)							
57)							
58)							
59)							
60)							
61)							
62)							
63)							

EOG-00804

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
64)	[redacted]						
65)							
66)							
67)							
68)							
69)							
70)							
71)							
72)							

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
73)		[redacted]					
74)							
75)							
76)							
77)							
78)							
79)							
80)							
81)							

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
82)	[redacted]						
83)							
84)							
85)							
86)							
87)							
88)							
89)							
90)							

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
91)	[redacted]						
92)							
93)							
94)							
95)							
96)							
97)							
98)							
99)							

EOG-00808

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
100)	[redacted]						
101)							
102)							
103)							
104)							
105)							
106)							
107)							
108)							

EOG-00809

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
109)	[redacted]						
110)							
111)							
112)							
113)							
114)							
115)							
116)							
117)							

EOG-00810

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
118)	[redacted]						
119)							
120)							
121)							
122)							
123)							
124)							
125)							
126)							

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1802-000525*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
127)							
128)							

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1802-000525*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated:

NARRATIVE

On February 14, 2018, I responded to Marjorie Stoneman Douglas High School, 5901 Pine Island Road, Parkland, Broward County, FL, in reference to a radio transmission from School Resource Deputy S. Peterson, advising there were shots being fired at the school. Upon arrival I heard what appeared to be five shots being fired. I responded into the school with other deputies and officers from the Coral Springs Police Department. There were several casualties as a result of the shooting.

EOG-00813

Marjorie Stoneman Douglas High School

On February 14, 2018, at approximately 2:45pm, I heard a radio transmission from Deputy S. Peterson, the School Resource Deputy at M.S. Douglas High School, of "shots fired" on the school campus. The school is located at 5901 Pine Island Road, Parkland, Broward County, Florida. I immediately responded from the district office to the north side of the school on Holmberg Road and arrived in less than one minute.

As I exited my vehicle, I heard approximately five guns shots that appeared to be coming from the area between buildings 12 and 13. I saw two students running east who were yelling, "active shooter!" I tried to gain information from them regarding the shooter but they continued running. I ran to the closest entry gate at the west end of the student parking lot and found that it was still locked. Another student was headed west with an adult who advised the student was shot in the leg. I told him to continue west to Deputy Marchese who was at West Glades Middle, just west of us. I used a key to open the lock and entered along with Deputy A. Perry. As we approached building 12, students were sporadically exiting the school. As I got closer to building 12, I immediately recognized [redacted] who was lying on his back, just outside the west doors to building 12. I did not hear any additional shots being fired at this point. Several Coral Springs Police Officers came up behind me and we advanced toward the building. As I scanned the school to the south for the shooter and provided cover, the other deputies and CSPD officers approached building 12. I saw an officer check [redacted] for a pulse and say he was deceased. The officer and Deputy Volpe entered building 12 and came back out with [redacted] who had been injured. [redacted] was placed on a golf cart and was removed from the area. I attempted to enter building 12 from the west but was confronted by several law enforcement officers who had entered from the east end of the building. To mitigate a crossfire situation, I exited the building and continued to hold cover to the south while the other deputies and officers worked to clear the building and treat the injured. I also checked [redacted] for vital signs and found he had no pulse and was not breathing. He appeared to have and injury to the back of his head. The injured students were removed from the east end of the building. There were no students exiting classrooms to the south as the school was in lockdown. I did not see the suspect and did not have any suspect description at that time.

Once SWAT units arrived and began to clear the buildings to the south, I assisted at the Tactical Operations Center providing intelligence to the incident command regarding the school, the city, and the district. I expanded the perimeter east to university drive, west to Coral Ridge Drive, south to the Sawgrass Expressway and north to Holmberg Road. I further assisted with evacuating the students from the school. Once additional Broward Sheriff's Office assets arrived, I was relieved of my duties.

END OF REPORT

Incident Report Suspect List

Broward County Sheriff's Office

OCA: *17-1802-000525*

1

Name (Last, First, Middle)	Also Known As	Home Address
CRUZ, NIKOLAS JACOB		*8442 LAKEVIEW TRL PARKLAND, FL 33076 954-821-1007*
Business Address *DOUGLAS HIGH SCHOOL, 11TH GRADE*		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State
09/24/1998	*19*	*W*	*M*	*U*	*507*	*120*	*BLK*	*BRO*	*LGT*	[redacted]

Scars, Marks, Tattoos, or other distinguishing features

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN
							[redacted]

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel / Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

TEETH, VERY WHITE
POSTURE / SQUARE, RECT
HAIR STYLE, STRAIGHT
DEMEANOR, CONDESCENDING
DEMEANOR, APOLOGETIC
CONVERSATION, ABUSIVE LANGUAGE
BUILD, THIN
SPEECH / SOFT, OW
HAIR LENGTH, SHORT
CONVERSATION, APOLOGETIC
COMPLEXION, FRECKLES

EOG-00815

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *VAN DER EEMS, R. (9717)* **Date / Time:** *02/16/2018 11:35:01, Friday*

Supervisor: *MEYER, K. M. (14123)* **Supervisor Review Date / Time:** *02/22/2018 09:15:42, Thursday*

Contact: **Reference:** *Patrol Assist*

On February 14, 2018, I responded to Stoneman Douglas high school, which is located at 5901 Pine Island Rd, in reference to a shooting in progress. I responded to the north side of the school and ran up to the east side of building 12 (which I believe is called the freshman building). Upon my arrival, I met with other Officers/Deputies and upon looking inside the doors I could see smoke in the air and victims on the ground. We immediately made entry into the building and began to search the first floor going from east to west.

As we searched the first floor, we located victims who were shot and they were immediately evacuated out of the building while we continued our search for more victims and the suspect. After completing the search of the first floor from east to west, I went up the west side stair case to the second floor where I was informed other officers/Deputies were now searching.

I then went to the third floor with another Deputy and I observed 3 victims laying on the ground. Two were towards the middle and one was on the complete opposite side (east side) of us. The victim on the opposite side of us was now attempting to lift his arm. Deputy S. Gonzalez, Deputy T. Garcia, and I immediately went to get the victims. We went to the victim and brought him back to the west side stair case where he was evacuated out of the building. The other two victims were deceased. We then started to search the third floor starting from the west side stair case towards the east side stair case for addition victims and for the suspect. As we went any victims located were evacuated out as fast as possible.

I then responded down stairs and went to the building just to the west of building 12 where I assisted other students who were being evacuated out of the building to the staging areas. Bwc in use.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *VAN DER EEMS, R. (9717)* **Date / Time:** *02/20/2018 12:58:33, Tuesday*

Supervisor: *MEYER, K. M. (14123)* **Supervisor Review Date / Time:** *02/22/2018 09:15:42, Thursday*

Contact: **Reference:** *Patrol Assist*

It should be noted that my BWC was activated but was turned off accidentally by the on and off button being hit by possibly the rifle sling. Upon noticing it was off I immediately turned it back on. This occurred more then once. Sgt Meyers was notified.

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *HANKS, W. D. (9468)* **Date / Time:** *02/24/2018 06:50:18, Saturday*

Supervisor: *MILLER, B. C. (4643)* **Supervisor Review Date / Time:** *02/24/2018 15:54:24, Saturday*

Contact: **Reference:** *Assisting Officer*

On 2/14/18 I responded to 5901 Pine Island Rd (Marjory Stoneman Douglas High School) in reference to shots being fired inside a building within the school grounds. [redacted] Other officers/deputies arrived before I did.

Upon my arrival I stopped on the north side of the school. I did not know which building this was occurring. I took a cover position behind my patrol car in order to quickly assess the situation and see if I could determine where on the school grounds this was happening because I did not hear any shots being fired. Within approximately thirty seconds I could see several Coral Springs police officers and a Broward Sheriff's Office deputy running across the parking lot. Figuring that they knew which building to go to, I immediately ran to catch up to them.

I caught up to the officers and together we approached the west door of building twelve. I do not remember the exact count, but there were approximately five Coral Springs officers and a BSO deputy (Deputy Gerry Volpe #13562). One of the victims (later identified as [redacted]) was lying on his back to the right (south) of the door. He had been shot and appeared to be deceased. Two Coral Springs police officers entered the door first and immediately dragged out an injured person that was just inside the door. The Coral Springs officers and I then entered the west door of building twelve.

Upon entering the door I could see all the way down the hallway to the east door. There appeared to be bodies lying on the floor at the other end of the hall. I could also see other officers (unknown agency) entering the building through the east door. While I and the Coral Springs officers were inside, Deputy Volpe remained outside. I later learned that he assisted the injured person that had been dragged outside. See Deputy Volpe's supplement report detailing his actions.

We began the task of clearing the rooms in our immediate area on the west side of the first floor. We found an adult woman hiding in a locked office on the north side of that area. Wanting to avoid a potential crossfire situation with the officers that entered the east end, and coupled with the need to get officers/deputies to the upper floors as quickly as possible, we made our way to the second floor via the stairwell and continued to clear rooms. Some windows had to be shattered in order to gain entry into some of the locked classrooms where students and faculty were found to be hiding. No one was allowed outside the classrooms at this time until it was determined that all floors were secured. Two bullet shell casings were observed in the hallway about midway between both ends.

BSO SWAT arrived while we were clearing the second floor. I remained on the second floor with some of the Coral Springs officers until BSO SWAT gave the all-clear to start evacuating people. Classroom by classroom students and faculty were told to leave their belongings behind and file out per instructions. After everyone was evacuated, BSO SWAT forced entry into two utility rooms that we were unable to gain access to. BSO Bomb Squad also arrived to handle a lone backpack left in a second floor bathroom.

After injured had been removed and all others evacuated and the building was found to be secure, I walked out through the same west door that I had previously entered with the Coral Springs police officers. As I walked out the door I could see the body of [redacted] to my left (south of door) and an unidentified girl to my right (north side of door). Both were deceased.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *HANKS, W. D. (9468)* **Date / Time:** *02/24/2018 06:50:18, Saturday*

Supervisor: *MILLER, B. C. (4643)* **Supervisor Review Date / Time:** *02/24/2018 15:54:24, Saturday*

Contact: **Reference:** *Assisting Officer*

Knowing that the process of crime scene preservation has begun, I took it upon myself to remain at this location and start the crime scene log. I was told that another deputy would be posted at the east door. I remained at my post keeping track of the crime scene log until approximately 9:30 P.M. when I was relieved by Deputy Mark Delio #15768.

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *VOLPE, G. (13562)* **Date / Time:** *02/28/2018 20:22:02, Wednesday*

Supervisor: *MOLAMPHY, G. J. (9496)* **Supervisor Review Date / Time:** *03/05/2018 16:10:32, Monday*

Contact: **Reference:** *Patrol Assist*

Douglas High 1701 Zone

On February 14, 2018 at approximately 14:25 hours, I'm a School Resource Deputy at Riverglades Elementary, 7400 Parkside Drive, Parkland Florida. I was in my office after school dismissal when I heard Douglas High SRO Scot Peterson scream "shots fired" on his campus. I immediately responded to Douglas High campus.

Upon arrival I parked in the center median of the northwest entrance of the north student parking lot. I went to my trunk and removed my Broward Sheriff's Office Rock River Arms Patrol Rifle model LAR-15 serial number 90656. I changed the rifles status from ammo ready to threat ready. At this time I saw Broward Sheriff's Deputies Goolsby, Hanks and unknown city police officers moving south through the north parking lot towards the school campus. I joined several law enforcement officers working my way towards the 1200 building. As I approached the west door 1200 building I observed a w/m victim lying just south of the door on the ground. I personally knew the victim, he is a [redacted] he was lying on his back and he was not moving. Upon reaching [redacted] I determined he was deceased. At this time an unknown Coral Springs Police Officer had pulled up to the west door of the 1200 building on a golf cart. I met with other unknown Coral Springs Officers who were extracting another w/m victim personally known to me, he is [redacted]. We assisted [redacted] onto the back of the cart, the Coral Springs Officer and I drove him to the intersection of Pine Island Rd. and Holmberg Rd. Upon arrival at the Coral Springs Fire/Rescue staging area the paramedics took [redacted] for treatment. [redacted] during the transport needed to be supported. I leaned over the seat and I grabbed onto [redacted] and held him until we arrived. During the transport I spoke to [redacted] but he did not respond back, during my conversation I only gave him words of encouragement that he was going to survive.

We returned to the 1200 building and we were directed to the east side of the building. Upon arrival I saw several city police officers extracting the wounded students and I assisted them with the extracting the victims. Deputy Carbocci replaced me as the second Deputy on the cart. I joined up with unknown Broward Sheriff's Deputies and city police officers we conducted a search of the first floor of the 1200 building. We searched for the suspect, we moved from the east to the west on the first floor until we reached the end of the building. We passed some locked doors that appeared to be bathrooms and it was unknown if they were occupied. A city officer checked the pockets of [redacted] and retrieved a set of keys from his pants pocket. I looked at the keys since I'm familiar with [redacted] and these keys appeared to be his personal keys. I then assisted other Deputies and Officers going west to east on the first floor completing a secondary search for victims, and no living victims were found. I exited the building after reports of a suspect may have exited the building and could be leaving the campus. Three unknown officers and I went westbound moving along a building past the basketball courts and continued southeast. As we were walking southeast I observed a school golf cart that had its left wheel buried in the dirt somewhere by the baseball field. Upon reaching the southeast portion of the school by the canal that borders the school we needed to stop to replace a police canine. I met up with Deputy Yurchuck and he provided me with paper towels to clean the blood on my arms that I received from the victims extraction.

When the city canine arrived we continued searching down the canal bank towards Westglades Middle. Upon reaching the end of the canal at Westglades Middle it was reported that the subject was taken into custody. I returned to my patrol unit and secured my patrol rifle. I then went to the intersection of Pine Island and Holmberg Rd and Coral Springs Fire Rescue assisted me with the cleaning of my arms removing the residual blood stains. I then assisted other

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *VOLPE, G. (13562)* **Date / Time:** *02/28/2018 20:22:02, Wednesday*

Supervisor: *MOLAMPHY, G. J. (9496)* **Supervisor Review Date / Time:** *03/05/2018 16:10:32, Monday*

Contact: **Reference:** *Patrol Assist*

Deputies and city officers in crowd control at the northwest corner of Pine Island and Holmberg Rd.

I was contacted by my SRO Supervisor Sgt. Molamphy and he asked me to respond to the Broward Sheriff's Office Mobile Crime Scene Unit inside the school. Two Broward Crime Scene Detectives processed me at the scene. One Detective took photographs of myself in uniform, the blood stained areas of my uniform, bloodstains on the patrol rifle, blood stains on my fitbit watch and the Douglas High Security golf cart that transported the victims. Then a Detective took swabs of suspected blood from my uniform, the patrol rifle, fitbit watch, and the security golf cart. I was then released from the scene. No further action taken.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *JOHNSON, J. (14913)* **Date / Time:** *03/01/2018 20:14:44, Thursday*

Supervisor: *THYROFF, T. R. (12577)* **Supervisor Review Date / Time:** *03/02/2018 10:56:44, Friday*

Contact: **Reference:** *Assisting Officer*

On 02/14/18 I responded from the City of Tamarac to the Marjory Stoneman Douglas High school in reference to the School resource Deputy asking for assistance due to him hearing the sounds of gunshots or fire crackers somewhere on the campus.

Due to the heavy flow of radio traffic following that transmission, I did not advise I was responding there and just simply showed up in case it was an active shooter. Deputy Valdes, who was traveling in a separate vehicle arrived at the North end of the School the same time I did. Due to me traveling to the [redacted] to turn in paper work, I was dressed down and was not wearing full duty gear. I immediately put on my tac vest, activated my body worn camera, grabbed my rifle and ran toward the east door of building 12 along with Dep. Valdes and several Coral Springs Officers. I entered building 12 and immediately detected the odor of gun powder and observed several people lying in the hall way in pools of blood. Dep. Valdes, several Coral Springs Officers and I began to search the stairwell and several classrooms for the shooter. Dep Valdes and I moved approximately 3 or 4 people who were lying in the hallway to the outside and handed them over to several Deputies, who used a golf cart to transport them. While doing this my body camera was accidentally turned off by the handle of my rifle pressing against the camera on/off button. I returned inside the building and assisted several Coral Springs Officers clearing every class room on the first floor of building 12 in search of the shooter and escorting multiple students and teachers from several of the class rooms. After clearing the class rooms, I noticed that my body camera was not on and turned it back on. I held the west stairwell leading to the second floor until the BSO SWAT team arrived. I later exited the building and assisted with securing the outer perimeter of the crime scene until 0630 the following day. This concluded my involvement with this case. BWC.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *KRATZ, M. J. (11289)* **Date / Time:** *02/24/2018 17:09:38, Saturday*

Supervisor: *MILLER, B. C. (4643)* **Supervisor Review Date / Time:** *02/24/2018 17:22:44, Saturday*

Contact: **Reference:** *Assisting Officer*

On 2/14/18, I responded to 5901 Pine Island Road (Stoneman Douglas High School) in reference to a report of shots fired. This call came via the School Resource Deputy Peterson (via police radio).

As I was traveling east on Holmberg Rd now in the general area of the center to eastern portion of the Stoneman Douglas High School football field, I observed several frantic students running west along the chain linked fence that separates the roadway (Holmberg Road) from the football field trying to get my attention. I stopped in an attempt to gather information to pass along to other units. They advised that they were not sure if it was gun shots or fireworks. They did not see a gunman and were not exactly sure where it was coming from but did point east in the general direction of the north side of the school. I told the students to continue running west along the fence towards West Glades Middle School.

I then heard 4-5 very loud gunshots coming from what sounded like it was outside in the general area of the football field (east end) between me and where the other units were located to the east of me. I took cover behind my marked unit (4679) and scanned for a gunman but was unable to locate one. As I looked back, I observed several vehicles to include school buses (unknown occupants) approaching my location east bound. I stopped the vehicles to prevent them from entering the area from where the gun shots were heard.

I then had a student approach me from the opposite side of the chain linked fence who was accompanied by an adult who appeared to be school staff. The student had a gunshot wound to his leg but was still able to walk. Due to the gunshots I had just heard to the east of me, I told them to continue west towards West Glades Middle School.

To keep all of the motorists that were stopped behind me out of danger, they were turned around to head west bound. The east bound lane was now clear.

No additional gun shots were heard since the 4-5 gunshots heard earlier.

At about this time, I was approached by a school employee. He advised me that the subject was ID`d in the video surveillance to be Nikolas Cruz and that he was known to him as he was a prior student. I did pass that information along via the radio.

Students that were still walking west were being told to continue west in the direction of the middle school until it was learned that the subject was in custody in Coral Springs.

A short time later, additional units were requested at Holmberg Road and University Drive to assist with crowd control due to parents now starting to gather. I responded to that location and assisted with crowd control and traffic control.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *MILLER, B. C. (4643)* **Date / Time:** *02/24/2018 16:34:10, Saturday*

Supervisor: *NORD, B. (13551)* **Supervisor Review Date / Time:** *02/24/2018 22:13:03, Saturday*

Contact: **Reference:** *Assisting Officer*

On February 14, 2018, I heard via the BSO Radio that there were shots fired at Stoneman Douglas High School. While responding, Resource Deputy Peterson was attempting to establish a perimeter. Upon arrival I stopped my marked unit to prevent vehicular traffic from traveling Westbound by the school. I heard what appeared to be gun shots from the Westside of the school towards the football field and observed deputies immediately approaching the school on the Westside.

As on scene supervisor, I attempted to obtain additional resources and requested BSO K-9, helicopter, SWAT and additional support. Coral Springs Police Department arrived almost immediately and I directed them to the East entrance of the structure and advised them that BSO units had entered the Westside. Coral Springs officers asked if they could cut the chain on the East exit gate on Holmberg and they made entry into school property. BSO K-9 arrived on scene at my location and stood by in case he was needed to be deployed.

We established a command post on Pine island Road South of the school, where Captain Jordan assumed on scene command. Areas were established for additional law enforcement response and Fire and Rescue response.

At approximately 1541 hours, a suspect was stopped and detained and a witness was requested to identify the suspect. The location was 11735 NW 47th Drive, Coral Springs, at 1546 hours Sergeant Rossman and I transported a witness who was [redacted]. [redacted] made a positive identification of Suspect Cruz at 1555 hours. Please refer to Sergeant Rossman`s report for further details of the identification.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *DOLCINE, G. (14521)* **Date / Time:** *02/27/2018 07:30:30, Tuesday*

Supervisor: *GUAGLIONE, A. (4692)* **Supervisor Review Date / Time:** *02/27/2018 11:43:41, Tuesday*

Contact: **Reference:** *Patrol Assist*

On Wednesday, February 14th, 2018, I responded to 5901 Pine Island RD (Marjory Stoneman Douglas High school) reference to an active shooter at the high school.

After arriving scene, I took a perimeter on the east side of the school, after being instructed to do so due to the fact that BSO SWAT was inside the building actively searching for the suspect. I then observed a male victim that was laying down by the east gate with multiple gunshot wounds. I ran over to the intersection and advised Coral Springs Fire Rescue that there was a victim nearby with multiple shot wounds. I then ran back and escorted Fire Rescue to the victim. I then put on gloves, and applied pressure on one of the wound. Coral Springs Fire Rescue then picked up the victim put him on the stretcher and transported him to the hospital.

A short time later, word came on my BSO issued radio that the suspect was moving from inside the building on the second floor, which was directly across from my position. I made the decision to clear the street, and moved all the parents back to a safe place in case the suspect starts shooting from the building. Other deputies and I, walked the street and asked the parents to evacuate, and leave their cars behind.

I then took a position on the east side gate, and helped guided the kids to a safe place, which were still inside the school. A short time later, I responded to the Marriott Hotel and took a position at the south door. I stayed at the Marriott Hotel until 2130hrs.

Nothing further.

Broward County Sheriff's Office OCA: ***171802000525***

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *CARAVELLO, W. (17421)* **Date / Time:** *02/28/2018 13:00:17, Wednesday*

Supervisor: *MEYER, K. M. (14123)* **Supervisor Review Date / Time:** *03/01/2018 05:57:34, Thursday*

Contact: **Reference:** *Assisting Officer*

On Wednesday February 14th 2018 I was at Dollar General located at 1337 S. Dixie Hwy in the City of Deerfield Beach when a call was dispatched regarding an active shooter in the City Of Parkland. The initial call was for Deputies with long guns only so I did not respond immediately. Several minutes later all free Deputies were requested and at that time I started for Marjory Stoneman Douglas High School in Parkland with lights and sirens activated.

When I arrived in the area having exited the Sawgrass Expressway at Coral Ridge Drive I proceeded north until I arrived at Holmberg Road and then proceeded east until reaching the school.

Once on the north side of the school I observed students running toward me as I was on Holmberg Rd. I directed those students to come to me and once they did I instructed them to get behind vehicles. Once behind the vehicles those students were checked by other Deputies with none found to be injured. During my time at the north side of the school I did not hear any gunfire.

Moments later it was dispatched that it was possible that the shooter had left the school in a westward direction and possibly toward the Walmart store located on Coral Ridge Dr. I then left my position and headed in that direction and toward the Walmart. Shortly after arriving there it was then dispatched that the shooter was possibly in custody near West View Rd and well south of my new location.

I then stayed at my new location at the intersection of Holmberg and Coral Ridge were I prevented any non law enforcement traffic from entering the area of the school and assisted in directing traffic. I stayed there until approximately 2030 hours until I was told I could leave.

NFI

CASE SUPPLEMENTAL REPORT

Printed: 08/09/2018 13:49

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

CONTACT INFORMATION:

DECEASED VICTIMS

Carmen Schentrup
W/F, DOB 02/21/2001

NOK: April Schentrup, [redacted]

Meadow Pollack,
W/F, DOB 10/05/1999

NOK: Andy Pollack,

Peter Wang
O/M, DOB 11/09/2002,

NOK: Mother Huiying Wang,
Does Not Speak English Contact Jesse Pan,

Nicholas Dworet
W/M 03/24/2000

NOK: Mitchell Dworet,

Christopher Hixon
W/M 02/25/1968

Investigator Signature:_____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

NOK: Spouse Debbi Hixon,

Aaron Feis
W/M 05/17/1980

NOK: Spouse Melisa Feis

Luke Hoyer
W/M 10/25/2002

NOK: Tom Hoyer,

Alaina Petty,
W/F 08/22/2003

NOK: Ryan Petty, Kelly Petty,

Jaime Guttenberg
W/F 07/13/2003

NOK: Fred Guttenberg,

Alexander Schachter
W/M 07/09/2003

NOK: Max Schachter, / Karyn Schachter

Martin Duque-Anguiano
W/M 09/04/2003

NOK: Daisy Anguiano,

Investigator Signature:

EOG-00828

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Brother Miguel Duque can translate,

Alyssa Alhadeff
W/F 05/01/2003

NOK: Ilan Alhadeff / Lori Alhadeff

Helena Ramsey
W/F 01/19/2001

NOK: Anne Ramsey,

Scott Beigel
W/M 10/22/1982,

NOK: Mother Linda Beigel-Schulman, / Michael Schulman,

Joaquin Oliver-Padauy
W/M 08/04/2000

NOK: Manuel Oliver,

Cara Loughran
W/F 02/21/2003

NOK: Denise, / Damian Loughran,

Gina Montalto
W/F 04/22/2003
[redacted]

NOK: Jennifer Montalto, / Anthony Montalto,

Investigator Signature:

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

SURVIVING VICTIMS:

W/F,

W/M,

B/F,

B/F,

W/F,

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

W/F,

W/M,

W/M,

W/F,

W/M

W/F,

Investigator Signature:

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

W/M,

W/F,

W/M

W/F

W/M

WITNESSES-LAW ENFORCEMENT:

Detective John Curcio
Broward Sheriff's Office
Homicide Unit
954-321-4212

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Detective Walt Foster
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Zack Scott
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Jeff Curtis
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Bryan Tutler
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Samantha Cottam
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Kevin Nitsch
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Barbara Dyer
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Nick Masters

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Broward Sheriff's Office
SID Unit
954-321-4200

Detective Erica Rockey
Broward Sheriff's Office
SID Unit
954-321-4200

Detective Nick Masters
Broward Sheriff's Office
SID Unit
954-321-4200

Detective Nicole Freeley
Broward Sheriff's Office
SID Unit
954-321-4200

Detective Michael Joo
Broward Sheriff's Office
SID Unit
954-321-4200

Detective Valerian Perez
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Michael Roque
Broward Sheriff's Office
Homicide Unit
954-321-4200

Sergeant Dave Ellwood
Broward Sheriff's Office
Homicide Unit

Investigator Signature:

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

954-321-4200

Sergeant Jonathan Brown
Broward Sheriff's Office
Homicide Unit
954-321-4200

Detective Gloria Crespo
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Chris Williams
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Clint Williams
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Marshall Wolcott
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Roberto Caceres
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Chris Caldwell
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Investigator Signature:

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Technician Kim Woodward
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Miquel Suarez
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Dennis Plaska
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Dan Krystyan
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Dave Currie
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Kari Kahn
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Tracy Northern
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Jennifer Blum
Broward Sheriff's Office

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Regional Communications Center
954-321-4200

Chris Arneson
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Gail Chandler
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Katherine Lade
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Stepanie Oakley
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Grace Vicino
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Lismary Cardona
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Kimberly Tift
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Lisa Kozloskie
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Shakita Almorose
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Shana Woolcock
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Pamela Morichetti
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Cliffroy Myrie
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Nicole Peros
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Brittney Rainford
Broward Sheriff's Office
Regional Communications Center
954-321-4200

Detective Christopher Caldwell

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Detective Paul Porter
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Sergeant Joe Torok
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Sergeant Kypps Poliard
Broward Sheriff's Office
Crime Scene Unit
954-321-4200

Sergeant Rich Rossman
Broward Sheriff's Office
Tamarac Division
954-321-4200

Sergeant Brian Miller
Broward Sheriff's Office
Parkland Division
954-321-4200

Officer Alfred Gehres
Broward Sheriff's Office
Parkland Division
954-321-4200

Officer Trejis Guntis
Broward Sheriff's Office
Parkland Division

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

954-321-4200

Sergeant Greg Lacerra
Broward Sheriff's Office
Tamarac Division
954-321-4200

Detective Elisa Galindez
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Sergeant Nick Degiovanni
Broward Sheriff's Office
Cooper City Division
954-321-4200

Sergeant Jonathan Brown
Broward Sheriff's Office
Homicide Division
954-321-4200

Detective Mellissa Wallach
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Alyssa Guermes
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Devoune Williams
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Investigator Signature:

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Detective William Upegui
Broward Sheriff's Office
Tamarac Division
954-321-4200

Detective Larry Heath
Broward Sheriff's Office
Violent Crimes Unit
954-321-4200

Detective Chauncey Cade
Broward Sheriff's Office
VIPER Unit
954-321-4200

Detective Christopher Neves
Broward Sheriff's Office
Violent Crimes Unit
954-321-4200

Detective Phil Reynolds
Broward Sheriff's Office
Violent Crimes Unit
954-321-4200

Detective Trisha Martin
Broward Sheriff's Office
Violent Crimes Unit
954-321-4200

Detective Armand Demosthenes
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Armando Enrique

Investigator Signature:_____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Broward Sheriff's Office
Robbery Unit
954-321-4200

Detective Kami Floyd
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Taji Parrish
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Robert Rausch
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Stacie Nelson
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Bruce Link
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Joel Rivero
Broward Sheriff's Office
Pompano Division
954-321-4200

Deputy Wilinne Renard
Broward Sheriff's Office
Pompano Beach Division

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact: Reference: *Follow Up*

954-321-4200
(BWC Broward Health North)

Deputy Anthony Akhaven
Broward Sheriff's Office
Pompano Beach Division
954-321-4200
(BWC Broward Health North)

Seargent Ian Doriot
Broward Sheriff's Office
Pompano Beach Division
954-321-4200
(BWC Broward Health North)

Deputy Cathy Hunshicker-Jones
Broward Sheriff's Office
Pompano Beach Division
954-321-4200
(BWC Broward Health North)

Deputy Francisco Perez Palacio
Broward Sheriff's Office
Pompano Beach Division
954-321-4200
(BWC Broward Health North)

Deputy Lee Gieger
Broward Sheriff's Office
Deerfield Beach Division
954-321-4200
(BWC Broward Health North)

Deputy Reginald Cleophat
Broward Sheriff's Office
Deerfield Beach Division
954-321-4200

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Suspect Transport)

Deputy Carlos Periu
Broward Sheriff's Office
Deerfield Beach Division
954-321-4200
(Assisted in interviewing students and staff)

Deputy Vanessa Encina
Broward Sheriff's Office
Oakland Park Division
954-321-4200
(Assisted in interviewing students and staff)

Deputy Silverberg
Broward Sheriff's Office
Deerfield Beach Division
954-321-4200
(Assisted in interviewing students and staff)

Captain Ozzie Tianga
Broward Sheriff's Office
Main Courthouse
954-321-4200
(Assisted in interviewing students and staff)

Detective Neil Munson
Broward Sheriff's Office
Robbery Division
954-321-4200
(Assisted in interviewing students and staff)

Detective Nora Schwartz
Broward Sheriff's Office
Special Victims Division
954-321-4200
(Assisted in interviewing students and staff)

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Detective Christopher Depelisi
Broward Sheriff's Office
Special Victims Unit
954-321-4200

Detective Mark Warsaw
Broward Sheriff's Office
Violent Crimes Division
954-321-4200
(Assisted in interviewing students and staff)

Detective Robert Sokol
Broward Sheriff's Office
Robbery Division
954-321-4200

Deputy Edward Eason
Broward Sheriff's Office
Parkland Division
954-321-4200

Sergeant Adam Rubin
Broward Sheriff's Office
Robbery Division
954-321-4200

Detective Shannon Belanger
Broward Sheriff's Office
CESU Division
954-321-4200
(Assisted in interviewing students and staff)

Sergeant Kelly Stull
Broward Sheriff's Office
Violent Crimes Division
954-321-4200

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Assisted in interviewing students and staff)

Chief Robert Hutchinson
Broward School Police
Oakland Park, Florida
754-321-0725

Major Craig Kowalski
Broward School Police
Oakland Park, Florida
754-321-0725

Sergeant Edward Rafailovitc,
Broward County Sheriff's Office
954-321-4167

Sergeant Maria Renner
Broward County Sheriff's Office
954-321-4200

Detective Leonard Charla
Broward Sheriff's Office
Economic Crime Unit
954-321-4200
(Assisted in interviewing students and staff)

Detective Joseph Piatchek
Palm Beach Sheriff's Office
3228 Gun Club Road
West Palm Beach, Florida
561-688-4050

Detective A. Oetinger
Palm Beach Sheriff's Office
3228 Gun Club Road
West Palm Beach, Florida
561-688-4050

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Deputy Larry Ackers
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Christopher Anderson
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Angel Alcantara
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Sergeant Juan Barros
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Medic Bradley Gareth
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Sergeant Ricardo Braga
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Albert Cardarelli
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Andrew Clark

Investigator Signature: _____

Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Marc Corsello
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Christopher Cullen
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Thomas Cupo
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Medic Sara Franklin
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Sergeant Anthony Garcia
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Esteban Gonzalez
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Brendan Hays
Broward Sheriff's Office
954-321-4200

(BSO SWAT)

Sergeant Chris Hickox
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Medic Justin Hunter
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy David Jaques
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Hank Juntunen
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Gerardo Lopez
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Captain Grant Lasseter
Broward Sheriff's Office
954-321-4200
(BSO SWAT Fire Rescue 96)

Deputy Ira Marrich
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

EOG-00849

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Sergeant Matt Marks
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Christopher Mazzola
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Joseph Oms
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Brian Plancarte
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Sergeant Chris Palamara
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Lieutenant Thomas Mormelo
Broward Sheriff's Office
954-321-4200
(Fire Rescue 96 BSO SWAT)

Lieutenant Thomas Nolan
Broward Sheriff's Office
954-321-4200
(Fire Rescue 96 BSO SWAT)

Deputy Yausel Pompa
Broward Sheriff's Office

Investigator Signature: EXHIBIT 1

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

954-321-4200
(BSO SWAT)

Deputy Anthony Pulitano
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Robert Rausch
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Jason Riddle
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Sergeant Jason Rotella
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Richard Saito
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Christopher Sherlock
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Daniel Smith
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

EOG-00851

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Sergeant Matthew Werder
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Erick Zamora
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Carlos Gomez
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Art Perry
Broward Sheriff's Office
954-321-4200
(Parkland Division)

Deputy Brian Goolsby
Broward Sheriff's Office
954-321-4200
(Parkland Division)

Deputy Michael Kratz
Broward Sheriff's Office
954-321-4200
(Parkland Division)

Sergeant Robert Rivera
Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Deputy Christopher Kostrzecha

Investigator Signature:

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Broward Sheriff's Office
954-321-4200
(BSO SWAT)

Detective Jennifer Montgomery
Broward Sheriff's Office
SID Division
954-321-4200

Detective Vincent Peterson
Broward Sheriff's Office
SID Division
954-321-4200

Detective Amy Flagler
Boca Raton Police Department
Crime Scene Unit
100 NW Boca Raton Boulevard
Boca Raton, Florida
954-321-4200

Lieutenant Steven Greenlaw 1488
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Lieutenant Avery Figueras 1392
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Lieutenant Ron Magno 1261
Fort Lauderdale Police

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Sergeant Paul Cristafaro 1193
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Sergeant Jeffrey Newman 1444
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Sergeant Collis Atkinson 1649
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Steve Smith 1646
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Zach Baro 1500
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard

EOG-00854

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Fort Lauderdale Florida
954-828-5700

Officer Steve Johnson 1706
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Sergeant Matthew Moceri 1552
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Ryan Ijames 1617
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Robert Smith 1855
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Craig Sheehan 1604
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

FOG-00855

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Officer Chris Kuras 1885
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Larry Reyes 1687
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Cameron Burdick 1834
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Eli Ramos 1831
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Ryan Clifton 1684
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Igor Santos 1856

EOG-00856

Investigator Signature:_____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Ray Ketchmark 1652
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer James Hayes 1710
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Dustin Miller 1553
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Sean Walters 1836
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Leo Arena 1601
Fort Lauderdale Police
SWAT TEAM

FOG-00857

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Heather Lee 1811
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Jeffrey Knapp 1682
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Michael Berndt 1637
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Ethan Hodge 1610
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Nicole Graves 1754
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Darian Burkholder 1462

EOG-00858

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Allen Diamond 1379
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Jerry Williams 1422
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer John Shefferman 1884
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Captain Robert Dietrich 1242
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Sergeant Margaret Dietrich 1320
Fort Lauderdale Police
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Remy Rodriguez 1880
Fort Lauderdale Police

FOG-00859

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Franco Smith 1886
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Reyko Del Pino 1736
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Jared Gross 1603
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Chris Chambers 1459
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Chris Troiano 1698
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard

EOG-00860

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Fort Lauderdale Florida
954-828-5700

Officer Jason Marcus 1456
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer John Loges 1283
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Jack Dicristafalo 1232
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Jason Bohan,
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Officer Derek Dunlap
Fort Lauderdale Police
SWAT TEAM
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

EOG-00861

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Anthony Perazelli
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Rick Pardo
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

James Francis
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Ralph Dominguez
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Justin Weiss
Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Chris Czipulis

Investigator Signature:

EGG-00862

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Fort Lauderdale Police
SWAT MEDIC
1300 West Broward Boulevard
Fort Lauderdale Florida
954-828-5700

Ivan Ramirez
US Postal Inspector
US Post Office
Miami Division
877-876-2455

FBI Special Agent Joseph R. Oliver
FBI Miami Division
Violent Crimes & Fugitive Task Force
Office: 754-703-3095
Cell:
(Lead FBI Agent on Case)

FBI Special Agent Wendell Cosenza
Cellular Analysis Survey Team (CAST)
Criminal Investigative Division, FBI HQ

FBI Special Agent Patrick Simpson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent James Klatt
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Mark Horton
FBI Miami Division
754-703-2000

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Assisted in interviewing Students and Teachers)

FBI Special Agent Andrew Delvalle
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jeremy Patrick
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Irina Thomas
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent John Thomas
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Paul Scarborough
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Rafal Kaniorski
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent M Craig Harris
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

Investigator Signature: EOG 08864

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Special Agent Cherie Farrell
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Eric Paul Adelsberger
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jessie Apaza
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Rayan Bahlawan
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Michael P. Betancourt
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Alisha K. Bonifant
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jessica M. Box
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Justin A. Brannon
FBI Miami Division

EOG-00865

Investigator Signature:_____

754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Paul A. Carpinteri
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Justin M. Carsten
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Regino Chavez
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Mark D. Christenson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent C. McDonald
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Louis Bronstein
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brian O`Neil
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Special Agent Pamela Washington
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Nathan Ferguson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Stephen Cipriano
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brendan Collins
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Randall Culp
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Patrick Depenbrock
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Darin Dider
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Adam Dixon

Investigator Signature: _____

EOG-0867

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent William Donaldson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent James Edwards
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Ira Fair
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Cherie Farrel
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Hedi Ford
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Robert Giczy
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent David Gilbert
FBI Miami Division
(754-703-2000

Investigator Signature: _____

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Investigator: CURCIO, J. (16048) Date / Time: 08/09/2018 13:28:06, Thursday

Supervisor: BROWN, J. J. (11100) Supervisor Review Date / Time: 08/09/2018 13:31:16, Thursday

Contact: Reference: Follow Up

Assisted in interviewing Students and Teachers)

FBI Special Agent Jason Ginther
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Damian Giroux
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Michael Glass
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Colin Gregory
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Sarah Halleran
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Chad Harmon
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Aaron Hope
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

Investigator Signature:

EGG-00869

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Special Agent Maria Houser
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Kelly Hunt
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Shizuko Jackson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Leigh Jackson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent James Kaelin
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Sean Kibby
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Patrick Koeth
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Ellen Kolos
FBI Miami Division

Investigator Signature: _____

EOG-00870

754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Matthew Lanthorn
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Joseph Lavelle
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Charles Lawless
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Richard Lee
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent James Lewis
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jacqueline Lyon
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Tim Martella
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

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Contact: Reference: *Follow Up*

FBI Special Agent Adam Mastrianni
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Cameron McDowell
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Kurt McKenzie
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Heather McPherson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Diego Mello
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent James Mis
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Andrew Nelson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Richard Nifong

Investigator Signature: _____

FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Nemanja Nikolic
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Ryan Nougaret
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Dennis OBrien
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brian Oman
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Judith Orihuela
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jon Ostroman
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Alonzo Palomares
FBI Miami Division
754-703-2000

(Assisted in interviewing Students and Teachers)

FBI Special Agent Raul Perdomo
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Martin Suarez
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brian Devins
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Eliud Fellano
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Andrew Zavaza
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Hector Ortiz
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Aaron Spielvogez
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Special Agent Daniel Reid
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Gahlawam
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jarrett Brown
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Charles Mathews
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Gena Rezmer
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brian Scott
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Kyle Skraemer
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Janet Waldron
FBI Miami Division

Investigator Signature: _____

754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Lisa Lamey
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Nicole Rahmer
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Orlando Lopez
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Nicole Parker
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Christine Segarra
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Aleksey Melnikov
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Paul Clark
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

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Contact: Reference: *Follow Up*

FBI Special Agent Zachary Kippenbrock
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Derek Wingle
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent George Nau
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Antonio Caistaneda
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Willie Creech
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent GO Hernandez-Torres
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Paul Fernandez
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent David Aronson

Investigator Signature: _____

FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Edward Holbrook
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jeffrey Young
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Rickey Dickerson
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Sherrie Uzzla
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Cynthia Severinsen
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Ashley Shrewsbury
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Terry Specyal
FBI Miami Division
754-703-2000

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Contact: Reference: *Follow Up*

(Assisted in interviewing Students and Teachers)

FBI Special Agent Collin Starnes
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Michael Stewart
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jamie Stranahan
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent David Strubinger
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Sophak Thach
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Roy Vanbrunt
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Michael Visted
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

Investigator Signature: _____

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Contact: Reference: *Follow Up*

FBI Special Agent Milan Vraback
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Hilton Yam
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Olga Novosad
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Brian Waterman
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent David Fernicola
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jacqueline Frudge
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jose Subias
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Eduardo Urtiaga
FBI Miami Division

Investigator Signature: _____

754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Bensitel
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Katrina Dawkins
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Alejandro Peraza
FBI Miami Division
754-703-2000
(Phone interviews)

FBI Special Agent Derek Wingle
FBI Miami Division
754-703-2000
(Evidence Collection)

TFO Agent Chris Collins
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

TFO Agent Rafal Kawiorski
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

TFO Agent Sheryll Kumm
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

EOG-00881

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Contact: Reference: *Follow Up*

TFO Agent Thomas Highsmith
FBI Miami Division
754-703-2000
(Assisted in interviewing Students and Teachers)

FBI Special Agent Jessie Apazza
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Andre Ashe
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Dave Clancy
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Brendan Collins
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Paul Davis
FBI Miami Division
754-703-2000
(SWAT Team Member Medic)

FBI Special Agent Derek Fainha
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Mike Ferlazzo

FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Matt Gastony
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Noel Gil
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Paul Hollinger
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Corey Hopwood
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Corine Ibrahim
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Nick Jones
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Sean Kibby
FBI Miami Division
754-703-2000

(SWAT Team Member)

FBI Special Agent Pat Koeth
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Joe Lavelle
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Chris Mayo
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Pat McDonough
FBI Miami Division
754-703-2000
(SWAT Team Member)
(Assisted in interviewing Students and Teachers)

FBI Special Agent Mark Meyers
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Scott Mitchell
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Mario Monreal
FBI Miami Division
754-703-2000
(SWAT Team Member)

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Contact: Reference: *Follow Up*

FBI Special Agent Pete Obler
FBI Miami Division
754-703-2000
(SWAT Team Medic Member)

FBI Special Agent Chris Penn
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Matt Schempp
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Geoff Swinerton
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Rob Peter
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Derek Farinha
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Pete Obier
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Jason Vanloan

FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Dan Waters
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Mike Weronik
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Hilton Yam
FBI Miami Division
754-703-2000
(SWAT Team Member)

FBI Special Agent Lauren Rose
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Jessica Rivera
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Laura Conklin
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Yolanda Watson
FBI Miami Division
754-703-2000

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Contact: Reference: *Follow Up*

(CERT)

FBI Special Agent Nicola Hester
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Brittney Class
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Madeline Albrecht
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent LaTasha Russo
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Rodrick Landry
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Austin Steelman
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent T N Pham
FBI Miami Division
754-703-2000
(CERT)

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Contact: Reference: *Follow Up*

FBI Special Agent Laura Schwartzenberger
FBI Miami Division
754-703-2000
(CERT)
(Assisted in interviewing Students and Teachers)

FBI Special Agent Scott McDonough
FBI Miami Division
754-703-2000
(HERT)

FBI Special Agent Alejandro F. Galeano
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Jason Carpenter
FBI Miami Division
754-703-2000
(HERT)

FBI Special Agent Ashley Agrait
FBI Miami Division
754-703-2000
(HERT)

FBI Special Agent Bayardo Ramos
FBI Miami Division
754-703-2000
(HERT)

FBI Special Agent Jon Schwerer
FBI Miami Division
754-703-2000
(HERT)

FBI Special Agent Kevin Nanz

Investigator Signature:_____

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Contact: Reference: *Follow Up*

FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Mayzara Garcia
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Jose Loureiro
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Fady Haydar
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Bradley Howell
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Xavier Castaneda
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Nikko Sarno
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Danne Murphy
FBI Miami Division
754-703-2000

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Responded but left early for relief)

FBI Special Agent Jason Darling
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Kelvin Ortiz
FBI Miami Division
754-703-2000
(Responded but left early for relief)

FBI Special Agent Dearl Webber
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Andrea Olguin
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Rene Luna
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Mabel Nazzarri
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Cindy Barrois
FBI Miami Division
754-703-2000
(CERT)

Investigator Signature:

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

FBI Special Agent Lauren Szwech
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Kieran Mulryan
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Barbara Bedford
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Kristin Bailey
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Kathleen Bushong
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent James Saba
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent Eden Koeth
FBI Miami Division
754-703-2000
(CERT)

FBI Special Agent John Meyerer
FBI Miami Division

Investigator Signature: _____

754-703-2000
(HERT)

FBI Special Agent Kevin Lopez
FBI Miami Division
754-703-2000
FBI Special Agent Hector Pesquera
FBI Miami Division
754-703-2000

FBI Special Agent Boeman Wong (HERT)
FBI Miami Division
754-703-2000

FBI Special Agent Gaston Nieves
FBI Miami Division
Miami CART
(754) 703-2159 (office)

FBI Special Agent Carlos M. Castello
FBI Miami Division
Miami CART
(754) 703-2159 (office)

FBI Special Agent Ryan Furr
FBI Miami Division
(754) 703-2159 (office)

FBI Special Agent Gregory Sturtevant
Jackson Mississippi Division
1220 Echelon Parkway
Jackson, Mississippi

FBI Task Force Officer
Roberto Neumann

Investigator Signature:

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

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Contact: Reference: *Follow Up*

FBI Miami Office
2030 SW 145th Avenue
Miramar, Florida
754-703-2000

FBI Task Force Officer
Monica Diaz
FBI Miami Office
2030 SW 145th Avenue
Miramar, Florida
754-703-2000

FBI Task Force Officer
Abayomi Oyelola
FBI Miami Office
2030 SW 145th Avenue
Miramar, Florida
754-703-2000

FBI Task Force Officer
Alex Serrano
FBI Miami Office
2030 SW 145th Avenue
Miramar, Florida
754-703-2000

FBI Task Force Officer
Mark Peyton
FBI Miami Office
2030 SW 145th Avenue
Miramar, Florida
754-703-2000

Special Agent Donald Cannon
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue

Investigator Signature: _____

Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent in Charge Troy Walker
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Initial response/coordination)

ASAC Chris Woehr
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

RAC Dennis Roadruck
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

SAS Alphonso Williams
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Kelly Rawson

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Contact: Reference: *Follow Up*

Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Larry Masterson
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Chris Vastine
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Kristen Brennan
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Alex Villanueva
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240

Investigator Signature: FOG-00805

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Assisted in interviewing Students and Teachers)

Special Agent Frank Vetere
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Nigel Morrison
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent John Kimo
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Miles Sonn
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Raul Perez
Florida Department of Law Enforcement
Miami Regional Operations Center

Investigator Signature:_____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Terrance Brinson
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Jason Ravenel
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Lawrence Andres
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Special Agent Kelly Ranson
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Assisted in interviewing Students and Teachers)

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY ALTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

SCIA II Lisa Lang
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Intelligence)

SCIA Albert Grosman
Florida Department of Law Enforcement
Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172
786-336-1240
(Intelligence)

Hallandale Police Department SWAT Team Member
Officer Christopher Allen
400 S Federal Highway
Hallandale Beach, Florida
(954) 457-1400

Hallandale Police Department SWAT Team Member
Officer Matt Casey
400 S Federal Highway
Hallandale Beach, Florida
(954) 457-1400

Hallandale Police Department SWAT Team Member
Officer Kevin Hebert
400 S Federal Highway
Hallandale Beach, Florida
(954) 457-1400

Hallandale Police Department SWAT Team Member
Officer Pietro Roccisano
400 S Federal Highway

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Hallandale Beach, Florida
(954) 457-1400

Hallandale Police Department SWAT Team Member
Sergeant Thomas Montellanico
400 S Federal Highway
Hallandale Beach, Florida
(954) 457-1400

Hollywood Police Department SWAT Team Member
Officer Anthony Adams
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Aldo Blanco
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Robert Channer
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Detective Daniel Bromley
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Charles Burrows
3250 Hollywood Blvd
Hollywood, Florida

Investigator Signature: _____

EOG 08899

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

---

(954) 764-4357

Hollywood Police Department SWAT Team Member
Detective Misael DelaTorre
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Lieutenant Jeffrey Devin
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Jason Dohaney
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Mileta Dojokic
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Steven Fernandez
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Anthony Flores
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Hollywood Police Department SWAT Team Member
Officer Mark Hazel
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Sergeant John Graham
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Anthony Horta
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer R. Knapp
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Kevin McKlintock
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Detective Justin Lang
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Investigator Signature:_____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Hollywood Police Department SWAT Team Member
Officer Michael McBride
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Sergeant Paul Laskowski
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Joshua McLean
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Ricardo Penton
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Alexis Ramirez
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Steven Regentz
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Officer Daniel Ruiz
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Sergeant Yasmanny Ruiz
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Roger Stacey
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Officer Joshua Triplett
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Hollywood Police Department SWAT Team Member
Lieutenant John Switter
3250 Hollywood Blvd
Hollywood, Florida
(954) 764-4357

Sergeant Nick Mazzei
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Gil Monzon
Coral Springs Police Department

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Dwight Hodgson
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Mike Kenny
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Dave Alfin
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer George Schmidt
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Scott Myers
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Captain Brad Mock
Coral Springs Police Department
2801 Coral Springs Drive

Investigator Signature: _____

Coral Springs, Florida
Phone: (954) 344-1800

Detective Dave Gariepy
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Jason Foti
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Brett Popock
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Chad Whittington
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Carla Kimiotek
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Captain Ryan Gallagher
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida

Investigator Signature: _____

Phone: (954) 344-1800

Officer Francis Capre
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Scott Pesicek
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Derek Fernandez
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Chris Fahey
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Bryan Daugherty
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Nick Cotellese
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Officer Chris Clark
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Brian Wilkins
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Bruce Kozlowski
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Medic Ivo Ceciliano
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Steve Wiersing
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Augusto Carvalho
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Sergeant Ed Derosa
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Brett Schroy
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Dave Dittman
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Nick Iarriccio
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Mindy Mazzei
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Tim Burton
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer James Maclean

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Andrew Dintelman
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Giovanni Vullo
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Paul Murray
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Richard Best
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Garret Gerlock
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Jeremy Racine

Investigator Signature: EOR-0899

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

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Contact: Reference: *Follow Up*

Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Bob Cherry
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Medic Yair Soto
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Jason Hosler
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Hannah Rincon
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Ray Kerner
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Ryan Liss
Coral Springs Police Department

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Paul Kempinksi
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Scott Clark
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Lieutenant Joe McHugh
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Eric Jomant
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Medic Chris Hunter
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Scott Russo
Coral Springs Police Department

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Jessica Lortie
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Brian Koenig
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Shawn Murray
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Captain Brad McKeone
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Simeon Gutzmer
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Medic Joe Schiavo
Coral Springs Police Department
2801 Coral Springs Drive

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Coral Springs, Florida
Phone: (954) 344-1800

Officer Alex Plesher
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Frank Marinez
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Ray Kerner
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Sergeant Rob Harty
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Eric Shuster
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Jason Mulvey
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida

Investigator Signature: FOG-0811

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Phone: (954) 344-1800

Sergeant Brett Coleman
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Rick Schaut
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Brian Elkin
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Rafael Caballero
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Danielle Crawford
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Detective Ebony Winn
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Sergeant Camille Dunmornay
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer Kyle Greene
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Officer MIchael Zorrilla
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Laurie Salas
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer B. Saldana
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Jordan Denniston
Coral Springs Police Department
2801 Coral Springs Drive

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Michele Martin
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Jessica Murphy
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Brooke Garner
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Sheena Wells
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Brittney Hatem
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(Assisted in interviewing students and teachers)

Officer Kyle Patterson
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Hilton Goss
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Stephen Wetherington
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Ronald Milner
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Ricardo Pena
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Investigator Signature: FOG-0917

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Officer Chris Bosworth
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone(954) 344-1800
(Assisted in interviewing students and teachers)

Officer Jeff Payne
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer William Reid
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Yvonne Berrios
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Officer Kyle Palmer
Coral Springs Police Department
2801 Coral Springs Drive
Coral Springs, Florida
Phone: (954) 344-1800
(Assisted in interviewing students and teachers)

Coconut Creek Officer Michael Leonard
4800 W Copans Road

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek Officer Steven James
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700
(Assisted in interviewing students and teachers)

ATF SWAT Team Member
Medic Luis Arias
11410 NW 20th St., Suite 200
Miami, Florida

ATF SWAT Team Member
Damon Cavender
11410 NW 20th St., Suite 200
Miami, Florida

ATF SWAT Team Member
Jimmy Littlefield
11410 NW 20th St., Suite 200
Miami, Florida

ATF SWAT Team Member
Jonathan Santarsiero
11410 NW 20th St., Suite 200
Miami, Florida

ATF SWAT Team Member
Jason Slosson
11410 NW 20th St., Suite 200
Miami, Florida

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Coconut Creek SWAT Member
Justin Capaldi
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Thomas Eisenring
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Frank Fuentes
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Roger Hall
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Joseph Jarhsdoerfer
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Dan Noordeloos
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Investigator Signature:_____

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Coconut Creek SWAT Member
Ricardo Padron
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Medic Ed Pickering
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Dante Tanfulla
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek SWAT Member
Kevin Valade
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek Police Department
Detective C. Corey
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek Police Department
Detective J. Barreto
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Investigator Signature: _____

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Coconut Creek Police Department
Detective D. Papa
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek Police Department
Detective M. Perez
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Coconut Creek Police Department
Detective B. Mullins
4800 W Copans Road
Coconut Creek, FL 33063
(954)- 973-6700

Sunrise Police Department SWAT Member
Sergeant Darwin Arroyo
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Ryan Biro
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Eric Carter
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member

Investigator Signature: _____

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Officer Eric Fernandez
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Cory Gindlesperger
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Carl Haller
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Christopher Maristany
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Mark Marzouca
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Detective Timothy McGovern
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Roberto Milien

Investigator Signature: _____

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10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Robert Padron
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Officer Alex St. Preux
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Detective Michael Wilds
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Detective Richard White
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Lieutenant Daniel Ransone
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Lieutenant Roger Krege
10440 W Oakland Park Blvd

Investigator Signature:

EOG-00924

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Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Sergeant Jason Wilkey
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Member
Detective Roy Morlock
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department SWAT Medic
Detective Jason Tandlich
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Sergeant William Gordan
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective Erik Palacio
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective William Gordon
10440 W Oakland Park Blvd
Sunrise, Florida

Investigator Signature:_____

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(954) 746-3370

Sunrise Police Department
Detective Michael White
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective Joshua Haggard
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective Kari Norwood
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective William Abel
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective Evan Huggard
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Sunrise Police Department
Detective Kevin Fernandez
10440 W Oakland Park Blvd
Sunrise, Florida
(954) 746-3370

Investigator Signature:

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Contact: Reference: *Follow Up*

Margate Police Department SWAT Member
Medic Ariel Adorna
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Terry Barnett
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Medic Sharon Cecilano
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Sean Cobban
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Phillip Horne
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Andrew Irelan
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Investigator Signature:

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Contact: Reference: *Follow Up*

Margate Police Department SWAT Member
Sergeant Paul Kostick
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Sergeant Robert Kriplean
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Detective Joseph Pellegrino
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Detective Francisco Rincon
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Detective Scot Sawyer
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Michael Sepot
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Sergeant Kevin Stransky
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Lieutenant David Young
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Jasen Pellegrino
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Stephen Simmons
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Officer Chad Ryen
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Margate Police Department SWAT Member
Detective Joseph Krissel
5790 Margate Blvd
Margate, Florida
(954) 972-7111

Davie Police Department SWAT Team Member
Officer Jonas Bogdon

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Michael Brown
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Derrick Curtis
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Sergeant Pablo Castaneda
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Detective Ben Diaz
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Craig Albertini
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Detective Zev Spiller
1230 South Nob Hill Road

Investigator Signature: _____

Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Detective John Bennett
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Tom Holste
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Major Dale Engle
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer David Morrison
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Detective Michael Kealy
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Dennis Murray
1230 South Nob Hill Road
Davie, Florida

(954) 693-8200

Davie Police Department SWAT Team Member
Detective Paul Ortenzo
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Abel Rivas
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Jason Rivera
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer David Rodriquez
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Curtis Schock
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Richard Spradling
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Investigator Signature: EOC-08202

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Davie Police Department SWAT Team Member
Lieutenant Jeremy Stone
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Officer Marcus Tschapek
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Detective Eddy Valazquez
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Davie Police Department SWAT Team Member
Sergeant Eddie Wong
1230 South Nob Hill Road
Davie, Florida
(954) 693-8200

Pembroke Pines Police Department SWAT Team Member
Officer David Balladares
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Officer Eric Guy
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Investigator Signature: _____

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Pembroke Pines Police Department SWAT Team Member
Officer Thomas Moloney
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Officer Anthony Pagano
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Officer Brett Thompson
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Officer Health Wagnor
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Sergeant Andres Lopez
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Sergeant Christian Rogers
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Detective James Bolger
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Detective Erwin Lopez
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Detective Michael McKay
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Detective Rodrigo Ruiz
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Pembroke Pines Police Department SWAT Team Member
Captain Jose Vargas
9500 Pines Blvd
Pembroke Pines, Florida
(954) 431-2200

Miramar Police Department SWAT Team Member
Frank Defalco
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Xavier Osorio

EOG-00935

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

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11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Allan Guevera
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Stacie Hadley
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Vanessa Freyre
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Carlos Villalona
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

Miramar Police Department SWAT Team Member
Jeffrey Gilbert
11765 City Hall Promenade
Miramar, FL 33025
954- 602-4000

WITNESSES CIVILIAN

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

W/F

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

W/F

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
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[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

B/F

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

(911 Caller)

W/F

(911 Caller)

[redacted]
W/M[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

Investigator Signature: _____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

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Contact:
Reference: *Follow Up*

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]

W/M

(911 Caller)

W/F

Investigator Signature: _____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
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Contact:
Reference: *Follow Up*

[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
B/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
B/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

Investigator Signature: _____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

[redacted]
B/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

W/F

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

W/F

(911 Caller)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]

Investigator Signature: _____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

W/F [redacted]
(911 Caller)

[redacted]
W/F [redacted]
(911 Caller)

[redacted]
W/M [redacted]
(911 Caller)

[redacted]
(911 Caller)

(911 Caller)

W/F

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

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W/F [redacted]
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(911 Caller)

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W/M [redacted]
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(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

Investigator Signature: _____

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Contact: Reference: Follow Up

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

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W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]

Investigator Signature: _____

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W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
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(911 Caller)

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(911 Caller)

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(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

OCA: *171802000525*

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[redacted]
(911 Caller)

[redacted]
W/M [redacted]
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(911 Caller)

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W/M [redacted]
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(911 Caller)

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W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]

Investigator Signature: _____

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(911 Caller)

W/M [redacted]

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

W/F [redacted]

(911 Caller)

W/F [redacted]

(911 Caller)

W/F

[redacted]

Investigator Signature:

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W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
B/M [redacted]
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[redacted]
[redacted]
(911 Caller)

[redacted]
B/M [redacted]
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[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

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Contact: Reference: *Follow Up*

[redacted]
(911 Caller)

. .

B/F

(911 Caller)

[redacted]
B/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]

Investigator Signature: _____

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Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

(911 Caller)

W/M

(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
B/F [redacted]
[redacted]
(911 Caller)

Investigator Signature: _____

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Contact: Reference: Follow Up

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
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(911 Caller)

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W/F [redacted]
[redacted]
[redacted]
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(911 Caller)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

W/M [redacted]

Investigator Signature: EOC-0853

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

(911 Caller)

W/M [redacted]

(911 Caller)

W/F

(911 Caller)

B/F [redacted]

(911 Caller)

[redacted]

W/F [redacted]

[redacted]

(911 Caller)

[redacted]

W/M [redacted]

[redacted]

Investigator Signature: _____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
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[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

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W/F [redacted]
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(911 Caller)

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W/F [redacted]
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(911 Caller)

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W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

Investigator Signature: _____

OCA: *171802000525*

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Date / Time: *08/09/2018 13:28:06, Thursday*
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[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

W/M [redacted]

(911 Caller)

[redacted]
W/M [redacted]
[redacted]
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[redacted]
(911 Caller)

W/M [redacted]

(911 Caller)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(911 Caller)

[redacted]

Investigator Signature: _____

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Contact: Reference: *Follow Up*

B/F [redacted]
(911 Caller)

[redacted]
W/M [redacted]
(911 Caller)

[redacted]
W/F [redacted]
(911 Caller)

[redacted]
B/F [redacted]
(911 Caller)

[redacted]
W/M [redacted]
(911 Caller)

[redacted]
W/M [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

W/F, [redacted]

(911 Caller)

W/F [redacted]

[redacted]
(Cruz's Phone Records)

Investigator Signature: [redacted]

OCA: **171802000525**

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

[redacted]
(Cruz's Phone Records)

[redacted]
W/M [redacted]
[redacted]
(Mentioned)

[redacted]
W/M [redacted]
[redacted]

W/M [redacted]

[redacted]
W/M [redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

OCA: *171802000525*

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Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

[redacted]
W/F [redacted]
[redacted]
(Suspect's Phone Records)

[redacted]
W/M [redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

OCA: *171802000525*

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]
(Suspect's Phone Records)

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
(Suspect's Phone Records)

[redacted]
W/F [redacted]
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W/M [redacted]

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W/M [redacted]
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Investigator Signature: _____

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

[redacted]
2620 [redacted]
[redacted]
[redacted]

[redacted]
2620 [redacted]
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[redacted]
W/M [redacted]
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Investigator Signature: [redacted]

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Contact:
Reference: *Follow Up*

W/F [redacted]

W/M [redacted]

W/M [redacted]

W/F [redacted]

W/M

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W/F

Investigator Signature: _____

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Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
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W/M

[redacted]
W/F [redacted]

[redacted]
B/F [redacted]

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W/M [redacted]

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W/M [redacted]

Investigator Signature: _____

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[redacted]

W/F [redacted]

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W/F [redacted]

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Investigator Signature: _____

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W/F [redacted]

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W/M [redacted]

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W/F [redacted]

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W/F [redacted]

Investigator Signature: _____

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Reference: *Follow Up*

[redacted]
W/F [redacted]
[redacted]
[redacted]
(Mentioned)

[redacted]
W/M [redacted]
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[redacted]
(Mentioned)

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[redacted]
(Mentioned)

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(Mentioned)

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W/F [redacted]
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(Mentioned)

[redacted]
W/M [redacted]
[redacted]

Investigator Signature: _____

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Date / Time: *08/09/2018 13:28:06, Thursday*
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Reference: *Follow Up*

[redacted]
(Mentioned)

[redacted]
W/F [redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]

W/M

[redacted]
W/M [redacted]
[redacted]

W/F

Andrew Medina
W/M 05-24-79
954-940-1705
(Campus Security Monitor)

Investigator Signature: _____

OCA: *171802000525*

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Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Kelvin Greenleaf
B/M 01/04/1962
4942 NW 55 Boulevard
Coconut Creek Florida
954-815-2234
(Campus Security Monitor)

W/M

(Witness)

[redacted]
B/M [redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]

Investigator Signature: _____

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Contact:
Reference: *Follow Up*

[redacted]
W/F [redacted]

[redacted]
W/M [redacted]

Lynda Marie Cruz
W/M 09/25/1949
8442 Lakeview Trail
Parkland Florida
(Suspect`s Mother Deceased)

[redacted]
W/F [redacted]

[redacted]
W/F [redacted]

[redacted]
W/F [redacted]

Investigator Signature: _____

OCA: *171802000525*

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[redacted]

W/M [redacted]

[redacted]

W/M [redacted]

[redacted]

W/M [redacted]

[redacted]

W/F [redacted]

[redacted]

Zachary Cruz
W/M 02/21/2000
[redacted]

James Snead
W/M 01/11/1970
7200 Loxahatchee Road
Parkland Florida

Investigator Signature: _____

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

954-830-3035

Jameson Snead AKA JT
W/M 03/20/2000
7200 Loxahatchee Road
Parkland Florida
954-415-7784

Kimberly Snead
W/F 08/18/1960
7200 Loxahatchee Road
Parkland Florida
954-652-8760

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]
[redacted]

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Laura Zecchini
W/F 10/18/1954
3996 Allerdale Place
Coconut Creek, Florida
561-403-3629
(Uber Driver)

Denise Reed
4103 NW 73 Way
Coral springs, Florida
954-296-6906
(Assistant Principal at MSDH)

Maximo Rosario
W/M 09/02/1965
5386 NW 124 Way
Coral Springs, Florida
954-673-3974
(Assistant Principal at MSDH)

Denise Reed
Stoneman Douglas, Assistant Principle
5901 Pine Island Road,
Parkland, Florida
754-322-2150

Amy Pena
Stoneman Douglas, Registrar
5901 Pine Island Road
Parkland, Florida
754-322-2150

Teresa Basilone
Stoneman Douglas, Office Manager
5901 Pine Island Road
Parkland, Florida

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

754-322-2150

Lesaski Shawna Wecht
6631 NW 20 Street
Margate, Florida
954-790-3181
(Building 1200 Teacher)

Zipora Lazarus
W/F 09/16/1953
8207 Alpine Ridge Road
Boynton Beach Florida
954-579-5086
(Building 1200 Teacher)

Chris Mathew
W/M 01/26/1979
9027 NW 21 Court
Coral Springs, Florida
803-795-3408
(Building 1200 Teacher)

Prian Brandy Hermosillo
8541 NW 57 Drive
Coral Springs, Florida
816-682-1796
(Building 1200 Teacher)

W/F [redacted]

(Building 1200 Teacher)

W/F [redacted]

Investigator Signature:_____

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(Building 1200 Teacher)

Steve Johnson
W/M 08/18/1959
9091 Republic Court
Deerfield, Florida
954-461-0554
(Building 1200 Teacher)

Michael Libes
W/M 03/02/1948
8904 G SW 26 Street
Boca Raton, Florida
561-714-9597
(Building 1200 Teacher)

Cindi Lee Helverson
1535 SE 15 Street Apartment 306
Fort Lauderdale, Florida
954-648-9559
(Building 1200 Teacher)

Sandra Rennie
B/F 09/25/1966
3071 NW 109 Avenue
Sunrise, Florida
954-292-0181
(MSDHS Teacher)

W/F

(Building 1200 Teacher)

Investigator Signature:

OCA: *171802000525*

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W/M [redacted]

(911 Caller)

[redacted]
B/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/M [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]
W/F [redacted]
[redacted]
(911 Caller)

[redacted]

Investigator Signature: _____

OCA: *171802000525*

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B/F [redacted]
(911 Caller)

[redacted]
B/M [redacted]
(911 Caller)

[redacted]
W/M [redacted]
(911 Caller)

[redacted]
B/M [redacted]
(911 Caller)

[redacted]
W/F [redacted]
(911 Caller)

[redacted]
B/M [redacted]

Investigator Signature: _____

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[redacted]

(911 Caller)

Josefina Heerdegen
W/F 11/16/1961
5425 NW 50 Court
Coconut Creek, Florida
954-422-9737
(Building 1200 Teacher)

W/F [redacted]

(Building 1200 Teacher)

Catherine Britt
W/F 08/18/1959
111 Briny Avenue Apartment 1804
Pompano Beach, Florida
954-224-1717
(Building 1200 Teacher)

Marcia Cunningham
W/F 12/07/1952
11800 NW 2 Street
Coral Springs, Florida
954-345-6952
(Building 1200 Teacher)

W/M

[redacted]

Investigator Signature: _____

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Contact: Reference: *Follow Up*

(Building 1200 Teacher)

Shanthi Viswanathan
W/F 08/30/1966
10060 Grove Lane
Cooper City Florida
954-937-3907
(Building 1200 Teacher)

Michael Nastasi
W/M 10/27/87
7741 NW 23 Street
Margate, Florida
954-977-8729
(Building 1200 Teacher)

Felicia Burgin
W/F 05/20/1975
3435 Carambola Circle South
Coconut Creek, Florida
954-261-9422
(Building 1200 Teacher)

Debra Jacobson
W/F 09/09/57
7025 Woodmont Way
Tamarac, Florida
954-721-2270
(Building 1200 Teacher)

Robyn Mickow
W/M 01/23/1970
4540 NE 22 Road
Fort Lauderdale, Florida
954-41-5221
(Building 1200 Teacher)

Investigator Signature: 19-0278

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

Wade Stormer
UBER
1455 Market Street
San Francisco California
202-618-0619
(LEO Liaison)

Trent Louie
UBER
1455 Market Street
San Francisco California
415-842-3501
(LEO Liaison)

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]

W/F

[redacted]
W/F [redacted]
[redacted]
[redacted]
[redacted]

Investigator Signature: _____

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[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]

[redacted]
US ARMY
[redacted]
[redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]

[redacted]
W/M [redacted]
[redacted]
[redacted]
[redacted]

Carlos Rugeles
W/M 06/25/1992
477 Lakeview Drive
Coral Springs, Florida
954-496-1896
(Subway Clerk)

Brad Higdon
Bass Fire and Security United
954-650-0857

[redacted]

Investigator Signature: _____

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Contact: Reference: *Follow Up*

W/M [redacted]
(FBI Tips)

[redacted]
W/F [redacted]
(FBI Tip)

[redacted]
W/F [redacted]
(FBI Tip)

W/F

[redacted]
W/M [redacted]

[redacted]

Investigator Signature: _____

OCA: *171802000525*

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[redacted]

W/F [redacted]

[redacted]

W/I

[redacted]

[redacted]

W/M [redacted]

[redacted]

W/M [redacted]

[redacted]

ARRESTED

Investigator Signature: _____

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Nikolas Jacob Cruz
W/M 09/24/1998

WITNESSES-MEDICAL

Doctor Igor N. Nichiporenko, MD
Broward Health North
601 E Sample Road
Suite 106
Pompano Beach, Florida

Doctor Marlon Osborne
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Iouri Boiko
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Wendolyn Sneed
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Stephen Robinson
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Terrill Tops
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Investigator Signature: _____

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Doctor Rebecca McDougal
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Craig Mallak
Associate Medical Examiner
Broward County Medical Examiner's Office
954-357-5200

Doctor Naseh Nawabi
"Walk in Urgent Care"
10308 West Sample Road
Coral Springs, Florida
954-755-4880

EMT Jason Dhaveloose
Pompano Beach Fire Rescue 252

EMT Andrew Morgan
Pompano Beach Fire Rescue 252

EMT James Martin
Pompano Beach Fire Rescue 252

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

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CASE SYNOPSIS:

On 02/14/2018 deputies responded to 911 calls of an "Active Shooter" at Stoneman Douglas High School located at 5901 NW Pine Island Road in Parkland Florida. Present at the school at the time of the incident was Uniformed Broward Sheriff's Office Scholl Resource Officer Scot Peterson who confirmed the validity of the 911 calls.

Upon arrival to the school Law Enforcement found the deceased bodies of seventeen victims and seventeen other surviving victims who had been shot. All thirty four victims had been shot inside the 1200 building known as the "Freshman Building".

The gunman Nikolas Jacob Cruz was located several miles away from the school.

NARRATIVE:

On 02/14/2018 this detective was at the Public Safety Building and was advised that deputies responded to 911 calls of an "Active Shooter" at Stoneman Douglas High School located at 5901 NW Pine Island Road in Parkland Florida. Present at the school at the time of the incident was Uniformed Broward Sheriff's Office School Resource Officer Scot Peterson who confirmed the validity of the 911 calls.

It should be noted that Stoneman Douglas High School is a Broward County Public School established in 1990 with a student enrollment of around 3200 students and a teaching staff of around 130.

The 45 acre school campus is bordered to the north by Homberg Road, to the east by Coral Springs Drive (also known as Pine Island Drive) and to the south by the Sawgrass Expressway. Just to the west of the campus is the secondary campus of the elementary school Westglades Middle School.

The campus consists of 14 separate building and the "Active Shooting" was reported to have occurred at the 1200 building also known as the "Freshman Building".

The 1200 building is a three story structure that is on the northeast side of the complex.

This detective and other homicide detectives (Detective Walt Foster, Jeff Curtis, and Zack Scott) responded with

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emergency lights and sirens to the campus and arrived on the eastside along Coral Springs Drive. At the time of this detective's arrival to the location the campus had still not been secured and the location of the suspect was unknown. This detective was advised that the sounds of gunfire had stopped and that deputies and officers from other jurisdictions including several SWAT Teams were on the campus actively evacuating students and teachers from various buildings.

The identity of each SWAT Team and their involvement will be discussed later in this supplement report.

This detective and other homicide detectives began assisting on bringing students off the campus where they were told to drop their backpacks before being secured to sit along Coral Ridge Drive.

While continuing this process of evacuating students over the BSO police radio the suspect was identified as Nikolas Cruz a former students of Stoneman Douglas High School. This information was provided to Tamarac Sergeant Rich Rossman who advised after he arrived on the campus he made contact with witness Campus Monitor Andrew Medina. The information obtained was that Cruz had arrived on scene in a vehicle with a UBER driven by a white female that dropped him off on the eastside of the campus. Campus Monitor Andrew Medina saw Cruz heading towards the 1200 building just before the shooting at around 2:20 p.m. At the time Cruz was wearing a burgundy School Junior ROTC shirt, black pants, and a black hat and was carrying a black back pack and a long black case which looked like a rifle case.

Medina stated that when he saw Cruz, he got onto his school issued radio and began to alert of Cruz's presence on campus due to the fact he knew Cruz from past issues at the school such as wearing a camouflage mask and frightening other students. should be noted is the assigned security officer for the 1200 building.

This school issued radio is also used by Broward Sheriff's Office SRO Peterson, other school security personal and all staff members of the school.

Witness Medina told Sergeant Rossman that he was on his golf cart patrolling the school and when Cruz saw him, Cruz began to run into the 1200 building. After Cruz entered the 1200 building Medina stated he began to hear gunshots go off and that he then drove in his golf cart to the Administration Building (100 Building) to pick up SRO Peterson to take him to the 1200 building.

Sergeant Rossman had Medina ask other school staff members if he could get access to the school camera room to attempt to locate Cruz inside the school. School Assistant Principal Morford was able to access the camera system and upon reviewing the system with Coral Springs officers they found video of Cruz on the second floor of the 1200 building moving to the third floor. This information was relayed on both the BSO radio and the Coral Springs Police

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Dispatch. It should be noted that upon arrival Sergeant Rossman he had tried to unsuccessfully patch the two radio systems so the two agencies could communicate with each other.

Present with Sergeant Rossman was Assistant Principal Winford Porter seen on Sergeant Rossman`s body camera. Unknown to Assistant Principal Winford Porter someone else had already reviewed the camera system and he was watching the camera with officers with a twenty minute delay. Once the delay in the video feed was determined Cruz was seen leaving the 1200 building after abandoning his rifle and leaving the campus westbound with other students.

The entire interaction between Sergeant Rossman and Andrew Medina was captured on Sergeant Rossman`s body worn camera.

While assisting students off the campus this detective began to try to obtain background information to obtain a picture of Nikolas Cruz or his last known address.

This detective at 3:41 p.m. was informed that a possible suspect was detained by Coconut Creek Police officers at 11735 NW 47 Drive in Coral Springs.

In this incident Coconut Creek Officer Michael Leonard was at his police station when he heard the dispatch call of an "Active Shooter" at the school. Once the suspects name and clothing description was given over the police radio Coconut Creek Officer Leonard decided to begin to look for the suspect in the residential areas south of the last location where Cruz had been seen. Coconut Creek Officer Leonard observed the suspect walking on Wyndham Lakes Boulevard wearing the exact clothing description as the "boloed" suspect. Coconut Creek Officer Leonard made contact with the suspect who identified himself as Nikolas Cruz. Cruz was held at gunpoint by Coconut Creek Officer Leonard until backup officers arrived on scene. Coral Springs Sergeant Camille Dumornay and Coral Springs Officer Kyle Greene arrived on scene and Nikolas Cruz was handcuffed. Both Coconut Creek Officer Leonard, Sergeant Camille Dumornay and Coral Springs Officer Kyle Greene are not issued Body Worn Cameras by their departments. BSO Sergeant Lacerra also arrived on scene.

Coconut Creek Officer Leonard advised that Cruz was calm and followed all of his directions and even when asked stated

This detective and Homicide Detective Zack Scott then cleared the eastside of the campus and began to travel to the location where the suspect had been detained. MSDHS Assistant School Principle Denise Reed who was standing aside of these detectives agree to travel to the location since she advised that she had done the "Threat Assessment" on Nikolas Cruz when he was a student at the High School. Reed stated that Nikolas Cruz had a younger brother named Zachary Cruz who also attended MSDHS. Reed stated that after Nikolas Cruz`s mother died in 2017 and female named [redacted] contacted the school to state she was removing Zachary Cruz from MSDHS to attend high

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school in Palm Beach County where she lived.

Reed concerned not knowing who [redacted] was contacted the Palm Beach County School Board and the Palm Beach County Sheriff's Office to check on the address for the well-being of Zachary Cruz.

[redacted] was identified as living in Palm Beach County in Lake Worth. Detectives were sent to her location and she and Zachary Cruz were transported to Broward County to be interviewed by Detective Tutler.

Detective Roque was dispatched to [redacted] to secure and prepare a Search warrant for the property with the assistance of the Palm Beach County Sheriff's Office.

Back at MSDHS Sergeant Rossman and BSO Sergeant Brian Miller then drove witness Medina to that location where he without hesitation positively identified the subject detained as the subject he saw enter the 1200 building.

After acting calm and rational while waiting for Medina to be brought to the location Cruz then began to claim he was hearing voices of a demon and began to throw up. Sergeant Lacerra's Body worn Camera captured some of the interaction with Cruz while Cruz was being detained on the ground. Cruz claimed to hear "demons" and "voices" and at one point stated "where the fuck am I" and "what happened"?

Just before Sergeant Lacerra BWC shuts down Cruz is heard crying stating

Pompano Beach Fire Rescue 252 (Fire Fighter Andrew Morgan, and fire Fighter Lieutenant Jason Dhaveloose) was called to the scene and Cruz was transported to Broward Health North. BSO Deputy Perez Palacio and Coral Springs Officer Greene rode with Cruz and Fire Rescue to Broward Health North. Deputy Perez Palacio Body Worn Camera was active during the drive to the hospital with the suspect and can be viewed for content.

Property was taken from Nikolas Cruz's pockets by Coral springs Officer Greene. This evidence was later turned over to this detective at North Broward Medical Center. It contained a dark colored New York Police Department baseball hat and a pair of glasses. A Subway Receipt was also found dated 02/14/2018 at 2:50 p.m. This receipt was determined to have come from the Subway at 6001 Coral Ridge Drive in Coral Springs. This store was located inside the Walmart complex.

Pompano Beach Fire Rescue 252 was manned by EMT Jason Dhaveloose, Andrew Morgan and James Martin. (Call # 20180003631) For further information see Fire Rescue report 20180003631.

Medical Records from Broward Health were later obtained by means of a Court Order signed by the Honorable Judge Elizabeth Scherer on 03/14/2018. The request was later stipulated to by the defense on 03/23/2018. These records

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indicate that Nikolas Cruz had no drugs or alcohol in his system at the time of his arrest on 02/14/2018.

The interaction between Nikolas Cruz and Coconut Creek Officer Leonard was documented under Coconut Creek Case Number 2018-05208 which can be reviewed for further detail.

A sworn statement was later obtained from witness Andrew Medina from Detectives Galindez and Demosthenes. In that statement Medina stated that after hearing the gunshots he drove his golf cart towards the school office to find the School Resource Officer. He and the deputy began to drive back towards the 1200 building at which time, he continued to hear gunshots going off and was advised to flee the area by the Deputy.

For further information see that sworn statement and the supplement reports by Detectives Galindez and Demosthenes.

Detective Nick Masters contacted UBER Law Enforcement Officer Wade Stormer and Trenton Louie who helped identify the Uber driver who dropped Cruz off at the campus. She was identified as Laura Zecchini, and was interviewed by Homicide Detective Dyer. Zecchini advised that she picked up Cruz at 2:06 p.m. from 7200 Loxahatchee Road in Parkland and dropped Cruz off on the eastside of the campus at 5901 NW Pine Island Road at 2:19 p.m. At the time Zecchini was driving her 2017 silver Toyota RAV4 bearing Florida Tag [redacted].

Zecchini stated that she was dispatched to the address on Loxahatchee Road and when she arrived Nikolas Cruz was waiting for her near the roadway. Zecchini stated that Cruz was wearing a red colored shirt and was carrying a black case. Zecchini stated that Cruz wanted to be dropped off at MSDHS and had to go to a music class. Zecchini stated that she dropped off Cruz at 5901 NW Pine Island Road on the eastside and observed him walk on campus towards the 1200 building. Cruz paid for the ride with his Uber App and the cost was $4.52.

Zecchini was later shown a six picture photo array by Detective Heath where she identified Nikolas Cruz as being the subject she picked up at 7200 Loxahatchee Road in Parkland.

Detective Dyer authored a Search Warrant for Zecchini's 2017 Toyota Rav 4 SUV. The Search Warrant was signed by the Honorable Judge Stacy Ross and later assigned Broward County Clerk of the Courts Case Number 18-203SF10. Crime Scene Detective Chris Williams executed the Search Warrant with Detective Dyer.

For further information see the two sworn statements of Laura Zecchini and the supplement reports of Detectives Dyer, Chris Williams and Heath.

Once at the Emergency room at Broward Health North BWC on Deputies Wilinne Renard, Deputy Anthony Akhaven, Seargent Ian Doriot and Deputy Cathy Hunshicker-Jones were able to capture Nikolas Cruz's interaction with medical staff. In that interaction, Cruz was able to provide medical staff with his name, DOB and [redacted]

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[redacted] Cruz denied to medical staff that he had any recent drug use but stated that he [redacted].

This detective was aware that several victims had been transported to Broward Health North Medical Center from the High School. Homicide Detectives Tutler and Cottam were dispatched to the Emergency Room to attempt to interview both surviving victim.

Crime Scene Detectives Clint Williams and Kim Woodard were assigned to Broward Health North to document the suspect and victims and collect evidence. Detective Williams noted that upon collecting Nikolas Cruz's boots that he had a Swastika etched into the left side of his right boot.

For further information see Detectives Clint Williams's supplement report.

The victim's at NBMC included:

V/F, DOB: [redacted] was shot in the lower back and was later discharged. stated in statement to Detective Cottam stated that she was inside her classroom when she heard gunshots. stated that she and other students ran to the corner of the room for cover when she felt a pain in her back. stated that she did not see the person who was shooting but saw that the window on the door to her classroom was shot out.

For further information see statement and Detective Cottam's supplement report.

W/M, DOB: [redacted] had a graze to the back of his head and was discharged. stated that he was inside classroom 1216 when he heard gunshots and felt something strike his head. stated that he fell the floor and tried to stay in a low position while he continued to hear gunshots go off. stated that he never saw the gunman who shot him.

For further information see . statement and Detective Cottam's supplement report.

B/F, DOB: [redacted] was found to be shot in both of her legs. [redacted] was admitted with non-life threatening injuries.

provided a short sworn statement to Detective Cottam while in the Emergency Room. In that statement advised that she was in the band room and entered into the 1200 building to use the bathroom. Once inside the 1200 building stated that she saw one of the Coaches running up the stairs. This coach was later identified as stated that she then saw the suspect come out of the staircase and began shooting. stated that she attempted to get into the first floor bathroom but could not enter it because the door was locked. stated that the gunman was wearing a JRROTC shirt and a baseball hat stated that she was shot in the leg and was able to enter

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into an open class room to hide.

A second more detailed statement was later taken from by Detective Cottam. For further information see that statement and Detective Cottam's supplement report.

B/F, DOB: [redacted] was shot in her upper right chest and was discharged.

was interviewed by Detective Cottam and in her statement stated that she was in room 1214 when she heard gunshots go off. stated that she and other students hid in the classroom when she was shot. stated that she called 911 from the classroom and did not see the gunman.

For further information see statement and Detective Cottam's supplement report.

W/F, was shot in his upper right arm. He was admitted into ICU, in stable condition.

W/F, was shot in her right arm and chest and was admitted into ICU.

was unable to provide a sworn statement the day of the incident but gave a statement at a later date to Detective Roque. In sworn statement stated that she was in of the 1200 building when she heard gunshots outside in the hallway. stated that she and other classmates attempted to hide out of the view of the windows but was slightly pushed out of an area of cover when she was shot. stated that she blacked out and came back to when paramedics began treating her. stated that she did not see the gunman who fired into her class room.

For further information see sworn statement and Detective Roque's supplement report.

Two other victims, Christopher Hixon and Gina Montalto who were transported from MSDHS to Broward Health North were pronounced deceased in the Emergency Room.

This detective spoke to Doctor Igor Nickolas Nichiporenko who was examining Cruz. Doctor Nichiporenko advised that he saw nothing medically wrong with Cruz and that he would be medically releasing him to police custody. Once this detective obtained Cruz's medical clearance paperwork he was transported to the Public Safety Building by Deputy Lee Gieger. During the transport to the PSB a Body Worn Camera was deployed in the passenger section of Deputy Gieger's marked unit. The walk from Deputy Gieger's marked vehicle to the second floor of the Public Safety Building was captured by Deputy Cleophat's Body Worn Camera.

This detective travelled to the Public Safety Building. Detective Zack Scott, Kevin Forsberg and Sergeant Dave

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Ellwood were left in charge of the campus crime scene.

Once at the PSB Nikolas Cruz was interviewed by this detective. The entire interview was recorded on the Axion Video Recording System. Cruz once in the interview room was able to follow Deputy Gieger`s request as to what seat to sit in and general directions. Once alone in the interview room Cruz scans the walls and ceiling of the room in an action consistent with looking for the hidden cameras in the room. Then in actions where Cruz appears to be "playing" for the hidden camera Cruz takes his fingers as if simulating a gun and shoots himself in the temple, in the mouth and then the chest. After simulating this action several times Cruz then punches himself with both his left and right fist in his cheek areas. Again these punches by Cruz appear to not be hard enough to cause any injuries.

As this detective enters the interview room and asks Cruz "how are you" Cruz gives this detective the "thumbs up" sign indicating he can understand this detective. Cruz is able to give this detective his name and date of birth and even spell his name for this detective. When asked by this detective if he would like a cold water Cruz responds back "I don`t deserve it".

After getting Cruz`s name and date of birth this detective leaves the interview room. Once alone again Cruz again looks around the room and then again simulates shooting himself with his fingers stating "just fucking kill me". Cruz then begins to bite himself on the wrists.

Once this detective reenters the interview room this detective informs Cruz of my desire to get background information about him from him. Once back in the interview room I noticed that Cruz`s wrist were not injured and did not require medical attention. As this detective attempts to determine where Cruz was living at Cruz advises that he has been living with a friend from MSDHS for the past four months but claims he cannot remember his friends name. When asked again the friends name Cruz questions this detective "do you know him" in an obvious attempt to protect his friends name from this detective knowledge and not the fact that he cannot remember the subject`s name.

When asked as to whether or not he has a phone Cruz claimed that he lost it today. When asked his phone number Cruz begins to claim he "cannot remember" it and then in what appears to be an "act" starts to hyperventilate. Cruz then is able to tell this detective his complete phone number after being told by this detective that I didn`t believe he couldn`t remember his phone number.

As background information continues Cruz is able to remember when his mother past away and her cause of death his father`s cause of death and year of death and his younger brother`s full name.

These answers by Cruz indicate that Cruz is not having memory issues. Background information is then obtained on Cruz`s educationally past. Cruz stated that he was a "B" and "C" student while in school and admits that he was in the JRROTC. Cruz denied any recent drug use both prescription and street but stated that he had used alcohol Xanax and

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cannabis in the past. Cruz stated that he had once [redacted] after his mother's death. Cruz advised that he did not [redacted] Cruz stated that before his mother pasted away he had [redacted] because he was "lonely".

Cruz advised that he had employed at the same (Dollar Tree) location for two years. Cruz stated that he had been in trouble with the police in the past for shooting a chicken with a pellet gun and for riding his bicycle.

After determining that Cruz was able to understand was coherent and not under the influence of any drug or alcohol Cruz was read his Miranda rights this detective read him his rights off a standard issue Miranda Card. When explaining the fact that this detective is going to read him his rights Cruz states "I don't deserve it". Cruz is then read his rights and agreed to speak to this detective.

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As this detective gets up to leave the room Cruz stated "Do you think you can try to get me killed or something?"

After this detective left the interview room Cruz started to bite himself on the wrist and mutter that "I just want to fucking die, that's all I wanted to do was die, just die" and other similar quotes.

Cruz then begins to pull on his finger as if he is trying to hurt himself and punch himself in the face. Cruz then pulls a medical lead off his side and begins to chew on it finally looking around again for a camera and spitting it out on the floor. Cruz then begins to break off his medical bracelet with his teeth while continually looking around the room for the hidden cameras.

When this detective again made contact back with Cruz we spoke about the gun used in the incident where he admitted he bought the AR-15 . a year or two earlier at a gun store in Margate for $560.00. Cruz also admitted he bought the extra magazines on line for around $200.00 a magazine.

Cruz admitted that he owned other rifles but no handguns. Cruz stated that he bought the AR-15 because it was "cool looking". Cruz admitted he kept the AR-15 in a gun safe at his friend's house.

Cruz stated that he stopped going to MSDHS after he got into a fight on campus. Cruz stated that he felt embarrassed after the fight because the other subject he fought got the better of him. Cruz stated that he and the subject (Ian) were fighting over a girl named [redacted]. Cruz stated that he then got in more trouble after the fight and got transferred to another school from MSDHS.

When this detective tried to have Cruz explain why he went back to MSDHS to do the shooting Cruz stated that he original plan was to shoot up a city park

Cruz claimed that he heard voices and had for years but never told anyone about the voice other than his brother Zackary Cruz. Cruz stated that the voice told him to "burn, kill and destroy". Cruz stated that the last time he heard the voice was the day before when he was at work at Dollar Tree. Cruz stated that he heard the voice at least once a day

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and that the voice was a male voice similar in age to himself

Cruz stated that since his mother died he had been taking care of himself and his brother financially with money left in his mother`s account and had aspiration of being an Army Ranger but had flunked the ASVAB test because he was "stupid".

stated "I`ll bet you want to kill me"

Cruz stated that it was the voice that helped him pick out the AR-15 on the internet when he was looking to buy a rifle. Cruz stated that the AR-15 was the voices favorite gun.

Cruz stated that he did not have his brother`s phone number and did not know where Zack was staying.

Once this detective left the interview room again Cruz picked the medical lead off the ground and began to scratch his forearm with the lead. It doesn`t appear that Cruz is using enough force with this action to cause any injuries to his arm but Cruz abruptly stops when he thinks this detective is reentering the interview room.

Cruz claimed to this detective that he was a "cutter" and often tried to hurt himself. Cruz claimed that he tried to cut his forearms just before the school shooting with a knife while he was fishing. This detective inspected his arms and saw only minor scratches there with no significant injuries even with his earlier biting himself.

Cruz stated that he had spent around $4,000.00 on buying rifles and shotguns since he turned 18 and that his mother was present with him for most of the gun purchases.

Cruz stated that the voice didn`t trust this detective because I was too nice and that the voice told him not to seek [redacted] for his hearing the voices in the past. Cruz claimed that he brought his cellphone with headphones to MSDHS during the shooting to listen to "sad music". Cruz stated that he was listening to a song named "Salad Days" off "Sound Cloud" when he entered the school because it is a song about committing suicide. Cruz stated that the demon helped him pick out the songs he was going to play during the shooting.

The lyrics to "Salad Days" is the follow:

As I`m getting older, chip up on my shoulder
Rolling through life, to roll over and die
La la la la la, la la la la, la la la la, oh

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Missing hippy Jon, salad days are gone
Remembering things just to tell `em so long
La la la la la, la la la la, la la la la, oh
Oh mama, actin` like my life`s already over
Oh dear, act your age and try another year
Always feeling tired, smiling when required
Write another year off and kindly resign
La la la la la, la la la la la, la la la la la, oh
Salad days are gone, missing hippy Jon
Remembering the days just to tell `em so long
La la la la la, la la la la, la la la la, oh
Oh mama, actin` like my life`s already over
Oh dear, act your age and try another year
Oh mama, actin` like my life`s already over
Oh dear, act your age and try another year

Again in a contradictory statement Cruz stated that he sometimes smoked cannabis and took Xanax because it helped the demon go away but that he didn`t want to smoke cannabis because it was illegal.

This detective then asked Cruz why the demon didn`t help him in the fight on campus to which Cruz had no answer.

Shortly afterwards Cruz stated that he wanted to have an attorney and when asked if it was him or the demon that requested the attorney Cruz stated that it was the demon.

As soon as this detective left the room Cruz again picked up the medical lead off the ground and began scratching his arm with the lead stating "why didn`t you help me".

This detective reentered the interview room and again inspected Cruz`s arm which showed no signs off any injury. Cruz was placed in handcuffs to avoid any further similar actions. Cruz then began to talk to himself screaming "my eyes I can`t see" as if he was [redacted] as he looked around the interview room. Shortly thereafter Cruz`s vision obviously restored takes his foot and kicked the water bottle that is sitting on the table in front of him. Cruz continues to scan the room as if he is looking for a hidden camera as he had done every time this detective left the interview room. It should be noted that while in the interview room with Cruz, he never once did this scanning type actions.

While this detective prepared paperwork on the case Cruz sat calmly in the interview room. At various time Cruz continues to scan the walls and ceiling of the room looking for the hidden cameras. While this detective was interviewing Nikolas Cruz, Detective Tutler was at same time interviewing [redacted] and Zachary Cruz at

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the Public Safety Building.

In a recorded interview to Detective Tutler, [redacted] advised that she knew both Nikolas and Zachary Cruz due to the fact that she rented a house which was aside of Linda Cruz and the two subjects. [redacted] stated that Linda Cruz became like a mother to her and that Linda Cruz had no family and told her to take care of Nikolas and Zachary if anything ever happened to her. After Linda Cruz died [redacted] stated that she took both subjects to Lake Worth to live with her [redacted] stated that three weeks before Linda Cruz died Nikolas Cruz beat her up breaking three of Linda Cruz`s teeth. [redacted] stated that she heard about the incident from Linda Cruz herself.

[redacted] stated that Nikolas Cruz had several firearms and since she had a small children she didn`t want the guns in her house. [redacted] stated that she called the Lake Worth Police when she found out that Nikolas Cruz had bought a gun from Dicks Sporting Goods and she suspected that he was trying to bury the gun in the backyard to hide it from her. This caused [redacted] to ask Nikolas Cruz to move out of her house. [redacted] stated that she last saw Nikolas Cruz on 12/20/2017. [redacted] stated that Nikolas Cruz moved in with a friend whose father`s name was James and that James told him that Nikolas Cruz would keep his guns at his house in a gun safe.

[redacted] stated that Nikolas Cruz then moved in with a friend named James and that she allowed Zachary to stay with her.

For further information see Detective Tutler`s supplement report and the interview of [redacted].

Zachary Cruz in a recorded interview to detective Tutler advised that he had not seen his brother in person in over a month. Zachary Cruz tried to contact Nikolas Cruz by Instagram several days ago but found that Nikolas Cruz had deleted his Instagram account. Zachary Cruz stated that when he and Nikolas Cruz communicated via social media it was just general topic such as how each other was doing or asking about their dog`s status.

Zachary Cruz stated that Nikolas Cruz often talked about "killing people". Zachary Cruz stated that he once went through Nikolas Cruz cellphone and that Nikolas Cruz had an "App" called "Kik" where Nikolas Cruz would leave messages to himself. In those messages Nikolas Cruz talked about shooting up the school and shooting everyone. Zachary Cruz stated that Nikolas Cruz later deleted this "Kik" account and the messages. Zachary Cruz stated that he thought that his brother was not serious about the threats and was joking. Zachary Cruz stated that Nikolas Cruz had a hard time socializing but did have friends. In one conversation before their mother died Zachary Cruz stated that he and Nikolas Cruz were walking to the pool and they were having a conversation about what they wanted to do with their future. Zachary Cruz stated that Nikolas Cruz stated that he wanted to go into the Army. Zachary Cruz stated he told Nikolas Cruz that their mom was old and what he would do if she died to which Nikolas Cruz stated "I`d go kill

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people".

Zachary Cruz stated that he knew his brother owned at least six rifles and shotguns including a Smith and Wesson AR-15. Zachary Cruz stated that he once saw Nikolas Cruz fire the AR-15 in the garage of their old house. Zachary Cruz stated that he knew his brother had a bullet proof vest a ballistic helmet and bags of ammunition for his AR-15 and shotguns. Zachary Cruz stated that once their mother died and they moved in with [redacted], Nikolas Cruz didn't trust [redacted] and stated that if she ever did anything to steal their money he would kill her. Zachary Cruz stated that he had not seen his brother in person in over a month. Zachary Cruz stated that Nikolas Cruz sometimes talked to himself and talked about [redacted]. Zachary Cruz did not know why his brother would choose to do the shooting at MSDHS other than it was the "closest High School" to where he lived.

Zachary Cruz stated that Nikolas Cruz would often listen to the song "Pumped up Kicks" while holding one of his shotguns simulating shooting people. "Pumped up Kicks" is a song about shooting people in a school shooting which will be discussed later in this detective's supplement.

Zachary Cruz stated that he felt somewhat responsible for his brother's action on 02/14/2018 because he wasn't close to his brother growing up.

For further information see Detective Tutler's supplement report and the interview of Zachary Cruz.

This Search Warrant at [redacted] was coauthored with Detective Roque by Detective Joseph Piatchek of the Palm Beach County Sheriff's Office. This Search Warrant was reviewed by ASA Tate and Bandell and then signed by the Honorable Judge Kirk Volker of the Fifteenth Judicial Circuit. The Search Warrant was later assigned Palm Beach County Clerks Case Number.

Once the Search Warrant was executed various pieces of electronics including computers, cellphones and an X-box were recovered. A live 7.62 round was also located. Crime Scene Photographs were taken by the Palm Beach Sheriff's Office Detective Oetinger under case number 18-038850. The electronic items were turned over to BSO SID Tina McCoy for the issuances of Search warrants for each item.

For further information see Detective Roque's supplement report and Palm Beach Sheriff's Office under case number 18-038850.

Nikolas Cruz was provided water several times by this detective and since he had asked about his brother earlier when this detective advised him that we had located his brother Zachary Cruz and that he was alright he requested to see him. The first question asked by Zachary Cruz to his brother was "why did you do it". Nikolas Cruz response is "Demon".

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Zachary seems confused by the response and states "what do you mean demons" to which Nikolas stated "you remember I told you". Again Zachary Cruz seems confused as if he had never heard about his brother`s claim about a demon.

Zachary Cruz then tells his brother how many people he killed at MSDHS. Zachary Cruz again asks his brother "why did you do it" and Nikolas Cruz begins to laugh. As the conversation between the two brothers` continue it is clear that they do not have a close relationship. Zachary Cruz even apologies to the suspect for "treating him like shit" while growing up and not including him with his friends because they liked different things. Nikolas Cruz and Zachary Cruz talk about Nikolas Cruz`s "passion for guns".

At one point it appears that Zachary and Nikolas have had past conversations about Nikolas Cruz wanting to kill people. In that exchange Zachary Cruz states "I told you what about this I have talk to you I`ve told you about what happens when you kill people".

Once Zachary Cruz is escorted from the interview room Nikolas Cruz remains in the room for several hours. Cruz is given water and pretzels to snack on and is also escorted to the bathroom by Deputy Schaub. Cruz acts normal during his entire time in the interview room and is not seen doing anything unusual. At points of time it appears that Cruz actually falls asleep.

Other living victims were transported from the MSDHS Campus to Broward Health Medical Center in Fort Lauderdale. Crime Scene Detectives David and Chris Williams were assigned to document all victims and collect evidence from these victims at BGH.

They included the following victims:

, W/M, as shot once in the back. In sworn statement to Detective Heath, stated that he was in classroom 1216 when he and other students heard gunshots go off. stated that he and students began to hide in the corners of the classroom when he was shot. stated that he did not see the gunman who shot him was discharged from Broward Medical Center.

For further information see the sworn statement of. nd Detective Heath`s supplement report.

, W/M. was shot in the right and left leg and as well as the right lung. was admitted into the hospital and was unable to give a sworn statement the day of the incident.

In a later sworn statement to Detective Galindez advised he was in a classroom on the third floor when he and other classmates left the room due to the fire alarm going off. stated that as he heard gunshots going off he

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turned and attempted to run to the staircase and was shot in the legs. stated that he did not see the gunman but that the gunman kept shooting him after he was on the ground.

For further information see the sworn statement of and Detective Galindez's supplement report.

W/F, [redacted] was shot in the left knee and had a facial injury. In sworn statement to Detective Heath stated that she was in classroom 1214 when she and other students heard gunshots go off. stated that he and students began to hide in the various corners of the classroom when she was shot. stated that she saw the gunman at the doorway and described him as wearing a hat and was holding a rifle. The gunman began shooting into the room and knew that other people in her room were shot and killed. was discharged from Broward Medical Center. No photo array was shown at the time of the sworn statement by Detective Heath.

In a later statement was shown a photographic array by Detective Reynolds where she identified Nikolas Cruz as the gunman in the case.

For further information see the sworn statement of and Detectives Reynolds and Heath's supplement report.

W/M was shot in the right ankle. was admitted into the hospital in stable condition. In sworn statement to Detective Williams. advised that he was in class when he heard the fire alarm go off. stated that he and other students left the classroom to leave the building when he saw the crowd in front of him turn and begin to run backwards toward him. stated that he saw his teacher in the hallway telling students to get into the classrooms. At this time stated that he began to hear gunshots going off and saw the gunman in the hallway armed with an AR15. stated that he ran towards the alcove of the bathroom but couldn't get into the bathroom because the door was locked. At around this time stated that he was shot in the leg. stated that as the gunman continued shooting he got up and ran towards the staircase but could not get the door open because a deceased female's body was blocking the doorway stated that he was able to get the second staircase door open and fled the building till he found security staff who assisted him.

As far as the gunman thought he was wearing a hoodie due to the fact that he could not see his face. described the gunman as looking like "Death" or the Grim Reaper.

For further information see the sworn statement of and Detective Williams' supplement report.

W/F, DOB: [redacted] was shot in the toe and was discharged after treatment. In sworn statement advised that she was in room 1214 when she began to hear gunshots go off. She and other students ran to the corners of the room to hide. She attempt to run to the other corner of the building when she was shot.

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stated that she attempted to call 911 but could not get a signal out to make the call. stated that she saw another student on his cell phone calling 911. stated that she did not see the gunman but saw that he was shooting through the window of her classroom door.

For further information see the sworn statement of and Detective Williams' supplement report.

W/M, was shot in the right arm and right abdominal area. was admitted to the hospital due to his injuries. In a sworn statement to Detective Martin, stated that he was in classroom 1216 when he heard gunshots go off and began to see gunshots coming through the wall. stated that he was shot but did not see the gunman who fired into his classroom.

For further information see the sworn statement of ad Detective Martin's supplement report.

W/F was shot in the left knee and was admitted. In a sworn statement to Detective Martin, advised that she was inside her classroom 1213 when she began to hear gunshots go off. stated that she and others ran to the corner of the room but that she ran to the wrong corner which was still in view of the door. [redacted] stated that she moved her position to being behind the teacher's desk when she was shot. tated that she did not see the gunman.

For further information see the sworn statement of and Detective Martin's supplement report.

Another gunshot wound victim (ame forward to advise that she was inside the school and was inside room 1216 when she began to hear gunshots go off. advised that she and other classmates began to take cover in the corner of the classroom when she felt a burning on her legs. While hiding, her teacher [redacted] called 911 to report the "Active shooter".

stated that she did not see the gunman but saw the window of her door shatter from the gunshots. After BSO evacuated her from the school she ran from the campus and realized that she was shot. Once her family picked her up she was taken to "Walk in Urgent Care" in Coral Springs where she was treated by Doctor Naseh Nawabi and shrapnel was removed from her leg.

was interviewed by Detective Warsaw and for further information see his supplement report and the sworn statement by

Victims were treated at other hospitals as well. They included:

W/M was struck by fragments in the right thigh while in classroom 1256,

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taken by family to Northwest Medical Center, treated and released. In a sworn statement taken by Detective Roque, stated that the Fire Alarm went off and he and other students began to leave the classroom to go to their assigned area. Once in the hallway stated that he heard noises like fire crackers and saw all the students in the hallway in front of him change direction and begin to run towards him. stated that he turned to run in the same direction and felt a pain in his leg. stated that he tried to get into a classroom but that the door was locked so he ran down the furthest staircase to the first floor. Once off campus he realized he was injured and his family took him to the hospital.

For further information see the sworn statement by and the supplement report of Detective Roque.

W/M [redacted] was shot in left and right forearms while in room 1216 and was transported and treated and Boca West Hospital and released. In sworn statement to Detective Wallace, stated that he was inside his classroom when he heard gunshots go off and saw the window of his classroom shatter. stated that he crawled to hide behind the teacher's desk and saw victim afterwards shot. stated that he continued to hear gunshots go off and believed that the suspect was travelling to the second floor of the building stated that he never saw the gunman.

For further information see the sworn statement by and the supplement report of Detective Wallach.

Boca Raton Crime Scene Detective Amy Flagler responded to West Boca Medical Center where she collected clothing and documented his injuries. For further information see Boca Raton Police Report 2018002258.

For further information see the sworn statement by and the supplement report of Detective Wallach.

SWAT Teams from various agencies including BSO conducted students evacuated of all structures on the school campus with the assistance of K-9 and Bomb Team members. These units searched all the buildings and backpacks on campus for additional victims and suspects and any destructive devices. At the direction of BSO SWAT Lieutenant Chris McCoy each building was double and tripled checked by various SWAT Teams. Each SWAT Teams actions taken inside the 1200 building will be discussed in further detail later in this detectives supplement report. Those SWAT Teams included the following agencies:

Broward County Sheriff's Office SWAT Team
Fort Lauderdale Police Department SWAT Team
Sunrise Police Department SWAT Team
Coral Springs Police Department SWAT Team
Hallandale Beach Police Department SWAT Team
Pembroke Pines Police Department SWAT Team

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FBI SWAT Team
Margate Police Department SWAT Team
Hollywood Police Department SWAT Team
ATF SWAT Team
Davie Police Department SWAT Team
Miramar Police SWAT Team

The BSO SWAT Team members conducted student's evacuations and searches of the 1200, 1300, 700, 500 and 800 buildings.

The Coral Springs Police SWAT Team members conducted students evacuated and searches of the 1200, 1300, 700, 400, 800, 600, 900 500, 100, 300, 200 and 800 buildings.

Fort Lauderdale SWAT Team members conducted student evacuations and searches of the 200, 500, 600, 700, 900 and 300 buildings. Two Fort Lauderdale Medics (Bohan and Pardo) responded to the 1200 building to assist with the gunshot victims. Fort Lauderdale Police Response was documented under Fort Lauderdale Police Case Number 34-1803-36978 and can be reviewed for content.

Pembroke Pines SWAT Team members conducted student evacuations and searches of areas of the sports fields and bleacher areas. Pembroke Pines Police Response was documented under Pembroke Pines Police Case Number PPPD18OFF10921 and can be reviewed for content.

FBI SWAT Team members conducted student evacuations and searched the 900 building. FBI SWAT Teams response was documented under a FBI 302 report and can be reviewed for content.

ATF SWAT Team members conducted student evacuations and searched the gym and locker room areas of the school. They also and assisted the FLPD SWAT Team in securing the 500 building. ATF Response was documented under ATF case number 701226-18-0001 and can be reviewed for content.

The Margate SWAT Team members conducted student evacuations and searches of the 100, 200, 300,400 500 and 300 buildings. Margate Police Response was documented under Margate Police Case Number 37-1803-008551 and can be reviewed for content.

The Miramar SWAT Team members conducted student evacuations and searches of the gym, weight room, cafeteria and 1200 building (First Floor). Miramar Police Response was documented under Miramar Police Case Number 18-03-01940 and can be reviewed for content.

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The Davie Police SWAT Team members conducted student evacuations and searches of the gym, and surrounding areas. Davie Police Response was documented under Davie Police Case Number 18-025516 and can be reviewed for content.

The Sunrise Police SWAT Team members conducted student evacuations and searches of the football field, parking lots and 900 building. Sunrise Police Response was documented under Sunrise Police Case Number 42-1802-008074 and can be reviewed for content.

Though all the listed SWAT Teams responded to the location on a call of an "Active Shooter" no SWAT Team Member reported hearing active shooting when they arrived on the campus.

Once SWAT Teams cleared the 1200 building and 15 additional deceased victims were found in or around the 1200 building. They included the following deceased victims.

Victim Aaron Feis was found deceased [redacted]

Victim Carmen Schentrup was found deceased [redacted].

Victim Nicholas Dworet was found deceased [redacted].

Victim Helena Ramsey was found deceased [redacted].

Victim Luke Hoyer was found deceased [redacted].

Victim Alaina Petty was found deceased [redacted].

Victim Alexander Schachter was found deceased [redacted].

Victim Alyssa Alhadeff was found deceased [redacted].

Victim Joaquin Oliver-Padauy was found deceased [redacted]

Victim Meadow Pollack was found deceased [redacted].

Victim Cara Loughran was found deceased [redacted].

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Victim Scott Beigel was found deceased [redacted].

Victim Peter Wang was found deceased [redacted]

Victim Jaime Guttenberg was found deceased [redacted].

Victim Martin Duque-Anguiano was found deceased [redacted].

It was later determined that several of the deceased victim`s had been moved by Law Enforcement to gain access to the classrooms to evacuate students. These victims will be discussed in greater detail later in this detectives supplement.

Once the campus was deemed secured CESU Detectives were called to the school and were able to retrieve videos from all of the cameras on school ground. Homicide Detective Jeff Curtis accompanied CESU Technician Chris Ramseur with the assistance of Vice Principal Maximo Rosario downloaded the video from inside the 1200 building during the time of the shooting.

It was determined at that time that the campus had a video system with over 70 cameras which was housed on a Dell Power Edge R530 Server.

This school camera system was later determined to be maintained by the Broward County School Board Custodian of Records Information and Technology Division, Edward Keesler. Keesler stated that the camera system inside the 1200 Building was delivered to them by a local sub-contractor and then installed in the school by them and then synced in with the main school server.

Since the Subway Receipt found in Cruz`s possession was dated 02/14/2018 at 2:50 p.m. CESU Technician Ron Lowther and Marco Castellanos were sent to the Subway at 6001 Coral Ridge Drive in Coral Springs to retrieve video from Nikolas Cruz`s action inside the Walmart and Subway Restaurant. Once the video was examined it showed the following movements of Nikolas Cruz inside the Walmart and Subway.

For further information see Detective Phil Reynolds supplement report.

02:50:00 PM - Suspect enters the Walmart wearing the same clothing he is later captured wearing.

02:51:00 PM - Suspect enters the Subway Restaurant inside Walmart. Cruz orders a drink from store employee Carlos Rugeles WM 6/25/92 and sits in the restaurant. A statement obtained was later obtained from Carlos Rugeles by Detective Reynolds. In that statement Rugeles stated that Cruz purchased a cherry blue raspberry mixed Slurpee and that Cruz seems calmer than all the other students inside the Walmart. Rugeles stated that other patrons appeared

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nervous and some were crying.

For further information see the sworn statement of Carlos Rugeles and the supplement report of Detective Reynolds.

02:52:10 PM - Suspect leaves Walmart.

In the Walmart/Subway videos Nikolas Cruz appears calm as he walks among numerous other students who had fled from MSDHS.

Additionally a call came in after the incident from [redacted] from the [redacted] when contacted advised that his video system captured images of the suspect walking to the McDonalds at 3:00:31. A Search Warrant was obtained to seize the surveillance system hard drive on 02/16/2018. This Search Warrant was reviewed by ASA Justin Griffin and then signed by the Honorable Judge Carlos Rebollo.

Deputies canvassing the area near where Cruz was detained found a security video at 4743 NW 121 Street in Coral Springs which captured Cruz walking a few blocks away from where he was stopped. This video was preserved by CESU Detective Marco Castellanos and later placed into evidence.

Sergeant Rubin and Detective Sokol being aware that the address of 7200 Loxahatchee Road was the last known address for Cruz went to that location before Nikolas Cruz was taken into custody in an attempt to locate him. They made contact with James and Kimberly Snead at that location and secured the location with other detectives. Once it was confirmed that Nikolas Cruz was not in the location the address was secured pending a Search Warrant.

James and Kimberly Snead were brought to the Public Safety Building where they were interviewed by Detective Metz. Both Snead's advised that Nikolas Cruz was a friend from of their son Jameson Snead and that after Linda Cruz died in November 2017 they allowed Cruz to move into their house. James and Kimberly Snead stated that both their son and Cruz were in JRROTC at MSDHS. Jameson Snead who was not at 7200 Loxahatchee Road at the time of contact with James and Kimberly Snead was waiting at the McDonalds in Coral Springs for James Snead to pick him up when detectives arrived at the residence. Arrangements were made by Detective Metz to pick up Jameson Snead and transport him to the Public Safety Building to be interviewed.

James and Kimberly Snead stated that before moving into their house Nikolas Cruz stated that he had been living in Palm Beach County with his younger brother but that the lady he was staying with didn't like him having his guns in her house. Both James and Kimberly Snead agreed to allow Nikolas Cruz move into their house but made him buy a gun safe and keep his guns secured. James Snead stated that he kept control of the only key to the gun safe. After leaving MSDHS both Cruz and Jameson Sneed enrolled in Rock Island Development Center for classes.

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Jameson Snead was interviewed and advised that Nikolas Cruz had an "unusual interest" in guns and had a large amount of ammunition. Jameson Snead stated that he thought Nikolas Cruz was socially awkward and on 02/13/2018 Cruz told him he was not going to school on Valentine`s Day. Jameson Snead stated that on 02/14/2018 Cruz texted him several times but that it was nothing of significant other than one text where Cruz told him "he had something important to tell him".

Jameson Snead stated that he was at MSDHS at the time of the shooting but not near the 1200 building. Jameson Snead stated that he heard gunshots and he and other students fled the campus westbound where he travelled to the Walmart and called his father to pick him up. Do to the large amount of traffic and children from the school at the Walmart it was decided that Jameson Snead walk to the McDonalds to be picked up.

For further information see the recorded statement of James, Kimberly, and Jameson Snead which was recorded on the Axion Video recording System and the supplement report of Detective Metz, Sokol and Sergeant Rubin.

Jameson Snead allowed his cellphone to be downloaded by Detective Vince Puran of the CESU Unit. The Consent to Search Form was later placed into evidence.

Homicide Detective Foster authored a Search Warrant for the listed location 7200 Loxahatchee Road. The Search Warrant was reviewed by ASA Tate and then signed by the Honorable Judge Stacy Ross. The Search Warrant was later assigned Case Number 18-228-SF10 by the Broward County Clerk of the Courts.

Inside the residence was found a gun safe belonging to Nikolas Cruz. A second Search Warrant was authored for the gun safe by Detective Foster. The Search Warrant was reviewed by ASA Tate and then signed by the Honorable Judge Stacy Ross. The Search Warrant was later assigned Case Number 18-227-SF10 by the Broward County Clerk of the Courts.

Inside the residence was found several other rifles and shotguns as described to this detective in Nikolas Cruz`s sworn statement. They included:

A 9mm High Point rifle, Model 995TS with a serial number of F135972. An ATF Search determined that this gun was purchased by Cruz on 10/13/2017 at Advanced Firearms in Margate Florida.

A Mossberg 12 gauge shotgun, Model Maverick 88 with a serial number of MV0217695. An ATF Search determined that this gun was purchased by Cruz on 11/18/2017 at Dicks Sporting Goods in Boynton Beach, Florida.

A Remington 12 gauge shotgun, 870 with a serial number of RS38221Y. An ATF Search determined that this gun was

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purchased by Cruz on 10/01/2016 at Gun World of South Florida in Deerfield Beach Florida.

A 9mm High Point rifle, model 995TS with a serial number of F135972. An ATF Search determined that this gun was purchased by Cruz on 10/13/2017 at Advanced Firearms in Margate Florida.

A Century arms AK47 rifle, model RAS47 with a serial number of RAS47079188. An ATF Search determined that this gun was purchased by Cruz on 10/13/2017 at Gun World in Deerfield Beach, Florida.

Other guns that were seized from the house belonged to James and Jameson Snead.

They included the following guns:

A 22 caliber Marlin rifle, Model 60 with a serial number of MM18640M. An ATF Search determined that this gun was purchased by James Snead on 03/18/2017 at Bass Pro Shop in Dania Beach, Florida.

A Savage 12 gauge, Model 320 with a serial number of 174636A. An ATF Search determined that this gun was purchased by James Snead on 10/13/2017 at Dicks Sporting Good in Boca Raton, Florida.

An American Tactical rifle, Model Omni Hybrid with a serial number of NS099694. An ATF Search determined that this gun was purchased by James Snead on 12/30/2017 at Advanced Firearms in Margate Florida.

ATF Searches were conducted on each firearm by Detectives Carrasquillo, Metz and Goodwin.

For more information see Detective Foster`s Carrasquillo, Metz and Goodwin supplement reports.

Two Search Warrants were submitted by Detective Foster to the Honorable Judge Andrew Siegel for review. These Search Warrants were for an Xbox video game console (Item FB63) and several desktop and laptop computers found inside the location. The Search Warrants were signed and the items were delivered to BSO ICAC to be forensically analyzed. The XBOX console (FB63) was found to be inoperable. These Search Warrants were later returned to the Broward Clerk`s Office and assigned to case numbers 18-0446SF10 (XBOX) and for 18-0854SF10 (computers).

For information in reference to the information on the electronic items downloaded see Detective Foster`s supplement report.

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This detective contacted Detective Forsberg who was on campus and provided him the suspect`s cellphone number in an attempt to locate the suspect`s cellphone. This detective advised him of the fact that the suspects phone had been left in the 1200 building according to the suspect. This cell phone was located in the eastern ground floor stairwell aside of the rifle case that the suspect had discarded. Still attached to the cellphone was a pair of ear buds. This cell phone was documented by Crime Scene Detective Crespo and then transported by Detective Valerian Perez from the crime scene to this detective.

The suspect`s cellphone a Black ZTE cellphone (954-821-1007) with an IMEI of 866739020366114 and a serial number of 326E5251179F was brought to the Public Safety Building after it was documented by crime scene detective. A Search Warrant for a download of the phones contents was authored by this detective. The Search Warrant was reviewed by ASA Tony Loe and ASA Will Sinclair and then signed by the Honorable Judge Stacy Ross on 02/15/2018. This Search Warrant was later assigned Broward County Clerk of the Courts Case Number 18-202SF10.

Found on the suspect`s cell phone were three videos recorded by the suspect that detailed the motive for the shooting and the murders of the victims. They included the following videos and narratives.

VIDEO 20180208-14319 02/08/2018 2:39 PM

"Alright so here`s the plan, I`m gonna go take Uber in the afternoon before two forty from there I leave from there I`ll go into the campus walk up the stairs unload my bags and get my AR and shoot people down at the main, what is it courtyard, wait and people will die".

VIDEO 20180211-13470 02/11/2018 1:48 PM

"Today is the day the day that it all begins. The day of my massacre shall begin."

"All the kids in school will run in fear and hide from the wrath of my power they will know who I am. I am nothing, I am no one. My life is nothing and meaningless. Everything that I hold dear I let go beyond your half"
"Every day I see the world ending in another day."

"I live a lone life, live in seclusion and solitude. I hate everyone and everything. With the power of my AR you will all know who I am. I had enough of being told what to do and when to do. I had enough of being everybody telling me I`m an idiot and I`m a dumb ass. When in real life you are all the dumb ass you are all stupid and brainwashed by these fucking political government programs."

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"You will all see. You will all know who my name is. My love for you Angie will never go away. I hope to see you in the afterlife and one day or another it will end and we will all die."

VIDEO 20180211-135505 02/11/2018 1:55 PM

"Hello my name is Nick and I'm gonna be a next school shooter of 2018. My goal is at least twenty people. With an AR 15 and a couple tracer rounds. I think I can do a good time. Location is Stoneman Douglas [emphasis] in Parkland Florida. It's gonna be a big [emphasis] event and when you see me on the news [emphasis] you will all know who I am. [laugh]
You're all going to die. [pu pe pu pu pu ...] Oh yeah Can't wait."

Using information on the cellphone contacts the "Angie" referred to in the second video was identified as Angelica Gilmartin. Gilmartin was listed in Nikolas Cruz's cell phone in contacts as "Warning Love of Your Life".

On 02/15/2018 Angelica Gilmartin met with this detective where she stated in sworn statement that she met Nikolas Cruz around a year ago during the summer and lived near the Dollar Tree where Cruz worked. After seeing Cruz several times in the store he asked her for her cellphone number which she gave him. Angelica Gilmartin stated that she often spoke and texted to Cruz on the phone they had never dated or been to each other's houses. Angelica Gilmartin stated that she knew Nikolas Cruz had guns but had never seen any of them in person. Angelica Gilmartin stated that Cruz had multiple Instagram accounts that she had seen pictures of him with guns but that he often deleted and changed his accounts. Angelica Gilmartin stated that Cruz told her he liked guns because he liked to hunt and fish.

Angelica Gilmartin stated that she last saw Cruz and met Cruz on Friday (02/09/2017) at Target in Coral Springs because he seemed [redacted]. Angelica Gilmartin stated that she insisted that Cruz meet her in a public place because she was afraid of him.

Angelica Gilmartin stated that the day before the incident she was in school in eighth period when she received a text from Cruz stating that he "felt like killing people". Angelica Gilmartin stated that Cruz had texted her "negative things" in the past but had never mentioned killing people before. Angelica Gilmartin stated that she had deleted the text as she got into an argument with Cruz about the fact that it was not her place to "have to lift him up" when he was [redacted]. Angelica Gilmartin stated that Cruz called her several more times on 02/13/2018 where he left her voicemails and called her telling her that he wanted her to be his girlfriend and be his Valentine on 02/14/2017. Angelica Gilmartin stated that in the actual conversation with Cruz she again told Cruz that she did not think of their relationship in that matter. Angelica Gilmartin stated that Cruz told her that he was going to speak to a [redacted] and told her "Good Bye". Angelica Gilmartin stated that the way Cruz ended the call was different from the way he normally ended his phone calls.

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Angelica Gilmartin stated that on 02/14/2018 she was in school at Deerfield Beach High School when Nikolas Cruz began attempting to call her but that she was taking a test and did not take the call. Angelica Gilmartin stated that when she checked her phone again she saw that Cruz had been texting her "all day". Angelica Gilmartin stated that some of the texts showed pictures of old scars on Cruz's arms. Angelica Gilmartin stated that she had made it clear in the past that she did not want to become romantically involved and just friends. Angelica Gilmartin stated that once Cruz once told her of his plans to marry her.

Angelica Gilmartin stated that Cruz had never told her about "demons" but could not remember if he ever told her that he had heard voices. Angelica Gilmartin stated that Cruz never told her about any physical abuse but felt that everyone including his family did not like him. Angelica Gilmartin stated that Cruz told her that he went to school at MSDHS and stated that he "hated the people there".

For further information see the recorded statement of Angelica Gilmartin which was recorded on the Axion Video recording System.

Using information on the cellphone contacts the "[redacted] referred to in Nikolas Cruz's statement was identified as [redacted].

On 02/15/2018 [redacted] met with this detective with her mother [redacted]. [redacted] would not allow this detective to interview [redacted] alone. [redacted] stated in sworn statement that she met Nikolas Cruz around two years ago through a friend named Dana Craig who set them up. Craig at the time was dating a subject named Chance who was friends with Nikolas Cruz. [redacted] stated that after knowing each other for a period of time she began dating Cruz. During that time [redacted] stated that Nikolas Cruz was living with his brother and mother in Parkland.

[redacted] stated that she started talking to another student who went to MSDHS Enea Sabadini. [redacted] stated that Nikolas Cruz became jealous and had a physical confrontation on school grounds with Sabadini. [redacted] stated that she knew that Cruz liked guns because she knew he read gun magazines and often showed her pictures of dead animals.

[redacted] stated that she had not seen Nikolas Cruz for over a year but once he had told her that he would be better off if he was dead. [redacted] stated that she heard that Cruz had tried to overdose on pain medication. [redacted] stated that often during their relationship Cruz was verbally and physically abusive towards her. In one incident [redacted] stated that Nikolas Cruz broke her cellphone after he found Enea Sabadini's phone number in her phone. [redacted] stated that after the fight with Enea Sabadini she blocked all phone contact with Cruz. [redacted] stated that after the fight, she heard that Cruz had threatened Sabadini by text.

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[redacted] stated that when Linda Cruz was alive she spoke to her often and that when Nikolas Cruz and [redacted] dated that she never left them unattended. [redacted] stated that when together Cruz worked on his homework and was well behaved. [redacted] stated that she learned that Cruz had been caught in school with a Swastika on his backpack and spoke to him about it concerned because her family was Jewish. [redacted] and [redacted] did many activities with Nikolas Cruz and took him deep sea fishing and to the rodeo etc.

[redacted] stated that she learned from Cruz that he had been caught on campus with a bullet. [redacted] stated that Hunter and Dakota were Nikolas Cruz`s close friends. [redacted] stated that she never saw Cruz talk to himself and he never spoke about hearing "demons or voices".

For further information see the recorded statement of [redacted] which was recorded on the Axion Video recording System.

Dana Craig was later interviewed by Detective Jeff Curtis where in sworn statement she advised that she was on campus on 02/14/2018 but was in the 700 building at the time of the shooting. Craig advised that after the Fire alarm went off in the afternoon she and other classmates began to leave their building when she heard gunshots go off. Craig stated that she never saw the gunman but stated that she knew Nikolas Cruz through her step brother and her boyfriend. Craig stated that she knew Nikolas Cruz shot animals such as frogs and squirrels. Craig stated that she knew that Nikolas Cruz was physically abusive towards [redacted]. Craig stated that she told [redacted] to break up with Cruz and when Cruz found out he threatened to kill her and her family and rape her. Craig stated that she had seen Cruz in the past with bullets while at MSDHS.

For further information see the recorded statement of Dana Craig which was recorded on the Axion Video recording System.

Enea Sabadini was later interviewed and gave two separate in reference to the incident. The first statement was taken by Detective Guermes. In that statement Sabadini advised that at the time of the shooting he was in the 900 building and did not witness any part of the shooting. Sabadini stated that he knew Nikolas Cruz from school and had problems with him after he started dating [redacted]. As part of those threats Cruz began sending him texts and would continue to annoy and threaten him at school. Sabadini stated that the school was notified of Cruz`s action but according to Sabadini nothing was done and on 09/20/2016 Cruz threw a water bottle at him which lead to a physical altercation in the school courtyard. Sabadini stated that both he and Cruz were suspended after the fight and after Cruz left MSDHS the threats continued on Instagram. In those threats Cruz sent Sabadini pictures of guns.

A second statement was taken from Enea Sabadini by Detective Curtis which gave more details of the threats by Nikolas Cruz. Copies of the Instagram threats from Cruz to Enea Sabadini were copied by Detective Curtis and then

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placed into evidence.

For further information see the recorded statement of Enea Sabadini which was recorded on the Axion Video recording System.

On 02/15/2018 autopsies were performed on the seventeen victims at the Broward County Medical Examiner's Office. The autopsies were observed by Homicide Detectives Tutler and Curtis

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For further details of the victim's injuries see the supplement reports of Homicide Detectives Tutler and Curtis and each victim's individual autopsy reports.

On 02/16/2018 a Search Warrant was authored by SID Detective Masters to obtain information from Nikolas Cruz's UBER account. This UBER account was linked to phone number 561-526-3557 and Nikolas Cruz's Gmail account of nikolasjacobcruz@gmail.com. The account showed that the start date of the account was 11/28/2017. The Search Warrant was signed by the Honorable Judge Rebollo and later assigned Broward County Clerk of the Courts case number 18-189SF10

Transactions on the account showed the following:

Date and Time	Pick up Location	Drop off Location
02/14/2018 2:06 p.m.	7200 Loxahatchee Road	5873 Coral Springs Drive
02/09/2018 8:50 p.m.	9426 Westview Drive	7200 Loxahatchee Road
02/09/2018 4:09 p.m.	7200 Loxahatchee Road	9426 Westview Drive
01/31/2018 9:08 p.m.	9525 Westview Drive	7200 Loxahatchee Road

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11/30/2017 5:36 p.m.	4671 NW 121 Avenue	7200 Loxahatchee Road
11/28/2017 6:14 p.m.	6401 Easter Cay Way	4671 NW 121 Avenue

The address 5873 Coral Springs Drive in Parkland is MSDHS.

The addresses 9426 Westview Drive and 9525 Westview Drive in Coral Springs are Cruz's work address at Dollar Tree.

The address [redacted] is the [redacted] residence in Palm Beach.

The address 4671 NW 121 Avenue in Coral Springs is the address of Caden Krzeminski a friend of Nikolas Cruz.

Once the interior video from the 1200 building was downloaded and examined it showed the following time line of events.

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Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Investigator Signature: _____

CASE SUPPLEMENTAL REPORT

Printed: 08/09/2018 13:52

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
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EOG-01028

Investigator Signature: _____

CASE SUPPLEMENTAL REPORT

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Investigator Signature:_____

CASE SUPPLEMENTAL REPORT

Printed: 08/09/2018 13:52

OCA: *171802000525*

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FLPD SWAT Medics evacuate Montalto through the east doors Montalto would later be transported and pronounced deceased at North Broward Medical Center.

At that point it was decided that the School server for the additional school camera be examined by the FBI at the request of the Broward County State Attorney's Office. The server was turned over to FBI Special Agent Carlos M. Castello of the Miami CART Division.

On 02/16/2018 BSO Detective Jennifer Montgomery authored a Search Warrant to seize the Dell Power Edge R530 server from Marjory Stoneman Douglas High School. This Search Warrant was signed by the Honorable Judge Carlos Rebollo and then later assigned Broward County Clerk of the Courts Case Number 18-197SF10.

Though at the time this Search Warrant was authored and then executed the server was still on the school property which was secured as a crime scene. It was learned that members of the Broward County School Board had downloaded video evidence from this MSDHS school server to a backup computer system off site.

Based on this information a second Search Warrant was authored by BSO Detective Peterson to seize that server located at the Broward County School Board located at 7720 West Oakland Park Boulevard in the city of Sunrise. This Search Warrant was signed by the Honorable Judge Carlos Rebollo and then later assigned Broward County Clerk of the Courts Case Number 18-196SF10.

For further information see the supplement report of Detective Vince Peterson.

On 02/16/2018 this detective obtained a sworn recorded statement from Deputy Scot Peterson the SRO on campus the day of the incident. Present during the statement was Detective Jeff Curtis.

It should be noted that prior to taking this taped statement this detective had not been able to view the exterior cameras from the campus on the day of the incident due to the fact that the video system was still in the FBI's possession at the request of the State Attorney's Office. Due to this fact this detective was unable to view any of Deputy Peterson's actions on 02/14/2018 from the video

In his sworn statement Deputy Peterson advised that he had been the SRO at MSDHS for the past eight years and on the day of the incident was on campus in full BSO Uniform. On the day of the incident Deputy Peterson advised that they had had a fire alarm drill at the school around 10:00 a.m. and that he was the subject who activated the alarm for the drill.

Deputy Peterson advised that after lunch he was in his office which was near the schools main office (Building One)

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and had been investigating a fraudulent identification matter from earlier in the day. According to Deputy Peterson the student involved in the fraudulent identification matter had been sent back to class and he was waiting for that student's parent to arrive at school to discuss the matter.

Deputy Peterson advised that school is dismissed at 2:40 p.m. and around 2:20 to 2:20 p.m. he heard school security specialist Andrew Medina on the school radio announcing that he had possible heard firecrackers going off in the 1200 building. It should be noted that this school radio mentioned by Deputy Peterson is not a recorded channel and all school employees have a similar school radio.

Deputy Peterson stated that he exited his office and he saw Security Specialist Kelvin Greenleaf whose office is right next to his office. Deputy Peterson stated that once outside his office he looked for a golf cart which is normally parked right outside his office but couldn't find one.

Deputy Peterson stated that he and Greenleaf began to run towards the 1200 building when he stated that the school fire alarm went off and as he got right up aside of the 1200 building (around ten feet away) heard two to three gunshots go off. Deputy Peterson stated that he was unsure if the gunshots were coming from inside the building or outside the building due to the fact that the gunshots were so loud. Deputy Peterson stated that though he didn't see anyone with a gun so he retreated from being along the 1200 building and sought cover along the wall of the 700 building which was the building just south of the 1200 building.

Deputy Peterson stated that he notified BSO dispatch of the shooting and that units responding need to shut down the intersection of Homberg Road and Pine Island Road. Deputy Peterson stated that on his school radio he began to advise other school employee's to go into "Code Red" protocol indicating an armed intruder on campus.

Deputy Peterson stated that he drew his service weapon and was waiting for the gunman to exit the 1200 building when he saw Coral Springs Police ASRO Tim Burton arrive at the 1200 building with a rifle. Deputy Peterson stated that he did not see any muzzle flashes coming from the 1200 building and saw no students exiting the 1200 building.

Deputy Peterson stated that he heard other deputies advising on the radio of students being found shot near the football field and thought that the gunman was possibly running in that direction. Deputy Peterson stated that he then saw other Coral Springs Officers arrive on the scene and watched them enter into the 1200 building. Deputy Peterson advised that at no time did he ever enter into the 1200 building either while hearing gunshots or after other law enforcement officers arrived on the scene.

Deputy Peterson advised that using his school radio he asked Assistant Principal Jeff Morford to rewind the video from inside the 1200 building so that a description could be obtained of the gunman. It should be noted that this rewinding of the school video became an issue later as other officers began to arrive to the school office and believed that the

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video that they were watching was real time. This will be discussed in greater detail later in this supplement report.

School employees watching the suspect on video recognized that it was an ex-student named Nikolas Cruz and a BOLO was sent out over police dispatch for officers in the area of the school.

Deputy Peterson stated that he knew Nikolas Cruz from past contact and had handled a report where it was reported that he was suicidal and had drank gasoline. (Case Number 17-1609-001610) In that case Deputy Peterson stated that [redacted] This case was discussed in greater detail alter in this detectives supplement report. Deputy Peterson stated that Nicolas Cruz in one incident had a swastika on his backpack and pictures of hand drawn firearms in his notebooks. This according to Deputy Peterson, prompted officials at MSDHS to do a "Threat Assessment" of Cruz in September 2016. (Possibly 09/28/2016) Deputy Peterson could not remember if he participated in the "Threat Assessment" of Cruz.

Deputy Peterson stated that school officials decided to allow Nikolas Cruz to stay in school but decided he was not allowed to bring a backpack to campus due to safety concerns.

Deputy Peterson stated that after Nikolas Cruz turned 18 he decided to remove his ESE status and the staff at MSDHS helped him place Cruz in an alternate school for night classes. (Possibly Taravella High School)

Deputy Peterson stated that he hadn`t seen Nikolas Cruz since 02/2017 and that he knew Cruz`s mother Linda Cruz and spoke to her before her death in November 2017. Linda Cruz stated that she planned on allowing Nikolas Cruz to buy a shotgun once he turned 18.

Deputy Peterson had several pages of handwritten notes in his possession during his sworn statement in reference to past contact with Nikolas Cruz. These items were placed into evidence by this detective. In those handwritten notes were documentations such as "gun fascination" and "KILL on notebook". Deputy Peterson was given copies of these notes for his records.

Using a campus map Deputy Peterson drew his route to the 1200 building on the day of the shooting and identified a picture of Nikolas Cruz. Both these listed items were placed into evidence by this detective.

For further information see the sworn statement of Deputy Peterson.

Though during his interview Deputy Peterson could not remember the student`s name that he was investigating from earlier in the school day, several tips later came in claiming that this female had been used by Cruz as a distraction to keep the SRO "busy" before the shooting.

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These females were identified as Monique Morsillo Natalie Turner and Gianna Auricchio. All three were interviewed by Detective Curtis.

Detective Curtis obtained a digital recorded sworn statement from witness Monique Morsillo. Morsillo stated she is a senior at the Stoneman Douglas High School. Morsillo stated in the morning there was a fire alarm during second period. Morsillo stated she was caught in the senior parking lot by security with two other girls Natalie Turner and Gianna Auricchio. Morsillo stated she was in the 900 building in internal suspension room when this incident occurred. Morsillo stated she heard the fire alarm and saw kids running stating there was a bomb or gunshots. Morsillo stated they ran west through the field. Morsillo stated she knows Nikolas Cruz since 6th grade, and she denied Cruz calling or texting her on 02/14/2018. Morsillo stated in middle school he kicked the door beside her head because the teacher would not let him back in the room. Morsillo stated Cruz was always troubled. Morsillo stated she never saw Cruz with guns on Instagram.

Detective Curtis obtained a digital recorded sworn statement from witness Natalie Turner. Turner stated she is a senior at the Stoneman Douglas High School. Turner stated in the morning there was a fire alarm during second period. Turner stated she was in the senior parking with Monique Morsillo and Gianna Auricchio when they were not supposed to be and was caught by school security. Turner stated that she knows of Nikolas Cruz but denied receiving any phone calls or text messages from Cruz. Turner stated she was in internal suspension when the incident occurred. Turner stated there was approximately 15 minutes before school was over for the day. She stated she heard someone on the school walkie talkie radio state there was a suspicious person on campus with a backpack. Turner stated the fire alarm went off. Turner stated as everyone started to vacate the building, everyone began freaking out. Turner stated everyone walked through the field toward West Glades Middle School. Turner stated she walked to LA Fitness by the school and stayed there. Turner stated she did not see Cruz at Walmart or McDonald's. Turner stated she did not hear any gunshots while at school. Turner stated she did not hear any codes called by school staff over the school walkie talkies radios.

Detective Curtis obtained a digital recorded sworn statement from Gianna Auricchio. Auricchio stated she is a senior at the Stoneman Douglas High School. Auricchio stated there was a fire drill in the morning during second period. Auricchio stated she got in trouble with school security for being at her vehicle in the senior parking lot with Monique Morsillo and Natalie Turner. Auricchio stated she left school at approximately 2:17 PM because she was in trouble for being in the parking lot. Auricchio does not know Nikolas Cruz personally. Auricchio stated she has never communicated with Cruz via telephone and stated she did not see Cruz prior to her leaving the school grounds in her Red Volkswagen Jetta.

Assistant Principal Jeffrey Morford was interviewed by SID Detective Fredericks. In that statement Morford advised that he was in Students Services when he heard the fire alarm go off. Just before the fire alarm went off he

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heard another school employee announcing over the school radio that an intruder was on campus. Morford advised as he stepped out of the building he heard gunshots go off and saw Deputy Peterson running towards the 1200 building yelling "Code Red" to him. Morford stated then he in turn got over the school radio and announced for the school to go into "Code Red` protocol.

Morford stated that Deputy Peterson contacted him over the school radio and asked him to rewind the school video to try to identify who the gunman was. Morford stated upon seeing the video he recognized the gunman as ex-student Nikolas Cruz and notified Deputy Peterson of the fact over the school radio. Morford stated that at the time of watching the video School Security Specialist Kelvin Greenleaf was watching the video as well and identified the gunman as Nikolas Cruz.

Morford stated that he had dealt with Nikolas Cruz on several discipline issues while he attended the school and on one occasion was with Cruz and Deputy Peterson in reference to speaking to Cruz about leaving MSDHS and earning his degree at an off campus learning center.

Once the video server for the school was returned from the FBI the contents of the exterior cameras were examined.

At 02:21:47 PM Camera 30 located at the 1300 Building which captures north to gate.

Witness McKenna is recorded sprinting west along the north side of Building Twelve.

At 02:22:15 PM Camera Nine located at Building One, First floor, southwest, facing north.

Deputy Peterson is seen walking from between Buildings Eight and One to the west and then north along the west side of Building One. Deputy Peterson and security director Kelvin Greenleaf walk north towards a golf cart, and Deputy Peterson can be seen talking on his radio which appears to be his school radio. Deputy Peterson then turns north abruptly and begins running towards another golf cart. He is then recorded climbing on a golf cart with Greenleaf being driven by another school employee believed to be Medina. The cart is then recorded going north towards the Building 1200.

At 02:22:25 PM Camera 27 located at Building 13 facing north.

Witness McKenna is recorded being dropped off by victim Feis at the door to the 1300 Building.

At 02:22:30 PM Camera 10 located at the 100 Building First floor on west side, facing south.

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Deputy Peterson is recorded walking southbound with Greenleaf towards a golf cart parked outside room 172. They then turn northbound and Peterson is seen talking on his school radio.

At 2:22:40 PM on the same camera, the fire alarm can be seen going off.

At 02:22:59 PM Building 13, camera view north to gate

Employee Aaron Feis is observed driving a golf cart from the north parking lot towards the 1200 building.

At 02:23:10 PM Camera 61 located between Building 7 & 8, walkway, facing south.

The golf cart carrying Deputy Peterson, Kelvin Greenleaf, and the other employee (Medina) is recorded driving north through the hallway between building 7 and 8 towards the 1200 building.

At 02:23:16 PM Camera 54 Building 13 facing east to Building 12.

Exterior video shows the golf cart containing Deputy Peterson and the other two subjects drive north from the 800 building to the 1200 building.

At 02:23:31 PM Camera 11- 54 Building 13 facing east to Building 12.

The golf cart is seen driving south from the 1200 building with only one person on it.

At 02:23:44 PM Camera 11- 54 located at between Building 13 east to Building 12.

Deputy Peterson can be seen moving quickly south from the 1200 Building with witness Kelvin Greenleaf (Security). Deputy Peterson took a position on the edge of the stairwell on the northeast corner of the 700 building facing the south side of the 1200 building. Deputy Peterson remains at this position for the duration of the incident. When visible from his position Deputy Peterson seems to never look in any other direction other than at the 1200 building.

The movements of Deputy Peterson seen in the video had several points of discrepancy with his earlier taken sworn statement. Those points being the following:

The first fact was that when he was advised of a problem at the 1200 on his school radio he could not find a golf cart to take him to the location and that he had to run to the building from his office.

The second fact was that Deputy Peterson advised that when he got to the 1200 building he heard two to three gunshots

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go off but could not tell where the shots were coming from whether they were inside the building or outside the building. In fact in looking at the exterior time line compared to the suspect's time line inside the building Deputy Peterson would have been in position at the 1200 building while Nikolas Cruz was still on the First floor and before he would have even fired the fatal shots into victim Hixon.

This also indicates that Deputy Peterson would have been in position only a few yards away from the 1200 building while over sixty AR-15 gunshots went off on the First, Second and Third floors of the 1200 Building.

The time frame of 02:23:44 PM when Deputy Peterson is seen retreating to the corner of the 700 Building from the corner of the 1200 Building is also consistent with the time frame when victim Feis opens the stairwell door and is shot twice.

Even when the time line of Deputy Peterson's radio transmissions were compared to the interior and exterior videos it showed a discrepancy as to whether or not Deputy Peterson could tell where the gunshots were coming from as he stated in his sworn statement. Those radio transmission were the following:

At 02:23:22 PM (BSO DISPATCH TIME STAMP) - Dispatcher on dispatch 8 A calls 17J3 (Peterson), 17B3 & 17B4 with alert tone.

At 02:23:26 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) advises over radio "Be advised we have possible - I think we have shots fired - possible shots fired - 1200 building."

At 02:23:37 PM (BSO DISPATCH TIME STAMP) - 8A Dispatch alerts all units. T2 advises 10-51, 15Y4 10-51.

At 02:23:55 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) - "Make sure we get some units - I need to shut down Stoneman Douglas the intersection."

At 02:24:14 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) - "We're talking about the 1200 building - it's going to be in the building off Holmberg Road."

At 02:24:16 PM (BSO DISPATCH TIME STAMP)- Unknown Unit (Doesn't ID himself by call sign) "Any description? I'm coming up from West Glades Middle."

At 02:24:24 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) - "We don't have any description yet - appears to be shots fired"

At 02:24:35 PM (BSO DISPATCH TIME STAMP) - (Peterson) "I'm over by the south side by the 700 building"

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At 02:25:18 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "We`re looking at the 1200 building - it`s going to be the 300 building - it`s right off Holmberg road - by the senior lot."

At 02:25:38 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "Get the school locked down, gentlemen!"

At 02:25:56 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "All right, 26...We heard it`s by - inside the 1200 building"

At 02:26:00 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "We`re locking down the school right now - make sure there`s no pedestrian traffic anywhere on Holmberg"

02:26:40 PM (DISPATCH TIME STAMP) - 17J3 (Peterson) "Juliet 3 we`re going to Bravo...I hear shots fired". In this radio transmission by Deputy Peterson the gunfire can clearly be heard in the background.

At 02:27:30 PM (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "Get a unit in front of the school - make sure no one comes inside the school."

At 02:28:00 PM - (BSO DISPATCH TIME STAMP) - 17J3 (Peterson) "Broward, Do not approach the 12 or 1300 building - stay at least 500 feet away at this point."

The suspect`s actions were also captured on the schools exterior cameras after he left the 1200 building.

At 02:28:11 PM Camera 55 located at building 13 facing west.

Suspect exits the building and runs east towards the tennis courts. The suspect then runs south along the sidewalk.

At 02:28:35 Camera 38 located at Building 9, First floor facing West, Facing North

Suspect is seen running southbound along the east side of the tennis courts.

At 02:28:59 Camera 69 located at Building 9, First floor, Northwest, Stair 12.

Suspect continues running southbound along the east side of the tennis courts.

At 02:29:05 Camera 70 Located at Building 9, First floor, southwest facing North

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Suspect continues running southbound from the tennis courts.

At 02:29:20 PM a camera located at Building 9, second floor SE, facing West .

The suspect runs across field and joins into a group of students leaving the area westbound.

Other deputies who were heard on the Dispatch recording who advised they heard shots fired were identified by their calls signs and were interviewed. Those radio transmissions were the following:

At 02:25:08 PM (DISPATCH TIME STAMP) - 17T2 (Deputy Kratz) advises "I hear shots by the football field"

At 02:25:42 PM (DISPATCH TIME STAMP) - Dispatch alerts units "Attention all units not working the signal 33 go to Bravo channel for regular traffic" and at the same time 17T2 (Deputy Kratz) comes across the air "Some students saying it started with some kind of firecrackers but we`re not sure, by the football fields."

At 02:26:34 PM (DISPATCH TIME STAMP)- Dispatch advises "Any units not working the signal 33 go to Bravo" and 17T2 (Deputy Kratz) comes across the air "T2 I got more students running west towards the football field."

At 02:28:23 PM (DISPATCH TIME STAMP) - 17T2 (Deputy Kratz) "Got a victim - GSW right leg on the football field."

At 02:30:46 PM (DISPATCH TIME STAMP) - 17T2 (Deputy Kratz) "T2, I`m being advised possibly three more victims... shooter possible inside 3 story building with an ROTC uniform - that was given by Coral Springs Dispatch check with them and verify."

The last two radio transmissions by Deputy Kratz are after 02:27:35 when the suspect flees down the stairwell and out of the west side door on the first floor.

These radio transmission by Deputy Kratz are consistent with the time frame on the video where Nikolas Cruz has shot all thirty four victims and is in the Teacher`s Planning Room attempting to fire at students fleeing towards the football field.

Based on Deputy Kratz position and distance from the 1200 building at the time of hearing the gunshots and the fact that Cruz was indeed firing towards the football field it appeared consistent with the fact that Deputy Kratz would not have known that Cruz was still in the 1200 building while firing.

On 05/31/2018 this detective took a recorded sworn statement from Deputy Kratz. In that statement Deputy Kratz

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advised that he was on duty when he heard the call of shots fired at MSDHS by Deputy Peterson. Deputy Kratz stated that he thought but wasn't sure that Deputy Peterson stated that it was at the 1200 building. Deputy Kratz stated that he came up by the Football Field on the north side of the school off Holmberg. Deputy Kratz advised that once he was in that position he saw groups of students running westbound from the school in his direction. Deputy Kratz stated that he tried to gather some information from the students as to what was occurring and where the shooting was located at but got a mixture of information ranging from firecrackers going off to shots being fired but no specific location for the event.

Deputy Kratz advised that while at this location he heard four to five gunshots go off and notified dispatch but again could not tell where the shots were coming from other than the shots were loud. Deputy Kratz stated that shots were so loud he felt that shots were coming from outside near the football field. Deputy Kratz then stated that shortly after hearing the gunshots a student with a gunshot wound to the leg ran up to him. (Afterwards Deputy Kratz stated that he noticed that windows on the third floor of the 1200 building had bullets holes in them.

For further information see the statement of Deputy Kratz which was recorded on the Axion Digital Recording System.

At 02:27:03 PM (DISPATCH TIME STAMP) - 17Y4 (Deputy Goolsby) "We definitely have shots being fired."

This radio transmissions by Deputy Goolsby is seconds before at 02:27:35 the suspect flees down the stairwell and out of the west side door on the first floor.

In Deputy Goolsby sworn report after arriving to the north side of the school On Holmberg Road he heard five gunshots go off. Deputy Goolsby advised that once he was in that position he saw groups of students running westbound from the school in his direction. Deputy Goolsby stated that he tried to gather some information from the students as to what was occurring and where the shooting was located but several students who ran past him just yelled to him "Active Shooter" as they passed him. Deputy Goolsby advised he thought the gunfire was coming from between the 1200 building and 1300 building but could not get on campus because the gates to the school on the north side were padlocked shut.

Deputy Goolsby advised that once he was able to obtain a key to the lock that he and Deputy Perry entered the school with other law enforcement officers and approached the 1200 building.

For further information see Deputy Goolsby supplement report.

At 02:27:50 PM (DISPATCH TIME STAMP) - Unknown unit (Possible Deputy Perry) advises "Holmberg is shut

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down, we're by the 900 or 1300 building we've got shots fired I'm trying to get the fence opened."

This transmission is just before 02:27:55 PM the suspect comes down the last flight of stairs and exits the building, running west from the building.

At 02:28:14 PM (DISPATCH TIME STAMP) - 17J4 (Deputy Perry) "Parent said there is a child down - have Fire Rescue stage in the area until we make contact."

In a sworn statement to Detective Curtis, Deputy Perry advised that he responded from Pine Trails School to Deputy Peterson calls for assistance at MSDHS. Deputy Perry advised that he arrived at the north side of the school just as Deputy Goolsby was arriving at the same location. Deputy Perry stated that he heard three to five gunshots going off on campus but could not get on campus originally due to the gates on the north side being padlocked shut. Deputy Perry advised that he and Deputy Goolsby once on campus that the gunfire stopped and as he approached the 1200 building he saw a victim on the ground (Victim Feis)

For further information see Detective Curtis' supplement report and Deputy Perry's sworn statement

This detective and Detective Scott notified our chain of command in reference to the discrepancies in Detective Peterson's original sworn statement and actions seen on the exterior school camera system. The following morning this detective was advised that the actions of Deputy Peterson, Deputy Treijs and Deputy Eason were being investigating by the Broward Sheriff's Office Internal Affairs Division and that any statements involving police response to MSDHS should be taken by their investigators.

On 02/22/2018 the following day after being called into the Internal Affairs Division Deputy Peterson retired his position.

After the announcement in the media in reference to the Peterson Internal Affairs Investigation and subsequent retirement numerous anonymous sources and false rumors began to spread that no BSO Law Enforcement employees had attempted to enter the 1200 building and that only members of the Coral Springs Police Department entered the school to evacuate injured students.

Interior video taken from the MSDHS School camera show the following to dispute those false claims in reference to the first entry into the 1200 building.

At 02:32:48 PM Camera 30 Building 12 First Floor Center Camera - Four Officers that appear to be CSPD make first entry onto the first floor through the west door. These officers pull Hixon out through the west door to a CSPD officer and BSO Deputy who are observed transporting Hixon with a golf cart north from the 1200 building. This Deputy is

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later identified as Deputy Volpe. This extraction of victim Hixon is the first entry and first victim contact inside the 1200 building. The golf cart used for the evacuation was later learned to have been the golf cart that victim Feis arrived at the 1200 building driving. Arriving officers took the keys to this golf cart from victim Feis's pockets after extracting victim Hixon.

For further information see Deputy Volpe's supplement report.

At 02:36:29 PM Camera 15-Building 12, First Floor East Camera - CSPD Officers (Approximately 10) are observed entering the first floor from the east door. There are two BSO Deputies with this team. These deputies are later identified as Deputy Johnson and Carbocci. The BSO Deputies with the CSPD officers remove a victim (Believed to be Duque) and carry him to rescue as the hall is cleared.

For further information see Deputy Johnson and Carbocci's supplement reports.

At 02:36:37 PM Camera 13-Bldg 12 First Floor West - CSPD Officers and at least one BSO Deputy (later identified as Deputy Hanks) re-enter on the west end of the first floor to continue clearing rooms.

For further information see Deputy Hanks's supplement report.

There was a large amount of Coral Springs Police Department Personal who responded to MSDHS for a variety of factors. The first being that all cellular 911 callers reporting the incident were routed to Coral Springs Fire department Disptach.The second factor is the short distance from the Coral Springs Police Department to MSDHS itself compared to the fact that the closest BSO Sub Station to the school is almost ten miles away in the cites of North Lauderdale and Tamarac. The third factor is the sheer number of Coral Springs Officers that were on duty on 02/14/2018 compared to the handful of BSO Parkland Deputies on duty on 02/14/2018.

Upon reviewing all the Coral Springs Police Department reports documented under Coral Springs Police Case Number 18001708 most related to the evacuation of students after Nikolas Cruz had already fled the campus. The only Coral Springs Officer who appeared to be on campus at the time of the shooting was Off Duty Officer Heinrich. Officer Heinrich was working on the baseball field when he heard the Fire Alarm go off and then heard a series of gunshots. At this time Officer Heinrich stated in his report that he saw students running away from the 1200 building and passed by School Security Officer Elliott Bonner who was on a golf cart. Bonner yelled that it was a "Code Red" as he passed by heading westbound in the golf cart. Officer Heinrich who was unarmed at the time called his police department landline and advised them of the situation at the school at 1431 hours. By the time of this phone call Nikolas Cruz had already fled from the 1200 building on foot.

For further information see Officer Heinrich supplement report.

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Coral Springs Dispatch first learns of the shooting according to their dispatch when at 02:26:31 PM (Coral Springs Time) - Kilo 23 advises that Coral Springs Fire Rescue passed by them and told him there was an active shooter at Stoneman Douglas, Kilo 23 asks dispatch to verify. Coral Springs Police Dispatch confirms multiple calls and hearing gun shots in the background.

Several Coral Springs reports related directly to Deputy Peterson. Those being a supplement report authored by Officer Schroy and Officer Burton.

It appeared that the first Coral Springs Police Officer on scene was SRO Tim Burton. Officer Burton is first heard on Coral Springs Police Dispatch transmission at 02:27:06 PM (Coral Springs) - J39 advises 10-97 at Douglas.

This transmission is twenty seconds before Nikolas Cruz begins to descend the staircase of the Freshman Building after discarding his weapon at 02:27:35.

Officer Burtons next transmission is at 02:28:01 PM (Coral Springs) when he advises - J39 "J39, I need more details, I`m 97 the south side of the school."

At 02:28:27 PM -Camera 5- Building 1, Main Gate a CSPD Officer (Believed to be Burton) is recorded walking northbound along the east side of the 100 and 800 Building. MSDHS Security Monitor Medina drives alongside in a golf cart and appears to pick Burton up.

Then at 02:29:00 PM (Coral Springs) - Officer Burton advises J39 "J39 Last seen…in the three story building, north parking lot." J39 "54… I`m with Douglas` SRO, getting info". This fact somewhat contradicts Deputy Peterson`s statement to this detective when he advised he could not tell where the shooter was.

Officer Burton`s arrival and location was not captured on the exterior video system at MSDHS due to his arrival on the southeast side of the school.

For further information see Officer Burton`s supplement report.

Officer Schroy who in his report stated that he "spoke to the BSO SRO who stated that the shooter was last known to be inside the 1200 building". This fact somewhat contradicts Deputy Peterson`s statement to this detective when he advised he could not tell where the shooter was.

For further information see Officer Schroy`s supplement report.

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Coral Springs Officer Best also documents in his report arriving to the scene and speaking to a BSO Deputy and Officer Burton. In his report Officer Best quotes the Deputy as telling him he "heard shots being fired in the 1200 Building". This fact somewhat contradicts Deputy Peterson`s statement to this detective when he advised he could not tell where the shooter was.

For further information see Officer Best`s supplement report.

While this detective continued to investigate the actions of Nikolas Cruz, Detective Scott was tasked with developing a Time Line of the radio transmission (both BSO and Coral Springs Police Department) and MSDHS video observations in reference to the police response to the 1200 Building on 02/14/2018. This Time Line will be discussed in further detail later in this detectives supplement report and in Detective Scott`s supplement.

By 02/25/2018 Governor Rick Scott assigned the Florida Department of Law Enforcement to investigate the police response to MSDH on 02/14/2018. This again was based on the numerous anonymous sources and false rumors that had spread that no BSO Law Enforcement employees had attempted to enter the 1200 building and that only members of the Coral Springs Police Department entered the school to evacuate injured students. This investigation was assigned to FDLE Agent Keith Riddick. The FDLE Investigation was documented under FDLE Case Number E1260079.

By March 2018 the local and national media based on the false allegations prepared a court order to have the exterior video released to them as a Public Records Release. This caused a comprehensive review of the exterior video being reviewed to insure that nothing to be released jeopardize the open investigation. The review of the exterior cameras was documented under BSO Case Number 17-1802-000538.

Following in a similar manner on 04/30/2018 the Florida State Senate commissioned a similar investigation to be comprised of a 16 member panel to investigate the aspects of the listed case. Some of the topics to be investigating were:

1. To investigate system failures in the MSDHS shooting and police response.
2. To investigate system failures in past contacts with the suspect Nikolas Cruz and how they effected the MSDHS shooting.

This detective was directed by BSO Command to cooperate fully with each investigation including providing all needed reports, pictures, statements, etc.

A copy of each investigation will be included in this detective`s case file as investigations are concluded.

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A list of statements that were taken from witnesses who identified Nikolas Cruz from photo arrays or had significant information about the listed case. Those statements were the following subjects:

Lucas Magalhaes W/M [redacted]

Lucas Magalhaes stated in a sworn statement to Detective Mealer that he has known Nikolas Cruz since they were in Seventh Grade. Magalhaes stated that he and Cruz were on the same bus and used to eat lunch in the same table. Other subjects at the lunch table with them were a subject named Reo Edwards a subject named Curvins and a subject named Orlando. Magalhaes stated that several times Cruz told him that he was going to shoot up and kill people at the school because he didn't like people at the school. Magalhaes stated that Cruz told everyone at the lunch table not to worry because he would not shoot them when it happened. Magalhaes stated that Cruz just before the shooting contacted Curvins by SNAP CHAT.

For further information see the supplement report of Detective Mealer and the sworn statement of Lucas Magalhaes.

John Wilford W/M

John Wilford stated in a sworn statement to Detective Roque and Detective Cottam that he was a student at MSDHS the day of the shooting near the 900 building and that after the Fire Alarm he evacuated the campus and went first to the Walmart where he called his mother to advise her of the shooting. Wilford stated that he left Walmart and then later went to the McDonalds on Coral Ridge Drive. Once at the McDonalds, Wilford stated that he sat in a booth and a white male wearing a JROTC uniform sat in the booth with him. Wilford stated that he did not know this white male and they both spoke about the shooting at the school. Wilford stated that the white male seemed concerned about all the police presence but overall was calm. Wilford stated that once his mother arrived to pick him up the white male followed him into the parking lot and began to insist that he and his mother give him a ride to Wyndham Lakes.

John Wilford stated that after he refused to give this subject a ride he again saw the same subject walking towards the houses at Wyndham Lakes. John Wilford later would identify the white male as suspect Nikolas Cruz after seeing his picture in the media according to Detective Roque.

For further information see the supplement report of Detectives Cottam and Roque and the sworn statement of John Wilford.

Gary Goodman W/M [redacted]

Goodman in a sworn statement to detective Depelisi advised that he was in his coach's office while the shooting was taking place and could see students running towards Westglades Middle School as they were evacuating the complex.

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Goodman stated that he saw Nikolas Cruz who he has known since sixth grade running towards the soft ball fields. Goodman stated that Cruz was wearing a maroon JRROTC shirt, a hat, black pants and black shoes.

For further information see the supplement report of Detective Depelisi and the sworn statement of Gary Goodman.

Nicholas Defroscia W/M [redacted]

Defroscia in a sworn statement to Detective Link advised that he was in his coach's office while the shooting was taking place and could see students running towards Westglades Middle School as they were evacuating the complex. Defroscia stated that he saw a subject running towards the soft ball fields after the crowds of other students had already passed. Defroscia stated that subject was wearing a maroon JRROTC shirt, a hat, black pants and black shoes. Defrocia stated that he felt he could identify the subject but no photo array was ever shown to him by Detective Link.

In follow up this detective spoke to Defroscia who advised that at the time of the incident he was in the coaches office with witness Gary Goodman and the subject he saw run by was the same person that Goodman saw. Defroscia stated that after seeing numerous pictures of Nikolas Cruz in the media he "believed" it was Cruz that he saw running by on 02/14/2018.

For further information see the supplement report of Detective Link and the sworn statement of Nickolas Defroscia.

Vishnu Anand, W/M [redacted]

Anand advised in a sworn statement to Detective Heath that after evacuating the school after the second Fire Alarm he saw Nikolas Cruz walking in the group heading to the Walmart. Anand advised that he knew Cruz for over a year and was positive of his identification of him from a photo array. Anand advised that he even spoke to Cruz during the walk to Walmart and that Crus was wearing a maroon JRROTC shirt black pants and reading glasses. The photo lineup was shown to Anand by Detective Cade.

For further information see the supplement report of Detectives Heath and Cade and the sworn statement of Vishnu Anand.

W/M

In a taped statement to Detective Heath ated that he observed the shooting and gunman. tated that he was on the First floor of the 1200 building and as he opened the class door to use the restroom he observed the suspect in the hall with the weapon. stated that the suspect "started spraying shots with an AR".

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stated that he reentered the classroom and hid behind teacher's desk and described the suspect as having a black hat, red JROTC shirt, long pants, shoes, and wore glasses tated that the suspect "saw me and kept shooting". stated that he then heard more shooting and the fire alarm go off.

The photo array was shown to by Detective Demosthenes. was in Ninth grade and IDed Nikolas Cruz with a degree of certainty of 100% from photo array.

For further information see the supplement report of Detectives Heath and Demosthenes and the sworn statement of

W/M

In a sworn statement to Detective Leonard Charla, stated that he was in classroom 1216, English 1 (classroom) when he heard a faint sound and then heard two shots towards the door to his classroom. stated that he saw powder and glass everywhere and that the whole class went to find cover in the corners of the classroom. stated that he saw a student in his room bleeding and that student (Alexander Schachter) sitting in his desk trying to gasp for air. After a few minutes stated that Alexander Schachter stopped breathing. stated that while hiding in the classroom his teacher and other classmate began calling police. advised that he got a quick glance of shooter and when shown a photo lineup by Detectives Demosthenes, identified Nikolas Cruz.

Farraj was in 9th grade and identified Cruz with a degree of certainty of 90%. The photo array was shown by Detective Demosthenes.

For further information see the supplement report of Detectives Charla and Demosthenes and the sworn statement of

W/F

In a sworn statement to Detective Wallach advised that she was in building 1200 on the Third floor (Mr. Scott Beigel's class) when the fire alarm went off. tated that she and other classmates left their room when people heard a banging noise ated that she turned to see people running and falling. stated that as the gunshot noise got louder and while she was in the stairwell she heard a gunshot hit a window in staircase and the glass cracked. tated that saw the suspect was coming up the stairs and he shot up when he was on the First floor coming to the Second floor. stated that could not see his face clearly because she was at the top and Cruz was at the bottom of stairs. stated that Cruz was wearing burgundy shirt and described him as a white male with brownish/blackish hair stated that suspect shot at the door and she saw the suspect shoot Mr. Beigel.

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Detectives Demosthenes showed the photo line up to ı. who identified Cruz with a degree of certainty of 20%. stated that she could not get a good look at the suspects face because he was come up the stairs and she could only see the top of his head since she was on the floor above him.

For further information see the supplement report of Detectives Wallach and Demosthenes and the sworn statement of

W/F

z, who is in the Ninth Grade statement was taken by Detective Lee Rodriguez. In that statement stated that she was in Fourth period in classroom 1216 on the First floor of the 1200 building :lass) when she began to hear shots being fired. stated that she got on the floor and saw that the classroom door glass window was shot out. tated that six kids in her class got shot and that the gunfire began coming through the wall. stated that a friend named)egan calling 911. .tated that the desks in the classroom were in clusters and though the suspect did not enter the room she saw the suspect's profile and believed he was wearing a black hoodie over his head. stated that she did not see the weapon and believed that she could not identify the suspect. z shown a photo array but could not identify tated that after the shooting a friend of hers Heredia Ojeda advised that she had heard Nikolas Cruz threatening the "shoot up" MSDHS in the past.

For further information see the supplement report of Detectives Lee Rodriguez and Demosthenes and the sworn statement of

Dominic Dimartino W/M [redacted]

In a sworn statement to Detective Joel Rivero, Dimartino stated that he had known the suspect Nikolas Cruz for several years and through conversations with him knew he had a large amount of firearms. Dimartino stated that Cruz often showed him pictures of animals that he had killed and on one occasion showed him a picture of a decapitated cat. Dimartino stated that once as a Freshman Cruz threatened to "shoot up the school" but thought Cruz was joking though the comment made him feel uncomfortable.

For further information see the supplement report of Detectives Rivero and the sworn statement of Dominic Dimartino.

Juan Rodriguez W/M 01/30/1980

Detective Foster obtained a sworn statement of Juan Rodriguez. Also present for the statement was counsel for

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Rodriguez, Mr. Mitchell Beers. Mr. Rodriguez stated that he is the store manager for Dollar Tree store number 4112 located in Coral Springs. He stated that he met Nikolas Cruz in November 2016 when he and his mother came into his store to apply for a job. Rodriguez stated that he hired Cruz as a cashier and Cruz worked at his store until transferring to another store in November 2017. Rodriguez stated that Cruz had only been disciplined once for his drawer being short although the money was found a few days later. He stated that Cruz always worked part time and was a polite and conscientious employee. Rodriguez stated that Cruz was always punctual or would call if he were to be late. He stated that Cruz seemed to be the same person as always even after the death of his mother. Rodriguez stated that Cruz had never given him cause to be concerned and never made references to harm himself or others or had never made any references to firearms.

Georgette Hamm B/F 09-26-1970

In a statement to Detective Parrish, Ham advised that she is an Assistant Principle at Falcon Cove Middle School in Weston. Hamm stated that she has a child who is a senior at Stoneman Douglas and as she drove south on Coral Springs Drive when she saw her daughter running with another friend. Hamm stated that she stopped and she saw another male behind them wearing a burgundy polo shirt. Hamm stated that she knew this male was a student at MSDHS and had seen before working at the Dollar General Store in Parkland. Hamm stated that she yelled to this subject for him "get off the road and get home". Hamm stated that this subject visibly upset frightful look on his face with red flushed cheeks. Hamm stated that the subject walked right past her car heading west to the development of Wyndham Lakes where she lives. Hamm stated that the subject had no weapons and when shown a photo array by Detective Schwartz, identified Nikolas Cruz as the subject she was referring to.

For further information see the supplement reports of Detectives Parrish and Schwartz and the sworn statement of Georgette Hamm.

Chance Woodard W/M [redacted]

Woodard in a sworn statement to Detective Colon advised that he met Nikolas Cruz when he went to [redacted] through his [redacted] who felt he needed more friends due to [redacted]. Woodard stated that he "hung around" with Cruz but felt that he was "off" and "violent". Woodard stated that he saw Cruz kill numerous small animals such as squirrels, birds etc.

Woodard stated that Cruz used to talk about how he couldn't wait till he turned eighteen so that he could buy a real firearm and assault rifle. Cruz also spoke of joining the army so he "could kill people".

Woodard stated that once Nikolas Cruz broke up his relationship with [redacted] his relationship with Cruz

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changed. Woodard stated that this was due to the fact that he was dating Dana Craig who was friends with [redacted] Woodard stated that Cruz used to threaten him stating that he was going to "stab him in the heart" and made the same type of threats to Dana Craig.

For further information see the supplement report of Detectives Colon and the sworn statement of Chance Woodard. Woodard's statement is documented under BSO Case Number 90-1802-006843.

Alexa Miednik W/F [redacted]

Miednik in a sworn statement to Detective Eric Rodriquez advised that she was in her classroom (not in the 1200 Building) when she heard the fire alarm go off. Miednik stated that she was evacuating her building she heard gunshots go off and she and other students headed towards Westglades Middle School. While going to Westglades Middle School Miednik stated that she saw Nikolas Cruz who she had known from past contact. Miednik stated that she hadn't seen Cruz for a while and commented "Oh God I haven't seen you forever" and "I'm surprised you weren't the one to do this". Miednik stated that she made the second comment since Cruz was in so much trouble in middle school. Miednik stated that Nikolas Cruz seemed happy and was smiling as he disappeared into the crowd. Miednik advised that Nikolas Cruz was wearing boots, black pants and a maroon shirt. Miednik identified Nikolas Cruz from a six picture photo array.

For further information see the supplement reports of Detectives Eric Rodriquez and the sworn statement of Alexa Miednik.

Mel Ynda Sanchez W/F 07/24/1979

Sanchez in a sworn statement to Detective Link advised that she worked with Nikolas Cruz and was his manager at Dollar Tree. Sanchez stated that Cruz often talked to her about guns he owned and the fact that he used to practice by shooting these guns on various ranges. Sanchez stated that Cruz was very opinionated and was a racist in his views. Cruz also told Sanchez that he was bullied in school and often fought back to defend himself.

For further information see the supplement reports of Detectives Link and the sworn statement of Mel Ynda Sanchez.

W/M

In a sworn statement to Detective Depelisi advised that he was inside classroom 1214 when he heard gunshots go off and he and other classmates attempted to hide in various areas of the classroom. stated that

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several classmates were shot due to the fact that they were unable to get to cover in time as gunshots came through the classroom window. stated that he did not see the suspect on the day of the incident but has known Nikolas Cruz since middle school and knew that he was "[redacted]". stated once in middle school Cruz brought a knife to school and used to get into fights all the time.

For further information see the supplement reports of Detectives Depelisi and the sworn statement of

Julianna Gatlin W/F [redacted]

In a sworn statement to Detective Charla, Gatlin stated she was in psychology class with Ms. Macham classroom in the 900 building. Gatlin stated that she was in her classroom when the Fire alarm went off. Gaitlin stated that she heard gun shots and saw students began to run westbound to cross over to Westglades Elementary School. While walking in the crowd of students Gaitlin stated that she saw Nikolas Cruz in the crowd wearing a hat and burgundy JROTC polo shirt. Gatlin advised as Cruz passed her he said "excuse me" and went on his way. Gatlin stated that she "kind of knew Cruz in 6th grade they were on the same bus". Gatlin stated that she stayed away from Cruz in the past because "he was trouble." Gatlin stated that she did not see the shooting and was in the 10th Grade. When shown a photo arrays Gatlin stated that she was a 100% sure of her identification of Nikolas Cruz as the subject she saw.

For further information see the supplement report of Detectives Charla and Demosthenes and the sworn statement of Julianna Gatlin.

Georgia Garnecki W/F 01/09/1967

In sworn statement to Detective Parrish Georgia Garnecki advised that hers daughter is a sophomore (Lauren Garnecki) at MSDHS. Garnecki stated that she was picking up her daughter and waiting for her middle school son from Westglades when she observed the children running from the Westglades side and that all the children seemed hysterical.

Garnecki advised that the suspect was wearing a burgundy polo & black backpack and had a lighter complexion. The suspect had no weapons and was walking on opposite side of the street from the other students according to Garnecki. Garnecki stated that the suspect kept looking around him which Garnecki stated "struck me as paranoid that someone was looking for him." Garnecki was shown a six photo array by Detective Schwartz and identified Nikolas Cruz and was a 100% sure that he was the person she saw walking from MSDHS.

For further information see the supplement report of Detectives Parrish and Schwartz and the sworn statement of Georgia Garnecki.

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Alessandro Sandri W/M [redacted]

Detective Lee Rodriguez took Sandri sworn statement where he advised he was in the 900 building at MSDHS when he heard the Fire Alarm go off. Sandri stated that he and the rest of his class exited the 900 building for the second fire alarm of the day. Sandri stated he walked west out to the gates of the school and while walking someone ran up and said someone was shot back at the school.

While at the Walmart and Subway Sandri stated that he saw Nicholas Cruz wearing black pants, a marron MSDHS JROTC shirt and a blue hat with an (unknown) insignia on it, walked by. Sandri did not know Cruz by his name but knew him by face from when last year Cruz helped with JROTC at MSDHS. Sandri stated that he had also seen Cruz numerous times working at the local Dollar Tree Store near the school. Sandri stated that Cruz "didn't look nervous", but "looked anxious." Sandri stated that he did not hear any shots did not see the shooter. Detective Demosthenes showed Sandri a photo lineup where Sandri positively identified Nikolas Cruz as the subject he saw.

For further information see the supplement report of Detectives Rodriguez and Demosthenes and the sworn statement of Alessandro Sandri.

W/M

In sworn statement to Detective Stone, stated that he was in the 1200 building on the third floor and heard a noise and went to the door and saw the suspect carrying a firearm run by. stated that the gunman was around 20 feet away from him as he ran by. stated that he closed the door to his classroom and hide in the closet of the classroom. stated that the gunman had red hair, wore a black vest and wore glasses. stated told Detective Stone that he felt that he could identify the suspect but did not get a good look at his face. No photo array was shown to by Detective Stone.

In follow up this detective recontacted since no photoline up was shown to him. stated that he was not in the 1200 building at the time of the shooting and was in the 700 building across from the 1200 building. When asked where exactly he saw the subject he described to Detective Stone stated that he had heard the gunman's description from friends and was unsure if he actually saw him because he had "blocked out" memories of 02/14/2018.

Anthony Katsikis W/M 10/01/1991

Anthony Katsikis in a sworn statement to Detective Reynolds advised that he was working at the Vision Center at Walmart near MSDHS and after the shooting observed numerous students come into the Walmart after the incident. Katsikis stated that during that time he saw the suspect Nikolas Cruz sitting on a bench near the Vision Center.

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Katsikis stated that though other students seemed upset in reference to what had occurred at the incident Cruz seemed unfazed and nonchalant while he sat.

Katsikis was not shown a photographic lineup and identified Cruz from media photographs he saw of Cruz.

For further information see the supplement reports of Detectives Reynolds and the sworn statement of Anthony Katsikis.

[redacted]

[redacted] gave two sworn statements to Detective Lee Rodriguez and Detective Marisol Lara. In that statement [redacted] advised that he was in Ms. Matlock's Fourth period class and was given a pass to go to the library [redacted] stated that several other students from his class were already at the library including Luke Hoyer and Martin Duque- Anguiano. On the way back to class [redacted] stated the group stopped at the bathroom and as he went to wash his hands Luke Hoyer and Martin Duque-Anguiano went on heading towards their classroom in the 1200 building. [redacted] stated that he observed Luke Hoyer and Martin Duque- Anguiano enter into the 1200 building when he saw a kid going to his car in the parking lot. This kid dropped his keys and started running. (Witness [redacted]) [redacted] stated that he then heard a bang then heard 3 more shots go off and saw flashes coming out of the 1200 building and he started running to the DECCA class in building 600. [redacted] began to yell that there was a shooter on the campus and his teacher called administration to notify of a "Code Red". [redacted] stated that he then heard the fire alarm go off.

[redacted] stated that after he saw the subject flee to the parking lot [redacted]) he saw a person who he believed was the shooter but he could only see his feet and a part of his body from the side. [redacted] stated that the suspect facing the other way from him but did not see his face. [redacted] stated that the suspect was wearing a red shirt with long pants. [redacted] stated that he was able to see the suspect's body type but couldn't see his face but I could see his skin color and that he was very white and pale.

[redacted] was shown a photo lineup by Detective Schwartz and selected one of the pictures as someone who was of someone very pale and thought that it could be the suspect.

For further information see the supplement reports of Detectives Rodriguez, Marisol Lara and Schwartz and the sworn statement of [redacted].

Nicolette Miciotta W/F [redacted]

Nicolette Miciotta gave a sworn statement to Detective Depelisi where she advised that she was class when the

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Fire Alarm went off. Miciotta stated that she exited her class to go to go to their designated area when she heard 3 gun shots on the other side of campus. Miciotta stated that she began running and while running she saw Nikolas Cruz standing next to her as if he was a student. Miciotta stated that she knew Nicholas Crus since Sixth grade and had been in class with him in middle school when Cruz broke a classroom window and was removed from class. Miciotta stated that she did not see shooting and was 100% sure of her identification of Nikolas Cruz when she was shown a photographic line up by Detective Schwartz.

For further information see the supplement report of Detectives Depelisi and Schwartz and the sworn statement of Nicolette Miciotta.

Michael Garvey W/M [redacted]

In a sworn statement to Detective Wallach, Michael Garvey stated that he was in science class (Mr. Simpson) when the Fire alarm went off and students evacuated the classroom to go to their regular evacuation spot. Garvey saw people running and heard that someone had gotten shot. Garvey stated that he was going to Walmart when he saw Nikolas Cruz. Garvey stated that Cruz was trying to talk to him saying "what's up Mike its crazy over there". Garvey stated that he got into his moms car and realized Cruz was not supposed to be there because he got kicked out of MSDHS. Garvey stated that he has known Cruz from camp and was good friends with Cruz's brother. Garvey stated that the last time he had spoken to Nikolas Cruz was last year. Garvey stated that he did not see the shooting. Garvey stated that while he attended JP Taravella High School Cruz showed him a lunch box full of bullets. Garvey stated that Cruz showed him numerous pictures of guns but he never saw any of the guns in person. Garvey also stated that he played "Call of Duty" with Cruz and that Cruz would have temper tantrums when he would lose and destroy things in his house.

For further information see the supplement report of Detectives Wallach and Demosthenes and the sworn statement of Michael Garvey.

Carolina Tavano W/F [redacted]

Carolina Tavano provided a sworn statement to Detective Lee Rodriguez. In that statement Tavano stated that she was inside Mr. Bryan's Math class near the 900 building on the First floor when the fire alarm went off. Tavano walked to the gates as part of the normal evacuation when a friend came up crying and said someone in the freshman building was shot. Tavano stated that people panicked and ran and she heard shots. Tavano stated that she and other students went towards the middle school and then to Walmart. Tavano stated that she saw Nikolas Cruz with the other students leaving the school and knew him because he used to live with a friend of hers. Tavano stated that Cruz was trying to leave the campus the same way with all the children and trying to fit in with the crowd.

Tavano knew that Cruz had told her that he had been expelled from school and on 02/14/218 did not see him with any

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weapons. Tavano last text from Cruz was Jan 24, 2018 and that Cruz was trying to date her. Tavano stated that Cruz asked her to follow his Instagram where he showed his guns.

Detective Demosthenes showed a photo lineup of Nikolas Cruz where Tavano stated that she was 100% of her identification of Nikolas Cruz.

For further information see the supplement report of Detectives Rodriguez and Demosthenes and the sworn statement of Carolina Tavano.

Alexis Smith W/F [redacted]

Alexis Smith provided a sworn statement to Detective Lee Rodriguez. In that statement Smith stated that she was in the 500 building at MSDHS on the Second floor when the fire alarm went off. Smith stated that students began running and screaming with a teacher telling them to go to Westglades Elementary School. Smith stated that she saw Nikolas Cruz in the crowd, but did not think anything about it at the time. Smith stated that Cruz blended in with the students as they fled and was wearing a red shirt with JROTC symbol on it. Smith stated that she had known Cruz for two years through small talk. Detective Lee Rodriguez showed Smith a lineup and picked Nikolas Cruz from the lineup. Smith stated that she was 100% sure of her identification.

For further information see the supplement report of Detectives Rodriguez and Demosthenes and the sworn statement of Alexis Smith.

W/M

advised that he was in room 1213 when he heard gunshots and stood up believing that it was a "Code Red" drill. stated that he began to film on his cellphone. Only after, the bullets began to enter through the classroom window and strike other classmates in his room. stated that the subjects shot ran to the wrong corner of the room to hide, then hid in the corner until the shooting stopped. This video by was streamed live and was shown to numerous BSO detectives until it was determined that it was who filmed the video. did not see the gunman or the gun. Three different detectives took statement at three different times. (Detectives Valerian Perez, Elizabeth Rodriquez, and Natasha King)

For further information see the supplement report of Detectives Rodriguez and Perez and the sworn statements of

Bruno Cortez Cardoso W/M 06/27/1984

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Cardoso in a sworn statement to Detective Roque advised that he was neighbors with Linda Cruz and her two sons for a period of time when they lived in Parkland in 2016. Cardoso stated that on one occasion he filmed on his cellphone Nikolas Cruz standing on the back porch firing a BB gun at a fence. A copy of this video was obtained by Detective Roque and was later placed into evidence.

For further information see the supplement report of Detectives Roque and the sworn statement of Bruno Cardoso.

Regina Bellot W/F [redacted]

Bellot in a sworn statement to Detective Kattou advised that she was on campus on the day of the shooting and after she and other students evacuated the campus she saw Nikolas Cruz in the crowd which shocked her because she knew had been removed from class at MSDHS. Bellot stated that she knew Cruz through a mutual friend and knew that often posted pictures of guns and dead animals on his social media. Bellot stated that through their mutual friend Cruz often spoke about how he hated MSDHS and wanted to kill people and had gotten into fights in the past on purpose because he had a "vendetta" against certain people. Bellot stated that many of Cruz's social media posts were "violent" in nature.

Bellot stated that Cruz was wearing a dark hat and red polo shirt.

For further information see the supplement report of Detectives Kattou and the sworn statement of Regina Bellot.

Vincent Valdes W/M [redacted]

Vincent Valdes stated in his sworn statement that he was in the 100 Building practicing for a JRTOC event when the shooting occurred. Valdes stated that he lived in the same neighbor as Cruz when they were in Seventh through Ninth grade. Valdes stated that Cruz would hang with his friends and became best friends with another neighbor friend Hunter McCutcheon. Valdes stated that Cruz and McCutcheon became best friends because they both were living "Country Style" and became involved in shooting animals and posting pictures of the dead animal on social media. Valdes stated that in middle school he knew on one occasion that he brought a knife to school in his backpack. Valdes stated that around 2016 Cruz and McCutcheon participated in a "Kick Group Chat Room" where they both talked about killing people and hating people and posted videos of themselves wearing bullet proof vests and gas masks. Valdes stated that Cruz was in the marksman class in JRROTC class and practiced shooting at home. Cruz also claimed that he was a Satanist according to Valdes. Valdes stated that another Instagram site that Cruz posted pictures of himself with guns was on "SOS America".

For further information see the supplement report of Detectives Munson and the sworn statement of Vincent Valdes.

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Hunter McCutcheon W/M [redacted]

McCutcheon in a sworn statement to Detective Cottam stated that he first met Cruz his freshman in JRROTC. McCutcheon stated that he and Cruz became good friends because they like hunting and shooting in the woods. McCutcheon stated that Cruz was obsessed with the care of his firearms and was constantly cleaning and oil them to the point he felt that he slept with his guns. McCutcheon stated that after Cruz was suspended for fighting at MSDHS the staff would not allow him to bring a backpack to school due to the fact that they were suspicious of him and his behavior.

McCutcheon stated that Cruz was removed from MSDHS and was sent to [redacted] to improve his grades. McCutcheon stated that after Linda Cruz died Nikolas Cruz wanted to move him with his family but that his father refused to allow it due to Cruz's obsession with having the guns with him in the house. McCutcheon stated that he had not seen Cruz in around a month. McCutcheon stated that he and Cruz would post on Instagram. McCutcheon stated that Cruz had two of his firearms (rifles) in their cabin. McCutcheon stated that though Cruz was [redacted] McCutcheon stated that Cruz saved all his money from working at "Dollar Tree" to buy his rifles. McCutcheon stated that Cruz recently made a purchase of ammunition from "Dicks Sporting Goods".

McCutcheon stated that Cruz would go out and practice shooting with him at their property in Big Cypress Reservation which had a 100 yard shooting range. McCutcheon stated that Cruz would shoot animals for no reason. McCutcheon stated that he knew Cruz had bought body armor. McCutcheon stated that Cruz lived for one week with a mutual friend named Caden. McCutcheon stated that when alive Linda Cruz was a liberal anti-gun type person and Nikolas Cruz's views were just the opposite. Nikolas Cruz according to McCutcheon had a "Trump Hat" and due to the fact that his mother hated Donald Trump he put it in her casket with her when she died and took a picture of her with the hat which he showed him.

Detective Cottam and other detectives and FBI Agents travelled to the McCutcheon Everglade's campsite where after obtaining consent from Hunter McCutcheon's father, (Steven McCutcheon), Nikolas Cruz's "Rugar" rifle serial number 691-31976 and a "Mossberg" Shotgun serial K431580 were recovered and placed into evidence.

For further information see the supplement report of Detectives Cottam and the sworn statement of Hunter McCutcheon.

John Vincent Navarra W/M 05/31/1952

In a sworn statement to Detective Nitsch, Navarra stated that he was a First Sergeant in the Army JRROTC class at

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MSDHS and was Nikolas Cruz's JRROTC Instructor. Navarra stated that Cruz was one of his students for over a year as he was a LET1 and part of the Marksmanship Team. Navarra stated that Cruz had to qualify for the team bases on his Marksmanship Team try out and numerous other students did not qualify for the Team. The following year Cruz graduated to the level of LET2 under Peter Mahmoud. During the training with Cruz shoot CO pellet rifles (.177 caliber) at a range of 32 feet and was trained to shoot standing, prone and kneeling. Navarra stated that Cruz was taught to shoot with the basics skills of marksmanship such as sight picture, breathing control. Navarra stated that Cruz was removed from the Marksmanship Team due his behavior in school but could not remember what actions caused the removal. Navarra stated that he knew Cruz had sometime of emotional issues but did not know what they were. Navarra stated that Cruz was never any discipline issues while in JRROTC.

Navarra stated that on the day of the incident he heard the Fire Alarm go off in the school and shortly thereafter heard Mr. Porter yell for a "Code Red" over the school radio.

For further information see the supplement report of Detectives Nitsch and the sworn statement of John Navarra.

Johnathan Guimaraes W/M [redacted]

In a sworn statement to Detective Upegui, Guimares stated that he was on campus the day of the shooting but did not witness any of the events. Guimares stated that he and Cruz were in the same JRROTC Squad and that they spoke frequently. Guimares stated that he never saw Cruz display any actions while in JRROTC that he felt were unusual.

For further information see the statement of Johnathan Guimares and the supplement report by Detective Upegui.

Myles Brussells W/M [redacted]

In a sworn statement to Detective Upegui, Brussells stated that he was on campus the day of the shooting but did not witness any of the events but evacuated after the Fire Alarm went off. While evacuating the campus Brussells stated that he knew Nikolas Cruz through a mutual Hunter Hunter McCutcheon. Brussells stated that both Cruz and McCutcheon were both right wing fanatics. Since Detective Upegui did not clarify what that meant this detective recontacted Brussells. Brussells advised this detective that Cruz and McCutcheon were both extreme racists, anti-government, poor gun support in their beliefs. Brussells stated that due to their extreme beliefs he was always afraid to go out with them to the Everglade's when they went out there to go shooting.

For further information see the supplement report of Detectives Upegui and the sworn statement of Myles Brussells.

Peter Mahmood W/M 03/20/1970

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In a sworn statement to Detective Nitsch, Mahmood advised that he was the Senior Army Instructor at MSDHS and after Cruz passed on to a Level Two cadet in JRROTC he supervised Cruz. Mahmood stated that the training for the Marksmanship Team was done around 40 to 50 feet with a CO rifle. Mahmood stated that he was advised by the school that Cruz could not participate in the Marksmanship Team but continued to attend the general JRROTC class. Mahmood stated that he became aware of the altercation between Cruz and Enea Sabadini and had Sabadini report the incident to MSDHS school security.

Mahmood stated that at the time of the shooting he and several of his students were in the 100 building when he heard the Fire Alarm go off in the school. Mahmood stated after he and his students evacuated the building he was told to go back inside the 100 building due to the fact a "Code Red" had been given. Mahmood stated that he had heard rumors around the school about a possible "Code Red" drill and that there had never been a "Code Red" drill at the school before.

For further information see the supplement report of Detectives Nitsch and the sworn statement of Peter Mahmood.

W/F

gave her original statement to Detective Bruce Link and gave a second statement to Detective Floyd. stated that she was in classroom 1212 when she began to hear gunshots but thought that it was a "Code Red" drill.

said she never saw the suspects face but saw him by the door with a long gun. stated that she hid in the corner of the classroom and saw the gunman enter into her classroom and shot a male student.

advised that she did not know what the suspect was wearing but knew the suspect had red hair and freckles. Detective Demosthenes showed a photo lineup where she identified Nikolas Cruz and stated that she was 90% sure of her identification.

For further information see the supplement report of Detectives Link, Floyd and Demosthenes and the sworn statement of

Though the school video inside the classroom show the suspect Nikolas Cruz shooting into the classrooms there are time during the video that Cruz's movement are either obstructed by the smoke from the gunfire or the fact that the video is activated by movement. Several students interviewed advised in their sworn statements that Cruz actual attempted to enter their classrooms. Some of the student's statements were the following:

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Giuliano Carrion W/M [redacted]

Carrion in a sworn statement to Detective Augustus advised that he was inside classroom on the first floor of the 1200 building when he heard a series of gunshots go off in the hallway. Carrions stated that after hearing the shots he and other students in the classroom hid behind the line of tape that his teacher had placed on the floor to designate the "hard corner". While hiding he heard someone trying to pull on the classroom door to gain access into the room. Carrion stated that he then heard the gunshots continue up on the upper floor of the 1200 building.

For further information see the supplement report of Detectives Augstus and the sworn statement of Giuliano Carrion.

W/M

in a sworn statement to Detective Augustus advised that he was inside Mr. Biegel`s classroom on the third floor of the 1200 building when he the Fire Alarm go off in the building. stated that after he and other students evacuated their classroom they began to go down the staircases when they heard a series of gunshots go off in the hallway. stated that after hearing the shots he and ran back up to the third floor and yelled for Mr. Biegel to open the classroom door and once opened he reentered his classroom. stated that he saw Mr. Biegel fall to the ground after hearing gunshots continue to go off. stated that he saw gun smoke coming into their room and heard the suspect yelling for people to "open the door" and "no mom why".

tated that once shot Mr. Biegel fell in the doorway of the classroom and believed that the suspect passed by his classroom believing that Mr. Biegel was alone in the classroom.

For further information see the supplement report of Detectives Augstus and the sworn statement of

Joseph Valko W/M [redacted]

Valko was interviewed by Detective Scott Stone and advised that he heard a subject in the hallway yelling "Round then Up" and "Block the Exits" during the shooting and believed that it was the gunman talking. Valko`s family objected to their son given a sworn statement to police. Attendance records show that Valko was in room 1202 at the time of the shooting.

For further information see the supplement report of Detectives Stone.

Nicole Silva W/F [redacted]

Silva in a sworn statement to Detective Augustus advised that she was inside on the third floor in Mrs. Mickow`s

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classroom of the 1200 building when she heard the Fire Alarm go off in the building. Silva stated that after he and other students evacuated their classroom they began to go down the staircases when they heard a series of gunshots go off in the hallway.

Silva stated that after hearing the shots she and other students ran back up to the third floor and once at her classroom she found the door locked. Silva stated that she banged on the door until Mrs. Mickow reopened the door and once opened she reentered her classroom. Silva stated that once inside her classroom hiding she heard the "shooter" try to open her classroom door.

For further information see the supplement report of Detectives Augstus and the sworn statement of Nicole Silva.

Matheus Cabral W/M [redacted]

In a sworn statement to Detective Devoune Williams, Matheus Cabral stated that he was inside classroom 1217 when he heard several gunshots go off and then heard the Fire Alarm go off. Matheus Cabral stated he saw the gunman pass by the window of his classroom but did not get a good enough look at him to identify him. Matheus Cabral stated as the gunman passed his classroom he attempted to get the door open to enter in and when he could not the suspect stated " This door is locked Im going to try another door".

Matheus Cabral stated that gunman was very calm as he spoke.

For further information see the supplement report of Detectives Williams and the sworn statement of Matheus Cabral.

Jordan Robinson W/M [redacted]

Robinson stated in sworn statement to Detective Floyd that he was in class when he heard both gunshots and the fire alarm go off. Robinson stated that he and other students hid in the classroom and heard the gunman attempt to open the classroom door to gain entry.

For further information see the supplement report of Detectives Floyd and the sworn statement of Jordan Robinson

On 02/14/2018 the BSO Crime Scene Unit responded to the High School and after being briefed they were assigned to different tasks.

Detective Paul Porter, Danny Krystyan, and Chris Caldwell were assigned to document and collect evidence on the First floor of the 1200 building. After an initial briefing and walkthrough of first floor overall photos of First floor hallway and rooms was completed. Detective Porter, Krystyan, and Caldwell the Medical Examiner further examined

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the scene seven victims on scene all who were located on the hallway floor and classrooms and took, additional photos of each victim were taken.

In the first floor hallway crime scene detectives collected 70 spent 223 casings. These casings were a variety of manufacture's brands such as PMC-223, FC-223, LC-223, MAL- 556, RP-223, and WMA17-223.Seberal 223 magazines were also located in the hallway which included an empty 10 round capacity magazine, an empty 30 round capacity magazine, and a 30 round capacity magazine which had nine live rounds still in it.

Numerous fragmented rounds were found throughout the hallway. The largest amount of spent casings were located in the vicinity of classrooms 1213, 1214, 1215 and 1216. Two spent casings were located in the west stairwell of the first floor.

A back pack which contained a knife and a live 223 round was collected. Near that backpack a black ski mask and green camouflaged shirt was located and collected.

Projectile were located and collected inside classrooms 1213, 1214, 1215 and 1216. Numerous projectile penetration sites and strike marks were located in each room and were documented by Crime Scene Detectives.

On the first step in east stairwell on the first floor was located a Cabela brand soft sided rifle case and the suspects cellphone and earbuds. Inside the rifle case was a pair of black and red shooting ear muffs for hearing protection

Sketches, diagrams of the trajectories were done for each hallway and each classroom on first floor.

For further information see Detective Paul Porter, Danny Krystyan, and Chris Caldwell's supplement report.

The second floor of the 1200 building showed evidence of minimal shooting. Only six casings were located on the hallway on floor, only two rooms had been shot into and no victims were found on the second floor. (1232 and 1234)

Detective Miguel Suarez was assigned to the second floor and documented it with overall photos of the second floor hallway and classrooms. One fired 223 casing was found in the hallway outside classroom 1232 (LC). Two additional 223 casings (PMC) were located in the hallway outside classroom 1231. Rounds appeared to have entered into the room through the classroom door window. These rounds appeared to have travelled through the classroom and exited through the window on the north side of the building. Three spent 233 casings (two LC and one PMC) were observed in the hallway outside of classroom 1234. It appeared that these rounds appeared to have travelled through the classroom and exited through the window on the south side of the building.

Sketches, diagrams of the trajectories were done for each hallway and each classroom on second floor.

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For further information see Detective Suarez`s supplement report.

Detective Gloria Crespo and Rob Caceres were assigned to third floor of the 1200 building.

After completing a walkthrough assessment they took over all photos of all the classrooms, the hallway and all the victims. Detective Crespo and Caceres further examined the on scene five victims all who were located on the hallway floor with the Medical Examiner and took, additional photos of each victim. Detective Crespo and Caceres located and marked potential evidence for documentation and later collection. Those strike marks were located on the south wall between classrooms 1249 and 1241 on the north wall between classrooms 1248 and 1251 on the south wall between classrooms 1253 and 1250 and on the south wall of the stairwell. Bullet penetration sites were located on west walls of 1241. Fragmented rounds were located at various location throughout the third floor hallway.

Multiple casings were observed on the hallway floor, with multiple strike marks observed along the hallway walls. On the west end of hallway, the wall and window had multiple strike marks.

Room 1240 (the Teachers Planning Room) which was located at NW corner of third floor, had windows that were shot out that face toward the west and south. Each window had five projectile impact sites in them. A live 223 round was also found inside room 1240 and as well an empty magazine. Two additional live 223 round were found on the third floor hallway floor and another empty 223 magazine. This observation of live rounds near locations where empty magazines are found are consistent with Cruz reloading his weapon before it runs empty and still having a live round in the chamber when he recharges the AR-15 with a fresh loaded magazine. These live rounds were also consistent by brand names to the spent casing found throughout the 1200 building.

A Smith and Wesson AR-15 rifle and black "Empire" tactical vest were found in west stairwell on the third floor. The AR-15 was equipped with a "V-Life" bipod. The magazine in firearm had 23 live rounds in it and had a Swastika etched into the side of the magazine. The tactical vest has several loaded mags in it (a fully loaded 40 round and four fully loaded 30 rounds magazines). Inside the Tactical Vest was the Nassau County Police Identification for Roger P. Cruz, Nikolas Cruz`s deceased father. In total Nikolas Cruz had 188 live 223 rounds still in his possession when he fled the 1200 building.

Crime Scene Detective Dave Currie assisted Detective Crespo with evidence collection of AR-15 such as DNA swabs and the firearm was transported to the Crime Laboratory by Cliff Frommer. The empty gun magazines and other items collected were also swabbed for DNA.

For further information see Detective Crespo, Curries, Frommer and Caceres`s supplement reports.

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An ATF Search was later done on this Smith and Wesson AR-15, M&P Sport (Serial Number TF16214) where it was determined that the gun was purchased by Nikolas Cruz on 02/11/2017 from Sunrise Tactical Supply in Coral Springs Florida. Detective Metz conducted follow up on the firearms purchase including speaking to the subject who sold the rifle to Cruz.

For further information see Detective Metz`s supplement report.

Crime Scene Detective Suarez recovered numerous fragmented projectiles on top of the roof of the 1300 building. The 1300 building is located just west of the 1200 building and would be in the direction of looking out of the teachers planning room on the third floor looking towards the football field.

For further information see Detective Suarez`s supplement report.

Sketches, diagrams of the trajectories were done for each hallway and each classroom on third floor.

The Federal Bureau of Investigation ERT responded and were used over three days to collect, document and package student and teacher personal items that were returned to the school to be returned to owners. These returned items will be discussed in detail later in this detective`s supplement report.

Crime Scene Sergeant Kypps Poliard processed the golf cart used to extract victim Hixon from the 1200 Building. Sergeant Kypps Poliard as well photographed and collected fragments from the 1300 building. These rounds were believed fired by Cruz from the third floor teachers` lounge while students were fleeing westbound to safety. For further information see Sergeant Kypps Poliard supplement report.

Crime Scene Detective Plaska photographed the locations of all the cameras inside the 1200 building and the camera locations of the surrounding buildings. He as well photographed the Walmart and Subway video systems and the location where Nikolas Cruz was taken into custody at. (11735 NW 47 Drive)

For further information see Detective Plaska`s supplement report.

Crime Scene Detective Clint Williams authored two Search Warrants to have a drone document the campus at MSDHS and the areas associated with Nikolas Cruz`s escape path. These Search Warrants were signed by the Honorable Judge Stacy Ross the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case numbers 18-0199SF10 and 18-0200SF10.

For further information see Detective Williams`s supplement report.

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Crime Scene Detective Marshall Wolcott was assigned documenting all outside overall photos of victims (Feis, Duque and Guttenberg). Duque was initially placed into an ambulance by Coral Springs Fire Rescue 43 and then after he pronounced deceased he was moved from the ambulance so paramedics could treat other injured victims. Detective Wolcott documented and collected all evidence outside east and west sides of 1200 building.

Detective Wolcott also recovered a live WMA 223 cartridge outside the 1200 building east of the 1200 building.

For further information see Detective Wolcott's supplement report.

The FBI ERT Unit was also used to assist in warrant executions at the house at 7200 Loxahatchee in Parkland. They also sent a team of detectives to the Heron Bay Marriott to photo any persons being interviewed who had blood evidence on their clothes.

The Florida Highway Patrol was used to assist the BSO THI in mapping each room, each hallway and the stairwells.

DNA was obtained from Nikolas Cruz after a Court Order was later signed by the Honorable Judge Scherer on 02/26/2018.

DNA testing was conducted on the swabs taken from the various items recovered. The DNA was tested under BSP Lab Number 18-02052 by DNA Analyst Rebecca Santiago.

DNA matching Nikolas Cruz was found on the following items:

The swabs taken from the trigger, grip charging handle and fore grip of the recovered AR-15 rifle.

The swabs taken from the magazine found inside the recovered AR-15 Rifle.

Swabs taken from two of the discarded magazines found inside the 1200 building.

Swabs from the zipper soft rifle case found inside the 1200 building.

Swabs from several of the loaded magazines found inside the cargo vest which was abandoned inside the 1200 building.

Swabs of several of the live rounds found in the magazines found inside the cargo vest which was abandoned inside the 1200 building.

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Swabs taken from the recovered back pack found in the 1200 building and swabs taken from a knife found in that back pack.

Swabs from a ski mask found aside of the recovered back pack.

For further information see BSO Lab Number 18-02052.

The recovered AR-15 was later tested in the Broward County Crime Laboratory by Firearms Examiner Jorge Bello under BSO Laboratory Number 18-02052. Out of the 140 spent 223 rounds collected from the 1200 building only three collected could not be compared due to insufficient detail. Of the remaining casings collected from the 1200 building they were proven to have been fired or could have been fired through the collected AR-15 rifle.

For further information see BSO Lab Number 18-02052.

On 03/22/2018 this detective learned that a civilian had recorded a video at the location where Nikolas Cruz had been detained in Coral Springs. The video had been posted on Facebook on the site of Mike Quaranta ("/mike.quaranta.9). In the video Cruz is shown laying on the ground being held at gunpoint and a second officer approaches him to handcuff him. The video appears to be filmed from a moving vehicle.

Quaranta was located and interviewed by Detective Nitsch and admitted that he filmed the detention of Cruz but stated that he had deleted the video off his cellphone after posting it on Facebook. A Search Warrant was obtained for Quaranta's Facebook site on 03/23/2018. The Search Warrant was signed by the Honorable Judge Andrew Siegel and later assigned Broward County Clerk of the Courts Case Number 18-0482SF10 . Once obtained, both a copy of the video of the arrest and a copy of Quaranta's Facebook site was placed into evidence by this detective.

In an attempt to determine the sequence of events for what occurred in each classroom in the 1200 building and the events which resulted in each victim being shot the following statements were taken.

The layout of the furniture in each classroom was examined in relation to the "hard corners" of the classroom. This was done not to be critical as to the furniture layout but determine how much room students and teachers would have had to hide once the "Code Red" was put into effect. It appeared that in each of the classroom there was a small "hard corner" and a "larger hard" corner on either side of the classroom door. In the majority of all the classrooms teachers had set up their desk, large stand up cabinets, printer tables and file cabinets in this area limiting how many people could fit into this space.

The "hard corners" are areas in the classroom where a gunman looking into a classroom from the hallway would not be able to view due to the layout of the room.

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Room # 1202 - 1st Floor
Teacher: Josefina Heerdegen, W/F, 11/16/61

In sworn statement to Detective Curtis, Heerdegen stated she was inside her classroom and heard 4-5 gunshots go off, and immediately initiated "Code Red" procedures in her classroom with her students hiding behind her desk. Heerdegen stated that she was unsure if at first the incident was a "Code Red "drill until she then began to hear children screaming in one of the adjoining classrooms. Heerdegen stated that she did not hear a "Code Red" announced over the PA system prior to hearing the gunshots go off and always kept the door to her room locked. Heerdegen stated that that morning she had placed a poster over her door window so that a person inside the hallway could not see into her classroom. Heerdegen stated that she did not know the suspect Nikolas Cruz from past contact.

For further information see the sworn statement of Josefina Heerdegen and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner / Students desk
Larger Hard Corner /Teachers desk, large stand up closet, file cabinet small cabinet

Room # 1210 - 1st Floor
Teacher: [redacted], W/F, [redacted]

[redacted] in a statement to Detective Depelisi stated that she was inside her classroom with students when she heard a series of gunshots go off and a female student that she didn't know ran into the classroom. This female student (had a gunshot to her leg and told her that she had been shot by a subject wearing a JRROTC shirt [redacted] stated that she called 911 and she and her students hid in their classroom as she continued to hear gunshots go off.

[redacted] stated that she never saw the gunman and continued to give the injured student water and medical assistance until they were rescued by police.

For further information see the sworn statement of [redacted] and the supplement report of Detective Depelisi.

Classroom Furniture Layout
Small Hard Corner / Small table
Larger Hard Corner /Teachers desk, large stand up closet, small cabinet

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EGG-01068

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Contact: Reference: *Follow Up*

Room # 1211 -1st Floor
Teacher: Jaime Lyons, W/F 10/22/76

Lyons stated in a sworn statement to Detective Nitsch that her class went into active shooter protocol because she stated that she heard gunshots. Lyons stated that she was in classroom 1211 when she began hearing gunshots and that the students in her classroom came over and went behind her desk to hide. Lyons stated that she always kept the classroom door locked. Lyons stated that she was unsure if at first the incident was a "Code Red "drill until she then began to hear children screaming in one of the adjoining classrooms. Lyons stated that she heard the gunshots move away from her room and to the other floors in the building. Lyons stated that she did not see the shooter and that no students were injured inside her classroom. Lyons stated that she heard Mr. Porter say something over the intercom during the incident but does not know what was said. Lyons stated that almost a month ago she had directed her students what corner of the classroom to go to in the event of a "Code Red".

For further information see the sworn statement of Jaime Lyons and the supplement report of Detective Nitsch.

Classroom Furniture Layout
Small Hard Corner / Small table
Larger Hard Corner /Teachers desk, large stand up closet, small table, small cabinet

Room # 1212 - 1st Floor
Teacher: Marcia Cunningham, W/F, 12/07/52

Cunningham stated in sworn statement that in January she and other teachers had a meeting about procedures for an incoming "Code Red" drill. In that meeting Cunningham stated that she was told by the "detective teaching the class" that they would be firing off real rifle blanks so the students would become familiar with the sound of gunfire. After that meeting she instructed her class what to do in an event of a "Code Red" drill. Cunningham stated that she placed a poster over her classroom window and was told that this was allowed to limit views into the classroom from the hallway but that an inch and a half had to be left unblocked by the poster. Cunningham stated that she also had taken the time to look into her room from the hallway and knew the spot exactly where someone at the door lost visual to the hard corner of the classroom. Cunningham stated that placed a piece of tape on the floor and told her students that in the event of the drill they need to be on one side of the tape so that they could not be seen from the doorway. Cunningham Cunningham that she did not hear "Code Red" over PA system but heard gunshots and told her class that "this was the drill". Cunningham stated that she performed "Code Red" procedures in classroom and all the children moved to that corner and hid behind her desk. Cunningham stated that she heard numerous gunshots go off in the classroom aside of hers and then heard a "clip" hit the floor in a reload. Cunningham stated that she was unsure if she had forgotten to lock and door and went to the door to check the door. Cunningham stated that she had to crack her

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crack door open to make sure the door lock was on. Cunningham stated that during this time she looked out the window of her classroom and saw students laying on the floor bleeding but still thought it was a "Code Red" drill and the students were part of the Drama Club. Cunningham was escorted out of building by police after the police broke the class to her classroom window after the shooting was over. Cunningham did not see the gunman.

For further information see the sworn statement of and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer table.
Marcia Cunningham had placed taped on the floor to designate the safe area in the Larger Hard Corner for students to be behind and not be viewed through the classroom door window.

Room # 1213- 1st Floor
Teacher: W/F

in sworn statement to Detective Kami Floyd stated that class was running normal when they suddenly heard 4-5 loud bangs in the hallway. The class panicked and ran to the far side of the room where the windows are, opposite the door. nitially thought that it might have been a "Code Red" drill. stated that some of the students also made statements about thinking it was a drill at first but as the gunshots continued, she started ordering them to the same side as the door by the podium and her desk stated that the students did the best that they could to hide behind the objects.

stated that most of the class were able to get along the hard corner wall and she remembered smoke coming down (Possibly fire suppression dust) and then heard the glass from the door window breaking. heard shots coming into the classroom. stated that she remembers a male student in her class calling 911. stated that she stood up and realized that three students were unable to get along the door wall, and were slightly curled around the far wall, and that these students were shot. stated that she remembered that the door was unlocked, so she reached out and locked it at this time.

stated that she looked out the door and did not see the suspect, and she stated that it got suddenly quiet. advised that she then attended to who was bleeding. She advised that she applied a blanket as a tourniquet, and gave him water. remembered was hurt and moaning but could not see where she was shot and remembered Carmen Schentrup lying face down and bleeding. She also saw shot in the knee. stated that she never saw the suspect and never heard him say anything. The suspect never entered the classroom according to

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For further information see the sworn statement of and the supplement report of Detective Floyd.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, podium, printer table.

Room # 1214- 1st Floor
Teacher: W/F,

stated that earlier in the morning she and other teachers had been instructed by Assistant Principal Morford to keep their classroom doors locked as too many children were seen walking in the hallways and he wanted to crack down on students. stated that some of her fellow teachers would prop their doors open and that she generally did not lock her door but decided to lock the door after the conversation with Morford. stated that she was inside her classroom and actually speaking to Nickolas Dworet when she heard several gunshots, and immediately initiated "Code Red" procedures in her classroom with her students running into different corners of the classroom. Dworet was sitting at his own desk during the conversation and died in front of her and his classmates. stated that she attempted to call 911 several times but her phone failed. Another occupant of her classroom tried to call 911 as well. stated that she was very concerned after the gunman shot out her classroom window that he would reach inside the broken window to unlock the door. stated that she saw the barrel of the gun come in through the broken classroom window and several of her students stated that the gunman looked in through the window to see who he had shot. stated that she did not hear "Code Red" announced over the PA system. advised that she did not know the suspect Nikolas Cruz.

For further information see the sworn statement of ; and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, two small cabinets, large printer table

Room # 1215- 1st Floor
W/F,

stated that she was inside her classroom which was in study hall when she heard 3 gunshots go off, and immediately initiated "Code Red" procedures in her classroom believing it was a "Code Red" drill. stated that

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all her students hid under or near her desk when she saw her classroom door window shot out. tated that she heard someone shake her door handle as if they were trying to open the door. stated that she did not hear "Code Red" announced over the PA system. stated that the door to her classroom was locked during the incident. dvised that she did not see the shooter and did not know the suspect Nikolas Cruz.

For further information see the sworn statement of and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer cabinet

Room # 1216- 1st Floor
Teacher: *N/F*

In a sworn statement taken by Detective Armando Enrique, stated that her class went into Active Shooter protocol after she heard gunshots go off and her door window was shot out. tated that the students all got on the ground and that they all crawled as directed to hide under her desk. tated that she called 911 from her cellphone at 2:24 p.m. stated that her door was locked during the incident but that three of her students were killed during the incident because they couldn't get to the corner quick enough

For further information see the sworn statement of nd the supplement report of Detective Armando Enrique.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Stacked boxes, large stand up closet, printer table, black cabinet.

Room # 1217- 1st Floor
Teacher: Carmen Gonzalez, W/F 11/12/63

Gonzalez stated that her class went into Active Shooter protocol because she heard gunshots in the building. Carmen Gonzalez stated that she was in classroom 1217 when she heard gunshots in the hallway. Gonzalez stated that the all students ran towards her and she told them to be quite and instructed the students to get on the floor and lay flat underneath her table and desk. Gonzalez stated that the shooting continued and eventually sounded like it went further away from her room and then it sounded like it came closer to her room. Gonzalez stated that she then heard shooting

Investigator Signature:_____

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far away and the fire alarm went off inside the building. Gonzalez stated that she told her children to stay inside the room when the fire alarm went off and not go into Fire Alarm protocol because she felt it was a trick. Gonzalez stated that she did not hear a "Code Red" alert come over the PA system. Gonzalez advised that no one was injured inside her room and she did not see the gunman. Gonzalez stated that she and other students had just been given "Zone 12" packets which included what to do during an "Active Shooter" in the school.

For further information see the sworn statement of Carmen Gonzalez and the supplement report of Detective Nitsch.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer table, podium, small file cabinet.

Room # 1218- 1st Floor
Teacher: //F

Ivised that her classroom went into Active shooter due to hearing gunfire in the hallway outside her door. stated that she told the students to turn off the lights in her room and closed the door to her classroom which was cracked open because student returned from the bathroom shortly before the shooting. stated that all her students got down and hide under her desk in the hard corner of the room. ated that she tried to call 911 but the call would not go through stated that she then texted her mother and told her to call the police. dvised that she did not see the gunman.

witnessed the first floor shooting and alerted the class identified Cruz from photo array in later statement.

For further information see the sworn statement o and the supplement report of Detective Tutler.

Classroom Furniture Layout
Small Hard Corner / File cabinet
Larger Hard Corner /Student`s desk, large stand up closet, printer table

Room # 1229- 2nd Floor
Teacher: Catherine Britt, W/F, 08/18/59

Britt advised that she was inside her classroom when she heard gunshots and then the fire alarm in the 1200 building

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EOG-01073

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go off. Britt stated her class went into "Code Red" procedures within classroom due to the gunshots. Britt stated that she had placed a piece of paper over the window of her classroom door with only a inch and an half opening and had placed tape on the floor previously so that her students knew where to hide in the hard corner of the room. Britt stated that she did not hear a "Code Red" announced over the PA system.

Britt stated on 01/11/18 the school teachers and staff were given a "Code Red" class where the officer shot a blank for familiarization to gunfire and they listened to the audio from the Sandy Hook School Shooting incident. Britt stated the school would have an upcoming "Code Red" drill but no set date was given.

For further information see the sworn statement of Catherine Britt and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner / Small table
Larger Hard Corner /Rolling cart, large stand up closet
Britt had placed taped on the floor to designate the safe area in the Larger Hard Corner for students to be behind and not be viewed through the classroom door window.

Room #1230- 2nd Floor
Teacher: Michael Powell W/M 03/20/1978

Powell advised that he was inside his classroom and his classroom went into Active shooter due to hearing gunfire in the hallway. Powell stated that his classroom door was locked and he heard several students in the hallway beating on the door to enter his classroom. Powell stated that he opened the door to allow these students into his classroom. Powell stated he had thirty three students in his class and allowed eight students from the bathroom to take shelter in his room. Powell stated that all his students went to the hard corner of his classroom and hide.

Powell stated that student back into room 1230 and said he saw a body on the first floor (Coach Feis). was on a bathroom pass and heard the noise and went down to the first floor to investigate.

Powell stated that he then texted his parents while in the room hiding to have them turn on the news to see if the incident was a drill or for real.

For further information see the sworn statement of Michael Powell and the supplement report of Detective Tutler.

Classroom Furniture Layout
Small Hard Corner /

Investigator Signature:_____

EOG-01074

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Larger Hard Corner /Small cabinet, student's desks

Room # 1231- 2nd Floor
Teacher: Shawna Wecht

Wecht was on planning and not in her classroom during the incident. No statement was taken from Wecht.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer table, file cabinet, table.

Room # 1232 - 2nd floor
Teacher: Shanthi Viswanathan, W/F, 8/30/66

Viswanathan stated that she did not hear "Code Red" over PA system but heard gunshots and performed "Code Red" procedures in classroom. Viswanathan stated that in January she and other teachers had "Code Red" training and after that training began to lock her classroom door and placed a piece of paper to block the window to her classroom door window. Viswanathan stated that not all of her students could fit into the hard corner of her classroom so students had to hide in other corners of the classroom. Viswanathan stated that she did not see the gunman during the incident and was unsure as to whether or not she had taught Nikolas Cruz.

For further information see the sworn statement of Shanthi Viswanathan and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner / Small file cabinet, wooden cabinet
Larger Hard Corner / File cabinet, large stand up closet, teacher's desk

Room # 1233- 2nd floor
Teacher: Brandy Hermosillo

Hermosillo was on planning period and not in her classroom during the incident. No statement was taken from Hermosillo.

Room # 1234- 2nd floor

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Teacher: Cindi Helverson

Helverson was on a planning period and not in her classroom during the incident: The suspect fired several rounds into this unoccupied classroom. No statement was taken from Helverson.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, file cabinet.

Room # 1235- 2nd floor
Teacher: Zipora Lazarus, W/F, 09/16/53

Lazarus stated that she was inside her classroom and heard gunshots and then the building fire alarm went off. Lazarus stated that she stated her class went into "Code Red" procedures within classroom though Lazarus stated that she did not hear a "Code Red" over the PA system. Lazarus stated that upon hearing the gunshots she turned off the lights to her classroom and had her students hide around her desk. Lazarus stated that she had covered the window to her classroom door several weeks earlier.

Lazarus she stated the school teachers and staff were given a "Code Red" class about a month ago. Lazarus stated the school would have an upcoming code red drill but no set date.

For further information see the sworn statement of Zipora Lazarus and the supplement report of Detective Curtis.

Classroom Furniture Layout
Small Hard Corner / Small rolling cart
Larger Hard Corner /Teachers desk, large stand up closet, small cabinet

Room # 1236- 2nd floor
Teacher: Chris Mathew W/M 01/26/1979

Mathew stated that he was inside his classroom went into Active shooter due to hearing gunfire. Mathew stated that he turned off the lights to his classroom and his students in the "hard corner" of the classroom.

Mathew heard the phrase "Nobody here" come from outside of his door during the shooting which he believed came from the gunman. Mathew stated that he did not see the gunman in the incident.

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For further information see the sworn statement of a Chris Mathew and the supplement report of Detective Tutler.

Classroom Furniture Layout
Small Hard Corner / File cabinet
Larger Hard Corner /Teachers desk, large stand up closet, printer table

Room # 1237- 2nd floor
Teacher: Felicia Burgin, W/F, 05/20/75

Burgin stated that she was inside her classroom when she heard gunshots and then the building fire alarm go off. Burgin stated her class went into "Code Red" procedures within classroom even though Burgin stated that she did not hear the "Code Red" over the PA system. Burgin stated that her classroom door was propped open so went to close the door with her students in the hard corner behind her desk. One of the students turned off the lights in her classroom as they heard the gunshots.

Burgin stated the school teachers and staff were given a "Code Red" class on 01/11/18 by an instructor from the school board security division. Burgin stated the school would have an upcoming "Code Red" drill but no set date.

Classroom Furniture Layout
Small Hard Corner / Table, box of rolled paper.
Larger Hard Corner /Teachers desk, large stand up closet, printer table, file cabinet

Room # 1249- 3rd Floor
Teacher: W/M

sworn statement to Detective Schwartz stated that she had approximately 22 students in his room when he heard the fire alarm go off and his students filed out of the room accordingly as to a standard fire drill. stated when he left the classroom his classroom door locked behind him.

stated as he exited the classroom he approached the west stairwell and he heard two gunshots. initially thought it was a drill of some sort, as he said that they were expecting a "Code Red" drill in the future. stated that all of the kids began running down the hallway towards the west stairwell and he began directing them into rooms. While doing so, . saw the suspect enter the east end of the hall wearing a mask and carrying an AR-15. saw victim Joaquin Oliver get shot as he attempted to get into the bathroom. It was at that point

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EOG-01077

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that realized that the incident was not a "Code Red" drill. stated that he felt something graze his face, which began bleeding. stated that he later discovered another laceration to his hip.

stated he saw the suspect start to reload his rifle and he sent as many of the students hiding behind cover with him towards the west stairwell. stated that he then put his foot and body against the stairwell door until his students could make it to the bottom floor. saw victim Guttenberg on the stairwell floor and checked for a pulse, but found none. stated once he helped all of his students make it to the ground floor, he went to the second floor and hid in the conference room bathroom.

For further information see the statement of and the supplement report of Det. Nora Schwartz.

Classroom Furniture Layout
Small Hard Corner / File cabinet
Larger Hard Corner /Table and chairs

Room # 1250 - 3rd Floor
Teacher: Robyn MicKow, W/F 1/23/1970

MicKow stated that she was in classroom 1250 and heard a strange noise but did not know what it was because her classroom was loud. MicKow stated that she was inside her classroom and she went into fire alarm protocol at first because of fire alarm going off in the building. MicKow stated as her students left the classroom she began hearing gunshots and went into active shooter protocol. Once in the hallway the students hearing the gunshots started screaming and running and eventually the children began going into different rooms. MicKow stated that while this was going on she observed smoke or haze on the east side hallway of the building. MicKow stated that she had to unlock her door and went back into her room with multiple children and they went to the north east corner of the room to hide but that all her students could fit behind her desk. MicKow stated that no children were injured in her room and she did not see the suspect. MicKow stated that she did not hear a "Code Red" announcement during the incident.

For further information see the statement of Robyn MicKow and the supplement report of Detective Nitsch.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer cabinet, table

Room # 1251- 3rd Floor

Investigator Signature:

EOG-01078

OCA: *171802000525*

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Teacher: Michael Nastasi, W/M 10/27/87

Michael Nastasi stated that he was in classroom 1251, when he heard noises outside the classroom that he described as "put, put". Nastasi stated that the fire alarm then went off in the building but didn't feel something was right since they had just had a fire drill earlier in the day. Nastasi stated that he exited the classroom and while in the hallway observed a student run to Debra Jacobson's door and began pounding on the door and stated something along the lines of the "some shit is popping off". Nastasi stated that he then heard another "put, put", and at this time he stated that the fire alarm activated and children in his classroom began getting up to exit the room. Michael Nastasi stated that because of hearing what he thought was gunshots he instructed the students to not leave the room and go to the corner of the room. Nastasi stated that he shut the door to the room. Nastasi stated that he then heard gunshots outside the classroom and heard people screaming. Nastasi stated that he did not observe the shooter at any time and does not know the suspect.

Nastasi stated that during the incident there was someone attempting to open the door to the classroom and he believed it may have been the suspect. Nastasi stated that he did not hear a "Code Red" alert over the PA system.

For further information see the statement of Michael Nastasi and the supplement report of Detective Nitsch.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, large stand up closet, printer table

Room # 1252 - 3rd Floor
Teacher M[redacted]

n a statement to Detective Upegui advised that he was inside his classroom with his students when the firearm alarm went off so he told his students to leave the building and go to their assigned evacuation location. Once in the hallway stated that he saw his students' running back west bound in the hallway from the east staircase and heard one of the students yell "it's a real shooter" stated that he then saw a thin male with a rifle and this gunman fired once in his direction as he was attempting to unlock his classroom door. Once inside the classroom stated that he and what students he could get into the classroom hide while he heard over twenty gunshots go off outside in the hallway. stated that he could not identify the gunman due to the short amount of time he was able to see him but once inside his classroom he called 911.

For further information see the statement of and the supplement report of Detective Upegui.

Classroom Furniture Layout

Investigator Signature: _____

EOG-01079

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Contact: Reference: Follow Up

Small Hard Corner / Student's desks
Larger Hard Corner /Teachers desk, large stand up closet

Room # 1253 - 3rd Floor
Teacher: Debra Jacobson, W/F 09/09/57

Jacobson stated that she was in classroom 1253 on the third floor. Jacobson stated that she had recently sent student Quentin Hensel to the bathroom. Jacobson stated that Quentin Hensel came running back into the class stating "Fuck, Fuck" and herself Robyn MicKow, and Michael Nastasi stepped out of their classes to look into the hallway. Jacobson stated that Quentin Hensel stated "Ms. Jacobson that is a gunshot that is real".

Jacobson stated that because of what the student said, when the fire alarm went off she stayed in her room with the students and went into "Code Red" protocol. Jacobson stated that she began to hear more gunshots and heard kids screaming in the hallway. Jacobson then opened her door and began grabbing kids and pulling them into her room and eventually closed the door, which was locked.

Debra Jacobson stated that she texted her husband and daughter about the incident and told them to contact 911. Debra Jacobson stated that she heard the suspect on the third floor shouting "Hey, Hey". Jacobson stated that she never heard a "Code Red" alert over the PA system though she had recently went over what to do in a "Code Red" with her students after a recent "Code Red" training. No children were injured in her room and Jacobson did not see or know the suspect.

For further information see the statement of Debra Jacobson and the supplement report of Detective Nitsch.

Classroom Furniture Layout
Small Hard Corner / Teachers desk
Larger Hard Corner /Table and chairs, large stand up closet, metal cabinet.

Room # 1254- 3rd Floor
Substitute teacher: Michael Libes W/M 03/02/1948 in place of permanent teacher Nadeen Ashman.

Libes stated that he was inside his classroom when his class went into a Fire drill protocol at sound of the fire alarm. Libes stated that once the alarm went off the students left the classroom and then started running back up the stairs after hearing gunshots. Libes stated that he opened his classroom door and he went into active shooter mode in the room where he turned off the lights in the classroom. Libes stated that the suspect attempted to knock on the door and then tried to open his classroom door but that the door was locked. Libes then stated that he texted his wife from inside

Investigator Signature:

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the classroom to report to her what was occurring.

Libes was unaware of any drills happening at the school as he is not a permeant teacher there so he received no correspondence about any drills at Stoneman Douglas.

For further information see the statement of Michael Libes and the supplement report of Detective Cottam.

Classroom Furniture Layout
Small Hard Corner /
Larger Hard Corner /Teachers desk, printer table

Room # 1255- 3rd Floor
Teacher. N/F

stated she was in her classroom when she heard popping sounds on the first floor and then heard the fire alarm go off in the building. stated that her class went into Fire Alarm protocol with the students leaving her classroom. As and her students left the classroom she heard gunshots in the stairwell and she ran back to open her door so that she could go into Active Shooter protocol. stated that she saw the gunman who was armed with a rifle continue to fire coming down the hallway towards her as she attempted to pull students into her classroom. As attempted to shut her door she was struck by what is believed was a fragmented round in the arm. Once inside her room stated that her room door window was shot out as she and the other students hid inside the room.

stated that one of her students was also grazed by a bullet in the incident. A sworn statement was taken from by Sergeant Degiovanni where as he advised he was inside his classroom when he heard banging sounds from a lower floor in the building. advised that stood up and shut the classroom door which was open. Shortly afterwards the fire alarm to the building went off and he and other classmates left the room and began to go down the staircase to the first floor. stated that as he began down the staircase he saw a rifle case on the ground on one of the floors below. At that point he and other students ran back up the staircase and reentered his classroom to hide. stated that as he first entered the classroom he ran to the wrong corner and then decided to run to the other corner just as the classroom window was shot out.

For further information see the statement of and and the supplement report of Detective Parrish and Sergeant Degiovanni.

Classroom Furniture Layout
Small Hard Corner / Teachers desk, small file cabinet

Investigator Signature:_____

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Larger Hard Corner / Large stand up closet, small cabinet

Room # 1257- 3rd Floor
Teacher: Kimberly Krawczyk W/F 09/20/1968

Krawczyk stated that she and her classroom went into Active Shooter protocol because she and her students heard gun fire in the building before the fire alarm went off. Krawczyk stated that just before the shooting one of her students Leah Serrano asked to use the bathroom and she was instructed that she had to use the restrooms on the second floor. Krawczyk stated that the bathrooms on the third and first floors had been locked due to the fact that students were "vaping" in the bathrooms and the building Security Officer was posted on the second floor to monitor the use of second floor bathrooms. Once Krawczyk heard the gunshots she went to the classroom door which was locked and let Serrano back into her classroom. Krawczyk then had her students hide in the corner of the room and she began to hear gunfire and students screaming in the hallway.

Krawczyk was not advised of any drills by the school but did have recent training in reference to "Code Red" protocol. The school stated a "Code Red" drill would be coming but the date would not be disclosed to them.

For further information see the statement of Kimberly Krawczyk and the supplement report of Detective Cottam.

Classroom Furniture Layout
Small Hard Corner / File cabinet
Larger Hard Corner /Teachers desk, large stand up closet, printer table

General Background Information on Suspect

Suspect Nikolas Cruz first obtained his Florida ID Card on 09/30/2016 Florida Driver's License C620-630-98-344-0

Suspects mother Linda M. Cruz died in West Boca Medical Center on 11/01/12017 at 2:11 a.m. Doctor Ali Humaira was Linda Cruz attending physician and ruled the death a Natural Death due to Hypoxic Respiratory Failure from Pneumonia. (Death Certificate 2017175723)

Investigator Signature:_____

OCA: *171802000525*

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An Off Line Search was run on Nikolas Cruz by this detective. In showed that Nikolas Cruz had been run by numerous law enforcement agencies on 02/14/2018 and 02/15/2018. The Off Line Search also showed that Nikolas Cruz was run on 06/21/2017 and 09/28/2016. These two contacts will be discussed in further detail.

Background Reports and Police Contacts with Suspect

Investigator Signature: _____

EOG-01083

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Date: November 30, 2017, 12:01 hours, BSO
Caller/Number: [redacted]
Location: 6166 NW 80 Terr., in Parkland Florida.
Incident Type: Suspicious incident
Case #: 11-1711-001602
Synopsis:
Caller advised that subject Nikolas Cruz is collecting guns and knives and that he is one day going to kill himself. Caller stated that she is afraid that someone is going to get hurt and this could be Columbine in the making. Subject has multiple weapons and ammunition that he keeps at a friend`s house. Nikolas is currently living with friend Billy, unknown location.
No CAD for Deputy Response.
Follow up:
On February 19, 2018, at 1130 hours, Detective Kami Floyd obtained a taped sworn statement from [redacted]. [redacted] stated that she was very close with the Cruz family because she has been friends with Linda since they were children and vacationed at her home in Parkland with Nikolas and Zachary. [redacted] advised that she called 911 on November 30, 2017, due to some Instagram posts she observed from Nikolas Cruz. [redacted] stated that first she called Lakeworth Police, and they advised her to contact Parkland Police Department. [redacted] contacted Parkland Police Department and spoke with a police officer who she remembers was Spanish and has a possible name of "Chase." [redacted] stated that the Instagram posts she observed were of Nikolas with a gun on a fence in a backyard. [redacted] explained that she knew the photographs weren`t taken at the Cruz`s old residence in Parkland because the fence in photograph was wooden and they didn`t have a wooden fence. Another post [redacted] observed was of Nikolas stating he wanted to kill himself, but [redacted] stated the post was deleted immediately afterwards. The third post [redacted] recalls was of Nikolas wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knows it wasn`t a real gun. [redacted] stated that while talking to the Parkland Officer she mentioned that Nikolas`s brother is Zachary and their mother passed away. [redacted] stated that the Parkland Officer was familiar with the family because he mentioned Linda`s name and stated he wasn`t aware that she had passed away. Because [redacted] didn`t hear anything back after the 911 calls, she stated that she called the FBI and reported the same information to them sometime in the month of December 2017. [redacted] stated that because some time has passed since her calls, she can`t remember, or may be confused, on the exact details or dates.
The case was determined to have been classified as a Suspicious Incident which was, handled by BSO Deputy Trejis Guntis and was "Coded Out" Bravo. No Report was done in reference to the incident.
A taped statement was taken from Deputy Guntis Trejis by Homicide Sergeant Jonathan Brown. In that taped statement Deputy Trejis Guntis stated that he remembered the call for service and the phone contact with [redacted] by phone. Deputy Guntis Trejis stated that he remembered [redacted] was out of state and had a language difficulty with him when reporting the incident. Deputy Guntis Trejis stated that [redacted] did not have a DOB for Nikolas Cruz and only knew that he was last living in Lake Worth with a friend. Deputy Guntis Trejis stated that he tried to locate Cruz`s DOB through his police computer but that there was so many subjects with the same name and so he could not find any information

Investigator Signature: _____

EOG-01684

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on him. Deputy Guntis Trejis suggested that [redacted] call the Lakeworth Police Department to see if they could determine where Nikolas Cruz was living. Deputy Guntis stated that though he did not do a written report he updated the CAD Notes on the case to reflect the listed facts.
For further information see the supplement of Detective Kami Floyd and Sergeant Brown and the taped sworn statement from [redacted] and Deputy Guntis Trejis.

[redacted] also called in a tip to the FBI Tip line after the shooting. See FBI Lead 155 for more information.

November 28, 2017, 1511 hours, PBSO
Caller/Number: [redacted]
Incident Type: Simple Assault
Location: [redacted]
Case #: Palm Beach 17157013
Synopsis:
Caller advised white male Nikolas Cruz, late teens, assaulted her 22 years old son, subject stated he was going to get his gun and come back. Caller advised that subject has bought tons of ammo and has used a gun against people in the past including putting a gun to others heads. Nikolas Cruz contacted 911 and advised he got mad at a kid named "[redacted]" who assaulted him.
PBSO Deputy Reid #7710, responded and contacted all parties: Nikolas Cruz, [redacted] and [redacted]. [redacted] advised that Nikolas became upset and began punching walls and breaking items inside the house. [redacted] stated he tried to calm Nikolas down and Nikolas punched him in the jaw. [redacted] then punched Nikolas in the back and restrained him until Nikolas broke free and fled the residence.

Nikolas told Deputy Reid that he became upset and punched the wall, and [redacted] punched him because he was breaking things. Nikolas apologized for his behavior. [redacted] signed a waiver of prosecution and the case was "Exceptionally Cleared."

For further information see Palm Beach 17157013.

Follow Up:
On February 17, 2018 at 1547 hours, Detectives Kami Floyd and Bruce Link met with [redacted] ([redacted]) at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017 when Linda passed away. [redacted] stated that on this date she called 911 because Nikolas was fighting with her son, [redacted], and they were breaking items in the house. Nikolas punched [redacted] in the face and [redacted] did not want to prosecute according to [redacted]. PBSO responded and stated that they can't kick Nikolas out of the house, but if he wants to leave on his own he can.

Investigator Signature:

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[redacted] stated that she told the officer that Nikolas had a helmet and bullet proof vest, but the office did not take them. On this incident, Nikolas decided to move out and leave on his own. [redacted] stated that she never tried to get Nikolas evicted because it would have been too much to handle. [redacted] recalls only making two calls to 911, one on November 28, 2017 and on November 24, 2017.
The case was classified as a Simple Assault and "Coded Out" as "Exceptionally Cleared".
For further information see the supplements of Detective Kami Floyd and Detective Bruce Link and the taped sworn statements from [redacted] and [redacted].

November 24, 2017: 1730 hours, PBSO
Caller/Number: [redacted]
Incident type: Domestic Disturbance
Location: [redacted]
Case #: Palm Beach 1701106864
Synopsis:
Caller advised adopted 19 year old son hid a gun in the backyard. Call was closed by PBSO as unfounded with no report.
Follow Up:
On February 17, 2018 at 1547 hours, Detectives Kami Floyd and Bruce Link met with [redacted] (04/09/1975) at her residence in Palm Beach County. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017, when Linda passed away. [redacted] stated that one of the 911 calls made was a result of her mother observing Nikolas digging a hole in the backyard.
When [redacted] got home, she walked the backyard to try and find what Nikolas was digging for. [redacted] stated she found a hole in the backyard which was the same size as gun box that she also located in the backyard. [redacted] described the box as a rifle box and explained that there was no gun inside the box. [redacted] believes the hole was for a gun Nikolas purchased and he wanted to hide it because she doesn't allow any guns inside her house. [redacted] stated she called 911 because she wanted to know her options and obtain information on how to get Nikolas out of her house.
[redacted] stated that she was told by Lakeworth police that she couldn't kick him out because all his belongings were there. They also advised her that because he's an adult he's allowed to have firearms in the house. [redacted] recalls only making two calls to 911, on November 28, 2017 and November 24, 2017.
For further information see the supplements of Detective Kami Floyd and the taped sworn statement of [redacted]
The case was closed by PBSO as a "Domestic Disturbance", and closed as "Unfounded".

November 1, 2017: 2054 hours, BSO
Caller/Number: [redacted]

Investigator Signature:_____

EOG-01086

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Incident Type: Police Information
Location: 8442 Lakeview Trail, Parkland, Florida
Case #: 17-1711-000039
Synopsis:
Caller advised that her cousin passed away and left behind a 19 year old son Nick Cruz who is [redacted] and owns rifles, and 17 year old son Zachary Cruz who has [redacted]. Requesting that an officer take away weapons. BSO Officer Gehres called the complainant by phone who advised a close family friend agreed to take the rifles and hold onto them.
Follow Up:
On February 17, 2018 at 1302 hours, Detective Bruce Link conducted a recorded interview with [redacted]. [redacted] advised that she is the cousin of Linda Cruz and has never actually met Nikolas Cruz. After asking about the 911 call she made on November 1, 2017, [redacted] advised that she does not remember calling 911. [redacted] stated that she does remember calling Linda Cruz`s cellular telephone on this date and whomever answered stated that Linda was in the hospital because she had "coded" in the middle of the night.
The caller advised that they had her son Nikolas there and that the status of Linda`s condition did not look good. [redacted] then began trying to assist in finding someone to take acre of Nikolas and Zachary after Linda passed. Nikolas mentioned [redacted]. [redacted] mentioned that [redacted] was the closest person to Linda Cruz and kept in touch with her. [redacted] stated that she never mentioned anything about guns to anyone, and stated that she wasn`t aware of any real guns that Nikolas Cruz owned.
[redacted] was aware that Nikolas wanted to go into the military but had [redacted] and he had pellet guns and BB guns. [redacted] stated that Linda Cruz told her that she had more problems with Zachary stealing things and being verbally disrespectful to her than from Nikolas. Linda Cruz told [redacted] that Nikolas did hit her once and the result was knocking three of her teeth out, this occurred approximately three months prior to her passing away. Linda Cruz also did mention that Nikolas purchased a gun, but [redacted] believed that it was a hunting gun and not a real gun. [redacted] also believed that the gun was left at a friend Hunter`s father`s house. [redacted] then confirmed that she did not make a 911 call about removing any guns from the residence.
The case was closed as a Police Information and "Coded Out" as "Bravo" with no report.
For further information see the supplements of Detective Bruce Link and the taped sworn statement of [redacted]

June 21, 2017: 2158 hours, BSO
Caller/Number: [redacted]
Incident Type: Field Contact
Location: 6200 Holmberg Rd. Parkland, Florida
Case #: 17-1706-001375
Synopsis: Nick was riding his bike without lights, Field contact completed
Follow Up: No follow up conducted

Investigator Signature: _____

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Contact: Reference: Follow Up

Field contact done with NCIC check done on Cruz. This NCIC check would later show up on Nikolas Cruz's Off Line Search.

September 28, 2016: 0800 hours, BSO
Caller/Number: Deputy Scot Peterson Broward Sheriff's Office
Incident Type: Police Information
Location: 5901 Pine Island Rd. Parkland, FL, Stoneman Douglas High School
Case #: 17-1609-001610
Synopsis:
[redacted] reported to School Resource Deputy Peterson that she was informed from an anonymous student that 18 year old Nikolas Cruz stated he ingested gasoline in an attempt to kill himself and that he may also be cutting himself in the recent past. [redacted] Counselor Sharon Ehrlich reported to Deputy Peterson that Cruz wants to purchase a gun for hunting. Deputy Peterson also reports that Cruz had a swastika and "I hate niggers" on his school backpack. Upon Deputy Peterson's investigation, he learned that Cruz was currently [redacted] and that the school would conduct a threat assessment on Cruz and implement a safety plan.
Follow Up:
On February 17, 2018 at 1402 hours, Detective Bruce Link and Detective Kami Floyd conducted a sworn interview with [redacted] advised that she is the [redacted] at Stoneman Douglas High School. [redacted] stated that she does not recall calling 911, however, she does recall the incident. [redacted] explained that another student at Stoneman Douglas High School came to her with a snapshot from social media where student Nikolas Cruz stated he ingested gasoline in an attempt to kill himself. [redacted] stated that M. Dubin was already in a meeting with other staff members about Nikolas and she was brought into the meeting to advise this information. [redacted] does not know what type of follow up was completed as a result of her report.
The case was closed as a "[redacted]" and Coded as an "ALPHA" with a written report. This case will be discussed further in the review of Nikolas Cruz's [redacted].

For further information see case number 17-1609-001610 and the supplement reports of Detective Bruce Link and Detective Kami Floyd and the sworn interview with Lauren Rubenstein.

September 28, 2016:1641 hours, BSO
Caller/Number: [redacted]
Incident Type: Police Information
Location: 6166 NW 80 Terrace, Parkland, Florida

Investigator Signature:_____

OCA: *171802000525*

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Case #: 17-1609-001626
Synopsis:

Caller is [redacted], advised that 18 year old male on scene, and there were allegations of immediate possible self-harm, and may be armed with an air gun on the property and talked about purchasing a gun. Deputy Feduik responded to scene, wrote a report advising he met with [redacted] who were on scene. According to Deputy Feduik, Nikolas and his mother Linda Cruz were arguing over paperwork and his mother advised that Nikolas has been [redacted]. Linda Cruz also advised that he has mentioned in the past that he would like to purchase a firearm. [redacted]. Feduik also advised that he and [redacted] saw no signs of mental illness or criminal activity.

Follow Up:
[redacted]. We were unable to obtain her information from [redacted] for a follow up interview. This case originated from previous case 17-1609-001610 handled by Deputy Peterson.
The case was closed as a Mental Health Evaluation, and Coded "ALPHA" with a report written.
For further information see Case Number 17-1609-001626 the sworn statement of Deputy Peterson

February 5, 2016: 1145 hours, BSO
Caller/Number: [redacted]
Incident Type: Suspicious Incident
Location: [redacted]
Case #: 17-1602-000212
Synopsis:
Caller advised that her son told her neighbor`s son on Instagram that he saw where Cruz stated that he was going to shoot his school. In the Instagram pictures was Cruz with BB guns. Caller advised that subject was expelled from Westlake Middle School and goes to another school, possibly high school. Caller stated that they lived three houses away from subject.
Follow Up:
On February 17, 2018 at 1057 hours, Detectives Kami Floyd and Detective Bruce Link obtained a taped sworn statement from this same caller, [redacted]). [redacted] advised that her son, [redacted], observed photographs on social media of Nikolas Cruz with guns and told her. [redacted] saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." As a result [redacted] called 911 to make a report.
[redacted] stated that a Broward Sheriff`s Deputy did arrive and spoke with her. The CAD reports indicate that it was Deputy E. Eason. The Deputy then went to Nikolas Cruz`s residence and returned to [redacted] residence advising that Nikolas` mother said that Nikolas was an angel and that [redacted] was tormenting him. The

Investigator Signature: _____

EGG-01089

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Deputy told [redacted] that Nikolas' mother stated that Nikolas didn't have anything like that on his Instagram account. Unfortunately, [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show the Deputy.
A taped statement was taken from Deputy Eason by Homicide Sergeant Jonathan Brown. In that taped statement Deputy Eason could not remember the listed call even when he was shown the CAD report. In the CAD report it shows that the information was forwarded to SRO Peterson at MSDHS.
The case was closed as a "Police Information" and coded "BRAVO" with no written report.
For further information see the supplement reports of Sergeant Brown, Detectives Kami Floyd and Detective Bruce Link and the sworn statement of [redacted], Deputy Eason and Deputy Peterson.

November 20, 2014: 1916 hours, BSO
Caller/Number: [redacted]
Incident Type: Animal Abuse
Location: [redacted]
Case #: 17-1411-002423
Synopsis:
[redacted] advised that her neighbor [redacted] informed her that at approximately 1640 hours, her daughter observed a white male with red hair shooting at [redacted] chickens in their backyard. As a result, [redacted] went to her chicken coop and observed a chicken with blood on its leg. It did not appear that the chickens were injured at this time. Deputy L. Scholtz documented this incident and advised that the white male suspect was identified as Nikolas Cruz. Deputy Scholtz spoke with Linda Cruz who advised that she gave her son permission to shoot at targets in the backyard and did not observe him shooting chickens. Nikolas admitted to shooting an Airsoft rifle in the back yard, but denied shooting the chickens. The rifle was given to Linda Cruz who locked the rifle away. Deputy Scholtz documented that Nikolas is [redacted]. Victim [redacted] refused to press charges.

Follow Up:
On February 17, 2018 at 1344 hours, Detective Bruce Link and Detective Kami Floyd obtained a taped sworn statement from both [redacted] and [redacted]). The [redacted] stated that they did call 911 on the listed date due to their neighbor notifying them that someone was shooting at their chickens. As a result, several Deputies arrived on scene and later identified the person who shot their chickens. The Deputy advised the [redacted] that the suspect suffers from [redacted] and the [redacted] refused to prosecute. The [redacted] reported that as a result of this incident, one chicken suffered a broken wing and a second chicken died several days later. Neither [redacted] nor [redacted] knew Nikolas or his family and had no knowledge of any incidents involving them.
The case was closed as an "Animal Abuse" and Coded "ALPHA" with a report written. For further information see case number 17-1411-002423 and the supplement reports of Detective Bruce Link and Detective Kami Floyd and the obtained taped sworn statements from both [redacted] and [redacted].

Investigator Signature: _____

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Contact: Reference: *Follow Up*

June 29, 2014: 1434 hours, BSO
Caller/Number: 954-757-6166
Incident Type: 911 hang up
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1406-000871
Synopsis:
911 hang up, no answer on call back by dispatch. BSO Deputy J. Bonilla responded and made contact with Linda Cruz who advised her two sons Nick and Zach were having a verbal argument. Peace was restored at the location and no written report was made.
Follow Up:
None due to mother Linda Cruz is deceased, no statement available.
The case was documented as a "911 Hang Up" and "CODED BRAVO" with no written report.

January 22, 2014: 2028 hours, BSO
Caller/Number: Linda Cruz, 954-821-1007
Incident Type: Domestic Disturbance
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1401-000487
Synopsis:
Caller Linda Cruz advised that her 15 years of age son had punched a hole in the wall and was threatening to leave because she took his Xbox away. There were no weapons and the juvenile was not physical with the caller.
Deputy A. Anderson responded to the scene and noted that Linda Cruz had a verbal altercation with her son, Nikolas Cruz and that no crime had occurred.
Follow Up:
None due to mother Linda Cruz is deceased, no statement available.
The call was handled as a "Domestic Disturbance" and "CODED BRAVO" with no report written.

October 12, 2013: 1835 hours, BSO
Caller/Number: Linda, 954-821-1007
Incident Type: Missing Person
Location: 6166 NW 80 Terr. Parkland, Florida
Case #: 17-1310-000251
Synopsis:
Caller Linda Cruz advised that approximately 30 minutes ago, her son a 15 year old white male with red hair, Nikolas Cruz and her second son a 13 year old white male Zachary Cruz were last seen going to an unknown friend`s home and caller wishing to report them as missing. BSO Deputy L. Scholtz and an additional unit then responded to 7102 NW 70 Terrace in Parkland the location presumably where the two juvenile had gone. The call was changed to a police

Investigator Signature:_____

EOG-01091

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service call and no report was written.
Follow Up:
None due to mother Linda Cruz is deceased, no statement available.
The call was handled as a "Police Service Call" and was "CODED BRAVO" with no report written.

January 15, 2013: 1815 hours, BSO
Caller/Number: Linda, 954-821-1007
Incident Type: Domestic Disturbance
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1301-000354
Synopsis:
Caller Linda Cruz advised that her 14 year old son has [redacted] Dispatch advised that subject is yelling in the background and is throwing mother against the wall. Caller stated subject is throwing items around the house. Caller advised that the subject was upset because caller took his XBox away. Subject was identified by caller by name as Nikolas and the fact that he locked himself in his bedroom.
Deputy Michalosky responded to the scene and documented the incident. According to Deputy Michalosky, mother Linda Cruz advised that this is an ongoing issue with her 14 year old son Nikolas Cruz who [redacted] Linda Cruz advised that Nikolas defied her request to attend school today and as a result she took the Xbox and hid it in her vehicle. Nikolas then retaliated and threw a chair, dog bowl, and drinking glass across the room according to Linda Cruz. Linda Cruz reported that Nikolas did not threaten to harm her or himself but she was concerned with his behavior since it was escalating and at the time she could not contact his [redacted] Linda Cruz assisted deputies in opening Nikolas's door which was barricaded with two nightstands in front of it. Nikolas was compliant with deputies and advised that he locked himself in his room because he was mad at his mother. Nikolas did not have any injuries and there were no weapons in his bedroom.
Nikolas did not make any threats to hurt himself or his mother and he apologized for his behavior. [redacted]
Follow Up:
None due to mother Linda Cruz is deceased, no statement available.
The call was handled as a "[redacted] Person" and "CODED ALPHA" with a report written.

November 28, 2012: 2127 hours, BSO
Caller/Number: Linda Cruz, 954-757-6166
Incident Type: Missing Person
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1211-000606
Synopsis:

Investigator Signature: _____

EGG-01692

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Caller Linda Cruz advised that her two sons, 12 years of age and 14 years of age left out of their bedroom window, climbed the fence and are on foot in an unknown direction. Caller stated that the 12 year old [redacted] and the 14 year old had [redacted] Caller advised that [redacted] was in route to the residence.

BSO Deputy L. Scholtz responded to the residence and updated this call to an information classification, no report was written.

Follow Up:

None due to mother Linda Cruz is deceased, no statement available.

The case was handled as a "Police Information" and "CODED BRAVO" with no report written.

November 27, 2012: 1525 hours, BSO

Caller/Number: Linda Cruz, 954-757-6166

Incident Type: Domestic Disturbance

Location: 6166 NW 80 Terrace, Parkland, Florida

Case #: 17-1211-000581

Synopsis:

Caller Linda Cruz advised she previously had a dispute with her 14 year old son under case 17-1211-000576 and was told to call back when her son arrived home. Deputy J. Smith responded to the scene. No report was written.

Follow up:

None mother Linda Cruz is deceased, no statement available in follow up.

Case was handled as a "Police Information" and "CODED BRAVO" with no report written.

November 27, 2012: 1225 hours, BSO

Caller/Number: Linda Cruz, 954-757-6166

Incident Type: Domestic Disturbance

Location: 6166 NW 80 Terrace, Parkland, Florida

Case #: 17-1211-000576

Synopsis:

Caller Linda Cruz advised that her 14 year old son hit her with a plastic hose from the vacuum cleaner. Subject has fled on foot according to caller. The dispute was over not being allowed to use the computer. Subject is [redacted] Deputy J. Smith responded and changed the classification to a "Police Information" call with no report written.

Follow up:

None mother, Linda Cruz is deceased, no statement available.

The incident was closed "CODED BRAVO" with no report written.

August 22, 2012: 1933 hours, BSO

Investigator Signature: _____

EOG-01093

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Caller/Number: Linda, 954-757-6166
Incident Type: Domestic Disturbance
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1208-000447
Synopsis:
Caller Linda Cruz called and advised that her children are threatening her, cursing at her and being disrespectful. She is requesting that police respond for her two male children 12 and 13 years old. BSO Deputy L. Scholtz responded and changed the call classification to a juvenile disturbance, with no report written. BSO Deputy B. Behan reported on his daily that this is an ongoing call, juveniles being defiant, not a domestic disturbance, and the family [redacted].
Follow Up:
None the mother Linda Cruz deceased, no statement available.
The call was closed out as a "Disturbance Juvenile" and "CODED BRAVO" with no written report.

May 17, 2012: 0724 hours, BSO
Caller/Number: Linda, 954-757-6166
Incident Type: Domestic Disturbance
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1205-000373
Synopsis:

Caller Linda Cruz called 911 and advised her 13 and 12 year old kids are out of control and destroying her home. Caller advised that one subject ran outside because the other sibling attempted to fight him and there were no weapons. Dispatch reported they can hear one subject cursing at the caller in the background during the 911 call. BSO Deputy R. Kenny responded with no written report completed.
Follow up:
None the mother Linda Cruz deceased, no statement available.
The case was handled as a "Domestic Disturbance" and "CODED BRAVO" with no report written.
November 26, 2011: 1225 hours, BSO
Caller/Number: Linda Cruz, 954-757-6166
Incident Type: Domestic Disturbance
Location: 6166 NW 80 Terrace, Parkland, Florida
Case #: 17-1109-000702
Synopsis:
Caller Linda Cruz advised one of her sons was being violent and was throwing items around the house. The CAD was not specific as to which son was involved in the dispute. Deputy James Snell responded and changed the classification to a "Police Information" call with no report written.
Follow up:

Investigator Signature:_____

EOG-01094

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

None mother, Linda Cruz is deceased, no statement available.
The incident was closed "CODED BRAVO" with no report written.

November 8, 2008: 1305 hours, BSO
Caller/Number: Daily Entry by Deputy R. Robert
Incident Type: Juvenile Disturbance
Location: [redacted]
Case #: PD08-11-00165
Synopsis:
[redacted] and Nikolas Cruz (09/24/1998) were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make an issue of it.
Follow up:
On February 17, 2018 at 1057 hours, Detectives Kami Floyd and Detective Bruce Link obtained a taped sworn statement from [redacted]) mother of [redacted]. [redacted] recalls this incident and stated that the children were outside playing and Nikolas threw a rock at [redacted] because he was angry. [redacted] stated that they were so young, she did not wish to prosecute. According to [redacted], Nikolas and Zachary always had anger issues and at some point she stopped allowing her children to play with them.
For further information see the supplement report Detectives Kami Floyd and Detective Bruce Link and the obtained taped sworn statement from [redacted].
The case was handled as a "Juvenile Disturbance" and "CODED BRAVO" with no written report.

Review of Suspects Broward County School Board Records

Investigator Signature: _____

EGG-01095

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Investigator Signature: _____

EOG-01096

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

EOG-01097

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

EOG-01098

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature:_____

EOG-01099

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature:_____

OCA: **171802000525**

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

EOG-01102

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Another ex-teacher of Nikolas Cruz, Sandra Rennie was interviewed and gave a sworn statement to Detective Metz. She advised that she taught Nikolas Cruz in an Engineering class and that Cruz wore camouflaged clothing and told her that he wanted to go into the military. Rennie stated that Cruz on several occasions complained that he could not search websites for guns while in school due to the school server and once intentionally destroyed a group class project belonging to other students because he was mad.

Rennie stated that Cruz also liked to view "gory" pictures on the internet to the point where one student Santiago Cuellar asked for his desk to be moved away from Cruz because he was "creepy".

Rennie stated that on the day of the shooting she was in the 700 building but did not see the gunman and only heard the gunfire.

For further information see the recorded statement of Sandra Rennie and the supplement report of Detective Metz.

Santiago Cuellar was interviewed and gave a sworn statement to PBSO Detective Jamie and FBI Agent Sarah Halleran. In that statement Cuellar stated that he felt Nikolas Cruz was a "strange kid" who made him feel uneasy. Cuellar stated that he had an engineering class with Cruz and that Cruz used you access his school computer to do searches such as "666" and look up disturbing images and searches on "how to make a nail bomb".

Cuellar stated that once he had a conversation with Cruz where Cruz advised that he was happy about the "Pulse Night Club Shooting" with Cruz stating that he was "so glad they killed all those gay people".

Cuellar stated that Cruz used to have a swastika on his backpack and would sometimes refer to "White Power" and that once Cruz showed him a picture of a rifle on his phone. Cuellar stated that once Cruz was expelled from MSDHS he learned that Sandra Rennie had caught him trespassing on school ground and notified security at the school.

For further information see the recorded sworn statement of Santiago Cuellar.

Investigator Signature:_____

EOG-01103

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Contact: Reference: *Follow Up*

Another student`s statement taken referred to Nikolas Cruz`s behavior and how that students contacted members of the MSDHS staff. In a statement taken by Detective Metz of Hunter Dubois advised that he was in JRROTC with Nikolas Cruz and that Cruz often did Google searches about guns and stated " Yo I`m fucking crazy" and "like seeing people in pain I have two shotguns". Dubois stated that he was so concerned over Nikolas Cruz`s behavior, and was going to shoot up the school that he report the conversations to Student Affairs. Dubois also stated that he had heard another student Alexis Osio had similar information about Nikolas Cruz.

was contacted and in sworn statement to Detective Metz stated that she contacted Peer Counselor Lauren Rubenstein about Nikolas Cruz`s. stated that Cruz once told her that he was tired of being bullied at the school and wanted to "go shoot up a school". In another conversation Cruz told nd was planning on shooting himself. was also interviewed by the FBI under FBI Lead 195 where she described Cruz as a racist and a trouble maker. She described in one incident where he threw glass bottles at the cafeteria ladies in sixth grade.

stated that she was in the 1200 building at the time of the shooting in classroom 1210 and though she did not see the gunman when the shooting began she immediately thought it was Cruz even though she hadn`t seen him in a year.

For further information see Detective Metz supplement report and the statements of

On 03/14/2018 a Court Order was obtained through the Honorable Judge Scherer to obtain any school records out of Palm Beach County for Nikolas Cruz since he lived there for a period of time after his mother`s death. Records Management Specialist Nadeen Duhaney responding to the Court Order advised that Nikolas Cruz never attended school in Palm Beach County.

On 04/13/2018 this detective took a sworn statement from Vice Principal Maximo Rosario under subpoena. Present during the statement was School Board Attorney Trisha Widowfield. In sworn statement Rosario advised that he was in a meeting with a Guidance Counselor in the 100 building when he heard the Fire Alarm go off. Rosario stated at this time he did not have his school radio with him as he had left it on his desk. Rosario stated that he ran back to his office to retrieve his radio and his cellphone before checking the Fire Alarm panel. Once the panel was checked Rosario stated that he saw the alarm indicated the problem was on the First floor of the 1200 building so he started that direction in his golf cart. Rosario stated as he neared the 1200 building he arrived on the west side and began to hear gunshots going off inside the 1200 building. Rosario stated as he looked to the eastside he could see SRO Peterson standing aside the wall of the 700 building with his handgun drawn and saw victim`s Feis`s golf cart parked occupied outside the west entrance to the 1200 building. Rosario stated that he heard anywhere from five to six gunshots go off. Rosario stated that he knew the sounds he heard were gunshots as he used and had past knowledge of firearms. (Including firing an AR-15 rifle.)

Investigator Signature:_____

EOG-01104

OCA: *171802000525*

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Rosario stated that he then heard Assistant Principal Morford announce a "Code Red" for the school at which time he turned and headed back to the courtyard and began to tell students that were exiting the other buildings to get back inside their rooms and "shelter and place".

For further information see the sworn statement of Maximo Rosario.

On 04/24/2018 this detective under witness subpoena spoke to and took a sworn statement from Broward County District Police Department Detective Al Butler. Detective Butler was the Training Detective mentioned in several teachers` sworn statements as being the instructor who taught a power point in January 2018 at the school in reference to "Code Red" or "Active Shooter" response.

Detective advised that he gave the course in reference to not only "Code Red" training but all the different codes for events at the school. These included:

"Code Red" (A threat of some kind on campus such as an intruder on campus. Could be anything from a kidnapping to a mass casualties)

Suggested best course of action by School Board is "shelter in place"- lockdown.

"Code Yellow" (A down grade from a Code Red in reference to threats of some action that would warrant a "Code Red". Best course of action is for students and staff to remain in class "shelter in place"- lockdown but continue normal activities)

"Code Brown" (A gas or chemical leak on campus)

"Code Orange" (A school evacuation when situation warrants due to a gas or chemical leak on campus)

"Code Blue" (A medical emergency on campus)

"Code Black" Evacuation of school due to bomb threat or explosion.

"Code Green" all clear at campus return to class and resume normal activities.

A copy of the School Safety and Emergency Preparedness Power Point and School Board Emergency Handbook Drill Handbook were obtained from the Broward County Emergency Management Website and was placed into the case file.

Investigator Signature:_____

EOG-01165

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Detective Butler advised that all teachers are told that as a preventative they should have their classroom doors locked and if they have time to turn off their classroom lights and move their students to a corner of the room where they cannot be seen through the door window. Detective Butler was asked in reference to the fact that some of the teachers in the 1200 building had placed tape on their floors to designate the "Hard Corner" for their students. Detective Butler stated that though he had heard of that action being done it was not part of any school presentation that he was aware of.

Detective Butler described the Head of Security at MSDHS as Assistant Principal Winfred Porter. Detective Butler stated that his agency and the SRO at the school would normally only become involved in actions that are criminal in nature at the school all other non-criminal manners would be handled by the School Security at the campus. Detective Butler stated that he had never dealt with any issues involving Cruz and had heard after the fact that a "Threat Assessment" was done on Cruz.

Detective Butler stated that he had seen the School Board "Threat Assessment" form template but had no idea where one would go after being filled out of a student as to whether it would stay on campus or be sent to the downtown School Board Office.

Detective Butler advised that each year at each school did some type of Code Drill at the school which was scheduled for Douglas this year as a "Code Brown". Detective Butler advised that the School Board had begun teaching "Active Shooter" with the assistance of the Broward County Sheriff`s Office but that the course had not been implemented in the Middle or High Schools as of yet only the Elementary Schools. Only school staff are involved in the "Active Shooter" training drills according to Detective Butler.

Detective Butler advised that he was unaware of any issue with SRO Peterson at the school.

Present with Butler during the statement was School Board Attorney Trisha Widowfield. For further information see the statement of Detective Butler.

After subpoenaing the Broward County School Board a copy of the Power Point present by Detective Butler was obtained. Though the Power Point does cover all the Codes mentioned in Detective Butler`s statement it does not instruct teacher as to what to specifically inside their classrooms in the events of a "Code Red".(IE, turn off classroom lights, barricade doors etc.) Of course it is unknown what specific verbal instructions Detective Butler gave as a supplement during the Power Point presentation)

A copy of the described Power Point was placed into the Homicide Case File and can be reviewed for content.

This detective as well obtained a copy of the Broward sheriff`s Office "Active Shooter Policy" which was reviewed

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Contact: Reference: *Follow Up*

and placed into the case file of the investigation. In short as it relates to the listed case the policy stated that Deputy Peterson or any BSO sworn officer based on "real time intelligence" may have entered the 1200 building to preserve life without any supervisor`s approval.

This detective also obtained copies of the "Broward County Joint Law Enforcement Active Killer Response" recommendations Power Point and Lesson Plan. This lesson plan introduces schools faculty to tactics, techniques and procedures to create appropriate threat response to an "Active Killer" situation. This lesson plan discusses every aspect from what information 911 call takers need from people inside the school to use of classroom furniture to hide or to barricade the classroom doors.

This detective was informed that only a small percentage of the Broward County Schools (Elementary Level) had gone through the "Broward County Joint Law Enforcement Active Killer Response" program.

Some of the MSDHS teachers who had heard or participated in the "Broward County Joint Law Enforcement Active Killer Response" had actually placed tape on their classroom floors to assist students inside the classroom be behind the tape line where they would not be visible through the window of the classroom door.

BSO Training Records show that Deputy Peterson attended an "active killer" train the trainer course on 06/15/2017.

In a sworn statement under subpoena on 05/15/2018 Winfred Porter advised that he has been working for the Broward County School Board for eleven years and has been an Assistant Principal at MSDHS for five years. On the day of the incident Porter advised he was in the 100 building when he heard the Fire Alarm go off. Porter advised that he went over to the SRO office where the fire panel is located and saw that the alarm was a "gas detection" in the 1200 building. Porter advised that he ordered over the radio and over the intercom to evacuate the school which alerted the "Safe Team members". "Safe Team members" according to Porter are school personal such as security specialists who have designated areas to go to evacuate the students from the campus in critical incidents.

Porter stated that he then heard over the radio a "Code Red" by Coach Bonner who is a campus monitor. Porter then advised he ran back to the intercom system to put out the "Code Red".
According to Porter, Coach Bonner is normal assigned to the Courtyard area but moves he position to the parking lot during the evacuation protocol.

Porter stated that from his position at the 100 building he could hear gunshots going off and began to pull students into the 100 building. Porter thought the shots he heard were in the area of the 1200 building. Porter stated that he had no firsthand knowledge of the school video being rewound but stated that he heard over the school radio Deputy Peterson and Assistant Principal Morford doing it. During the incident he heard people on the school radio talking about "firecrackers" and other voices saying "those aren`t fire crackers." Porter advised that he could not remember who

Investigator Signature:_____

EGG-01167

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Contact: Reference: *Follow Up*

voices were making those comments.

As far as Nikolas Cruz, Porter advised that he had only one contact with him in reference to discipline and that was in reference to the incident where Cruz and several of his friends wrote racial slurs and swastikas on a lunch room table. In reference to that incident Cruz was given a referral. Porter advised that he had spoken to Cruz`s mother several times but had never heard anything about Nikolas Cruz`s infatuation with firearms.

Porter advised that Cruz was very quiet and reserved in his contacts with him.

Porter advised that all student referrals are assigned "Event Numbers" and after it is investigated and then entered into the "DMS" (Discipline Management System) and then is transferred to "Terms System". According to Porter advised that Nordia Sapelton was in charge of the Discipline Management System.

Porter confirmed that he was the subject who had the bathrooms on the First and Third floor locked on the day of the incident and advised it was so Campus Monitor only had to watch the students using bathrooms on the Second floor.

Porter advised that around January 2018 he as well encouraged teachers in every building of the school to keep their doors locked for general safety reasons.

Present with Porter during the statement was School Board Attorney Trisha Widowfield.

For further information see the sworn statement of Winfred Porter.

After the interview of Porter this detective requested a subpoena be issued for the Board County School Board Records in reference to the "DMS" (Discipline Management System) and then is transferred to "Terms System" related to Nickolas Cruz. Included in the subpoena was a second request for the Threat Assessment Report that was done on Cruz in 2016.

Investigator Signature:_____

OCA: *171802000525*

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Reference: *Follow Up*

In reference to the school firearm system the first Fire Alarm Drill ran at the school at 10:23 a.m. The second Fire alarm related to the shooting occurred with the Fire Alarm going off on the First floor of the 1200 building at 3:22 p.m. and the alarm going off on the Third floor of the 1200 building at 3:25 p.m. The system shows that it was reset at 5:53 p.m.

Detective Forsberg had done a download of the Fire Alarm System with both the Broward County Fire Department the State Fire Marshall and several members of Bass Fire and Security United who maintain the system for the School Board. This detective spoke to Brad Higdon of Bass Fire and Security United who advised that the Fire System had no fire suppression system and so the dust and particles seen on the School Video were most likely caused by the concussion of the fired AR-15 rounds moving the drop ceiling panels and then dust above the panels falling and beginning to filter down in the air. The Fire System is armed according to Higdon with a light beam which reflected the dust particles and the system then believed that they were smoke particles thus triggering the alarm to go off.

Investigator Signature:_____

EOG-01169

OCA: *171802000525*

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Contact: Reference: *Follow Up*

On 03/23/2018 this detective had a subpoena issued to the Broward County School Board for "any policy and procedure manuals" for 2017 through 2018 for the handling of both training and actual "Fire Alarms" and "Active Shooter". This detective also requested any record of any drills for both "Fire Alarms" and "Active Shooter" at MSDHS for 2017-2018 and any emails or memorandums in reference to both "Fire Alarms" and "Active Shooter".

Copies of these records were reviewed and placed in the case file.

Under the same subpoena this detective obtained a copy of the Broward County School PowerPoint for the MSDHS "Safe Plan". This "Safe Plan" was mentioned by School Board Detective Al Butler in his sworn statement. In reviewing this "Safe Plan" it covered school evacuations procedures and had nothing related to active shooter or "Code Red" training or procedures.

A copy of the PowerPoint that Detective Butler presented to the staff of MSDHS in January 2018 was also obtained. In that PowerPoint it advises that it is "mandatory" for teachers to have their doors locked. It also indicates that teachers should lock doors and cover the doors windows and move away and stay quiet. There are no specifics in the PowerPoint as to use of classrooms "hard corner" or how the classrooms should be set up with furniture to ensure all the students can find cover away from the site of the classroom through the doorway.

In reference to the request under subpoena for Broward County school Board Policy for emergency code as to an Active Shooter Training School, Board Police Chief Robert Hutchinson responded back by email that he was "unaware of any SBBC policies for emergency code or active shooter training".

Suspect's Background from Henderson Behavioral Health Records

Investigator Signature:_____

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

Investigator Signature:_____

EOG-01111

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature:_____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
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Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
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Relevant Information Obtained from Nikolas Cruz`s cell phone

The suspect`s cellphone was determined to be a Tracfone with a service start date of 08/17/2015.

TEXTS AND CELL TOWER LOCATIONS FOR 02/14/2018

On the day of the incident 02/14/2018, AT&T records show the listed cellphone hitting off the cell tower near the Snead house at 7200 Loxahatchee Road until 2:08 pm when he begins to move southeasterly into a cell tower near SW 22 Street and 441. At 2:10 pm the cell phone begins to move in a wester ward direction on Holmberg Road where at 2:16 pm the cellphone is using a cell tower at the Sawgrass Express Way and 104 Avenue. Texts that are received and sent from the suspect`s cellphone are the following.

On 02/14/2018 at 16:19:12 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from phone number

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1-503-407-3869 that went unread stating "Shame on you. You are a coward. The fine LEO`s from responding agencies will do their job to the finest. Enjoy your last few minutes of freedom. ... cause they are hot on your trail. Hopefully, you will spend the rest of your miserable life behind bars. You will be BUBBA`s bitch. .. Prayers to the families of the INNOCENT ppl you have hurt".1-503-407-3869 listed in Cruz`s cell phone contacts.

This phone number was determined to belong to a Robert Argyle from Portland Oregon. Argyle was interviewed by this detective and advised that the day of the incident he was watching the incident unfold live on the news. He then went to a police scanner type chatroom where he learned Nikolas Cruz`s phone number from participants in the chat and decided to send the text. Argyle advised that he did not know Nikolas Cruz and had no ties to Broward County.

On 02/14/2018 at 14:51:47 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from phone number 1954-830-3035 that went unread stating "Where you at?" 1-954-830-3035 in the listed in Cruz`s cell phone contacts as the number of James Snead.

On 02/14/2018 at 14:36:48 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from 1- 954-415-7784 which went unread "Answer your phone?" 1-954-415-7784 in the listed in Cruz`s cell phone contacts "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:36:31 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from 1- 561-809-5620 which went unread "What did you want to tell me?" 1-561-809-5620 is not listed in Cruz`s cell phone contacts. This number was later determined to be a subject named Orlando Morales. Morales involvement will be discussed later in this detectives supplement report.

On 02/14/2018 at 14:26:59 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from phone number 1-954-415-7784 "Yes". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

These first four texts came into the suspect`s cellphone after the shooting at MSDHS.

On 02/14/2018 at 14:18:59 (UTC-5) Nikolas Cruz`s cellphone received an incoming text from phone number 1-954-415-7784 "Yes". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:18:57(UTC-5) drafts a text but never send it stating "Yes". It is unknown who Cruz is attempting to send this text to.

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On 02/14/2018 at 14:18:46 (UTC-5) Cruz`s cell phone send a text to 1-954-415-7784 stating "Yo". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

This is the last outgoing text from Cruz`s cellphone before the shooting.

On 02/14/2018 at 14:17:13 (UTC-5) Cruz`s cellphone received an incoming text 1-954-415-7784 stating "I hope ur back before 6". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:16:57(UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I love you". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie

On 02/14/2018 at 14:16:54(UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I love you". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie

On 02/14/2018 at 14:16:43 (UTC-5) Cruz`s cellphone sent a text to (954) 415-7784 "To late man". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:14:05 (UTC-5) received a text from (954) 415-7784 "Go to the movies tomorrow". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:13:55 (UTC-5) received a text to (954) 415-7784 "After 6 ish". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:13:39 (UTC-5) sent a text to (954) 415-7784 "What time she coming". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:13:23 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Your the greatest person I have ever meet". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

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DCA: *171802000525*

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On 02/14/2018 at 14:13:18 (UTC-5) received a text to (954) 415-7784 "Wtf dude u better stay I got her to come for u". 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:12:51(UTC-5) received a text to 1-954- 415-7784 "Well too late now I didn`t expect her to come".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:12:33 (UTC-5) sent a text to 1-954- 415-7784 "Aww fuck".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:12:27(UTC-5) received a text to 1-954- 415-7784 "I got Caroline to come".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:12:22(UTC-5) received a text to 1-954- 415-7784 "I got Caroline to come".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:12:12(UTC-5) received a text to 1-954- 415-7784 "Wtf about the fire".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:57(UTC-5) received a text to 1-954- 415-7784 "I wa".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:53 (UTC-5) sent a text to 1-954- 415-7784 "I`m heading to the movies".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:37(UTC-5) received a text to 1-954- 415-7784 "Then what is it"?
1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:32(UTC-5) received a text to 1-954- 415-7784 "Ok good"? 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:22 (UTC-5) sent a text to 1-954- 415-7784 "Dude nothing bad bro" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:22 (UTC-5) receives a text from 1-954- 415-7784 "What" .1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

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On 02/14/2018 at 14:11:03 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "You been the few the only few". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:10:41 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "IDC if you have a boyfriend". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:10:36 (UTC-5) receives a text to 1-954- 415-7784 "Right now and U better not be fucking with me" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:10:33 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "You`re the love of my life". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:10:27 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Angie". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:10:15 (UTC-5) receives a text from 1-954- 415-7784 "Text it to me due I don`t need this right" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:10:09 (UTC-5) sent a text to 1-954- 415-7784 "Nothing man" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:10:02 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "I`ve told you before and so has Gigi". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:53 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "^_^_^_^_^_^_^_^". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:51 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I love you".

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1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:47 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Doesn`t matter anymore". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:41 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "No I dont". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:39 (UTC-5) receives a text from 1-954- 415-7784 "Ok what happended" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:13:23 (UTC-5) Nikolas Cruz`s cellphone receives a text to 1-954-464-3622 "You know I have a boyfriend, right?" 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:09:26 (UTC-5) sent a text to 1-954- 415-7784 "I have to tell you something important soon" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:22 (UTC-5) receives a text from 1-954- 415-7784 "Yes" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:22 (UTC-5) sent a text to 1-954- 415-7784 "Hey man".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:08:57 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "^_^". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:08:44 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Eat well and behave my love". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:08:05 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 ":`)". 1-954-464-3622 is

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listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:07:58 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "You will always know I love you". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:07:38 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I love you". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

The UBER receipts shows that at 14:06 Nikolas Cruz is picked up at 7200 Loxahatchee Road in Parkland.

On 02/14/2018 at 14:05:10 (UTC-5) Nikolas Cruz`s cellphone receives a text to 1-954-464-3622 "I can". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:05:09 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "that annoying double texting and be respectful and let me answer when". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 14:05:05 (UTC-5) Nikolas Cruz`s cellphone receives a text to 1-954-464-3622 "I`m in class I can`t just text you whenever you want me to so stop". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 13:54:18 (UTC-5) received a text from 1-954- 415-7784 "OK I will at the end of class".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:52:55(UTC-5) sends a text to 1-954- 415-7784 " Ask him if he know Nick Cruz".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:52:33(UTC-5) received a text from 1-954- 415-7784 "Yes".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:57(UTC-5) sends a text to 1-954- 415-7784 "He`s baled and is in the back of the school".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson

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Snead.

On 02/14/2018 at 13:51:52(UTC-5) received a text from 1-954- 415-7784 "What does he look like".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:51:36 (UTC-5) received a text to 1-954- 415-7784 "Cool".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:51:19(UTC-5) sent a text to 1-954- 415-7784 "I had him as a teacher".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:46:59(UTC-5) received a text from 1-954- 415-7784 "Coach Short".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:46:05 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Angie its very important". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 13:45:19(UTC-5) sent a text to 1-954- 415-7784 "Sent?"1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:45:17(UTC-5) received a text to 1-954- 415-7784 "Who`s your teacher".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:44:44(UTC-5) received a text from 1-954- 415-7784 "US history".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 14:11:57(UTC-5) sent a text to 1-954- 415-7784 "What class are you in".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:33:42 (UTC-5) received a text to 1-954- 415-7784 "Oh ok".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

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On 02/14/2018 at 13:33:30 (UTC-5) received a text from 1-954- 415-7784 "A hour a seven mins".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:33:01 (UTC-5) sent a text to 1-954- 415-7784 " Doesn`t school end in one and a half hours".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:32:29 (UTC-5) sent a text to 1-954- 415-7784 "LOL".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:32:19 (UTC-5) received a text from 1-954- 415-7784 "Hell".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:32:03 (UTC-5) sent a text to 1-954- 415-7784 "How`s school going".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 13:07:39 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Hello". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 13:02:06 (UTC-5) received a text from 1-954- 415-7784 "OK".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:59:30 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Angie I need to know". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 12:58:42 (UTC-5) received a text from 1-954- 415-7784 "OK".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:58:41 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "like leave you alone for

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good". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 12:58:08 (UTC-5) sent a text to 1-954- 415-7784 "Cause I might see a movie".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:57:42 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "You`re scaring me and I want you to leave me alone". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 12:56:03 (UTC-5) received a text from 1-954- 415-7784 "But why soon".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:55:47(UTC-5) received a text from 1-954- 415-7784 "LOL ok".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:53:59 (UTC-5) received a text from 1-954- 415-7784 "I just want to know".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:53:51(UTC-5) sent a text to 1-954- 415-7784 "No".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:53:42(UTC-5) received a text from 1-954- 415-7784 "U got a date".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:53:37(UTC-5) received a text from 1-954- 415-7784 "I will why".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:53:12 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I need to know". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 12:53:06 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Do you want me to go away Angie". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

Investigator Signature:_____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

On 02/14/2018 at 12:52:43 (UTC-5) received a text from 1-954- 415-7784 "Let me know soon".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:52:35 (UTC-5) sent a text to 1-954- 415-7784 "Ok".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:55:47(UTC-5) received a text from 1-954- 415-7784 "I just need to ask the girls now".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:51:47(UTC-5) sent a text to 1-954- 415-7784 "Your not fucking with me are you?"1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:48:18(UTC-5) received a text from 1-954- 415-7784 "We can do it".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:43:34 (UTC-5) received a text from 1-954- 415-7784 " Give it a few minutes".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:43:10 (UTC-5) sent a text to 1-954- 415-7784 "Did you find out you can".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:42:52 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Hey". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 12:41:08 (UTC-5) receives a text from 1-954- 415-7784 "Yee".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:40:56 (UTC-5) sent a text from 1-954- 415-7784 "Thank you".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:40:31 (UTC-5) receives a text from 1-954- 415-7784 "I just asked".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:40:11 (UTC-5) sent a text to 1-954- 415-7784 "Can you find out now".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

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On 02/14/2018 at 12:39:27 (UTC-5) receives a text from 1-954- 415-7784 "Idk but I'll find out if I can have people over".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:39:01 (UTC-5) sent a text to 1-954- 415-7784 "You think Caroline would come to see me?" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:38:34 (UTC-5) receives a text from 1-954- 415-7784 "Caroline and Jordan".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:41:08 (UTC-5) sent a text to 1-954- 415-7784 "So who would come".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:52 (UTC-5) receives a text from 1-954- 415-7784 "If they do it can`t be all night".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:32 (UTC-5) receives a text from 1-954- 415-7784 "Idk why?"1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:23 (UTC-5) receives a text from 1-954- 415-7784 "Waz good".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:18 (UTC-5) sent a text to 1-954- 415-7784 "Are people coming over tonight".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:06 (UTC-5) receives a text from 1-954- 415-7784 "Yo".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 9:35:28 (UTC-5) receives a text from 1-954- 415-7784 "OK cool".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:35:09 (UTC-5) send a text to 1-954- 415-7784 "So no work today?" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:35:04 (UTC-5) receives a text from 1-954- 415-7784 "By the way my boss called me today he has someone for me later".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

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On 02/14/2018 at 09:34:31 (UTC-5) receives a text from 1-954- 415-7784 "Ok".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:34:16 (UTC-5) send a text to 1-954- 415-7784 "LOL".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:34:13 (UTC-5) send a text to 1-954- 415-7784 "Mom has it".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:21:18 (UTC-5) receives a text from 1-954- 415-7784 "Don`t play on ur phone!!" 1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:20:37 (UTC-5) receives a text from 1-954- 415-7784 "Sure make sure the gate is closed".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:06 (UTC-5) send a text to 1-954- 415-7784 "They keep winning".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 09:17:47 (UTC-5) sent a text to 1-954- 415-7784 "Can I let your dogs out".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

On 02/14/2018 at 12:37:06 (UTC-5) sent a text to 1-954- 415-7784 "Yo".1-954-415-7784 is listed in Cruz`s phone contact as "J T*" which is the known phone number of Jameson Snead.

OTHER RELEVANT TEXTS

On 02/13/2018 at 12:20:07 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I had a trouble life". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:18:34 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Is their anyone you know who I can relate to then? I have no one." 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

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On 02/13/2018 at 12:17:52 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "What you mean bye that". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:17:09 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "I cant baby you". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:16:38 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "Youre too unstable". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:16:26 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "No". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:15:58 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "??". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:15:29 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "?". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:16:38 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "Never". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:15:01 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "Not Happening". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:15:01 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "A lover or something like". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

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On 02/13/2018 at 12:10:48 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I want you as a girlfriend". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:08:01 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "I cannot deal with your depressive bouts and instability, I am not your Mother". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:07:35 (UTC-5) Nikolas Cruz`s cellphone receives a text from 1-954-464-3622 "Nikolas I really cannot deal with you like this all the time". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:06:44 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I have nothing else to lose". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/13/2018 at 12:06:20 (UTC-5) Nikolas Cruz`s cellphone sent a text to 1-954-464-3622 "I guess I failed". 1-954-464-3622 is listed in Cruz`s cellphone contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

PHONE CALLS OR MISSED CALLS FOR 02/14/2018

On 02/14/2018 at 22:57:38 (UTC-5) Cruz missed an incoming from [redacted]. [redacted] is listed in Cruz`s contact list as "[redacted]". This subject was determined to be a [redacted] who had already given a sworn statement. For further information see that recorded statement.

On 02/14/2018 at 22:05:39 (UTC-5) Cruz missed an incoming call from 213-955-6781. 213-955-6781 is not listed in Cruz`s phone contact list.

On 02/14/2018 at 21:43:44 (UTC-5) Cruz missed an incoming call from 954-775-7183. 954-775-7183 is not listed in Cruz`s phone contact list. This call was Detective Forsberg attempting to find Nikolas Cruz`s cellphone inside the crime scene.

On 02/14/2018 at 21:36:03 (UTC-5) Cruz missed an incoming call from 954-775-7183. 954-775-7183 is not listed in Cruz`s phone contact list. This call was Detective Forsberg attempting to find Nikolas Cruz`s cellphone inside the

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crime scene.

On 02/14/2018 at 21:31:39 (UTC-5) Cruz missed an incoming call from 954-775-7183. 954-775-7183 is not listed in Cruz's phone contact list. This call was Detective Forsberg attempting to find Nikolas Cruz's cellphone inside the crime scene.

On 02/14/2018 at 21:08:46 (UTC-5) Cruz missed an incoming call from 754-321-0000. 754-321-0000 is not listed in Cruz's phone contact list. This call was determined to be a trunk line for the Broward County School System.

On 02/14/2018 at 20:01:49 (UTC-5) Cruz missed an incoming call from 225-343-1325. 225-343-1325 is not listed in Cruz's phone contact list. This number was determined to be the Associate Press.

On 02/14/2018 at 19:47:12 (UTC-5) Cruz missed an incoming call from 443-955-9390 is not listed in Cruz's phone contact list. This number was determined to be a writer from the Wall Street Journal.

On 02/14/2018 at 19:41:12 (UTC-5) Cruz missed an incoming call from 225-343-1325. 225-343-1325 is not listed in Cruz's phone contact list. This number was determined to be the Associate Press.

On 02/14/2018 at 19:26:22 (UTC-5) Cruz missed an incoming call from 561-866-7481. 561-866-7481 is not listed in Cruz's phone contact list. This phone number is determined to be a Raquel Callister who was calling trying to get in touch with Linda Cruz. Callister worked with the Cruz family through Henderson Clinic and was trying to offer her support unaware that Linda Cruz has passed away.

On 02/14/2018 at 18:59:51(UTC-5) Cruz missed an incoming call from 225-343-1325. 225-343-1325 is not listed in Cruz's phone contact list. This number was determined to be the Associate Press.

On 02/14/2018 at 18:00:47(UTC-5) Cruz missed an incoming call from 954-609-0591. 954-609-0591 is listed in Cruz's phone contact list as "MichaelRealEst". This call was determined to be from Michael Citron of Remax Park Creek who had sold Linda Cruz's house years earlier. Citron advised that he was trying to offer her support unaware that Linda Cruz has passed away.

On 02/14/2018 at 17:57:58 (UTC-5) Cruz missed an incoming call 561-866-7481. 561-866-7481 is not listed in Cruz's phone contact list. This phone number is determined to be a Raquel Callister who was calling trying to get in touch with Linda Cruz. Callister worked with the Cruz family through Henderson Clinic and was trying to offer her support unaware that Linda Cruz has passed away.

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On 02/14/2018 at 17:54:47 (UTC-5) Cruz missed an incoming call from 330-472-4967. 330-472-4967 is not listed in Cruz's phone contact list.

On 02/14/2018 at 17:50:55 (UTC-5) Cruz missed an incoming call from [redacted] is listed in Cruz's phone contact list as [redacted]-Cuzin". [redacted] has already given a sworn statement to law enforcement for further information see that statement.

On 02/14/2018 at 17:34:56 (UTC-5) Cruz missed an incoming call from [redacted] is listed in Cruz's phone contact list as "[redacted]".

On 02/14/2018 at 17:29:52 (UTC-5) Cruz missed an incoming call from [redacted] is listed in Cruz's phone contact list as "[redacted]".

On 02/14/2018 at 17:26:24 (UTC-5) Cruz missed an incoming call from 561-634-0664. 561-634-0664 is listed in Cruz's phone contact list as "Paul Gold". Gold had previously given a statement to Detective Roque and was [redacted] ex-husband. In his statement Gold discussed his past knowledge of both Nikolas and Zachary Cruz. On 02/14/2018 Gold stated that when he learned from the media about the shooting at MSDHS he attempted to call Nikolas Cruz knowing that he lived near the school and wanted to make sure that he was alright.

For further information see the sworn statement of Paulo Gold and the supplement report by Detective Roque.

On 02/14/2018 at 17:01:47(UTC-5) Cruz missed an incoming call from 855-705-0301. 855-705-0301 is not listed in Cruz's phone contact list. This phone number was determined to be a call message center.

On 02/14/2018 at 16:42:36 (UTC-5) Cruz missed an incoming call from 805-981-4185. 805-981-4185 is not listed in Cruz's phone contact list. This phone number was determined to have come from a Lucie Perez of Amerifirst in Santa Barbara California. When contacted Perez did not remember the call or why she would have made it.

On 02/14/2018 at 16:27:59 (UTC-5) Cruz missed an incoming call from 774-306-1056. 774-306-1056 is not listed in Cruz's phone contact list. This call was determined to come from an Averill Carmen from Boston. Carmen when interviewed advised that the day of the incident she was watching the incident unfold live on the news. She then went to a police scanner type chatroom where she learned Nikolas Cruz's phone number from participants in the chat and decided to try to call the number. Argyle advised that he did not know Nikolas Cruz and had no ties to Broward County.

On 02/14/2018 at 16:02:27 (UTC-5) Cruz missed an incoming call from 561-315-8368. 561-315-8368 is listed in

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Cruz`s phone contact list as "[redacted]". "[redacted]" is [redacted] who has previously given a statement to law enforcement. For further information see that statement.

On 02/14/2018 at 15:45:52 (UTC-5) Cruz missed an incoming call from 786-915-1306. 786-915-1306 is not listed in Cruz`s phone contact list. This number was determined to be a subject named Yaser Dashush. Dashush did not know Cruz and had no involvement in the case but was following the case on the media and heard Nikolas Cruz`s cellphone number come over a scanner and decided to attempt to call the number.

On 02/14/2018 at 15:41:51(UTC-5) Cruz missed an incoming call from 954-830-5721. 954-830-5721 is not listed in Cruz`s phone contact list. This number was determined to belong to Margate Police Officer Richard Bravo-Brown. Officer Bravo-Brown was in contact with Jameson Snead and had gotten Cruz`s cellphone number from him and was attempting to locate him by calling him.

On 02/14/2018 at 15:40:21(UTC-5) Cruz missed an incoming call from 323-772-2471. 323-772-2471 is not listed in Cruz`s phone contact list. This number does not take incoming phone calls.

On 02/14/2018 at 15:40:04 (UTC-5) Cruz missed an incoming call from 787-601-0966. 787-601-0966 is not listed in Cruz`s phone contact list. This number was determined to be a subject named Joel Ramos from Puerto Rico. Ramos did not know Cruz and had no involvement in the case but was following the case on the media and heard Nikolas Cruz`s cellphone number come over a scanner and decided to attempt to call the number.

On 02/14/2018 at 15:26:33 (UTC-5) Cruz missed an incoming call from 954-830-3035. 954-830-3035 is listed in Cruz`s phone contact list as "James Snead". Snead has already been interviewed by law enforcement. For further information see the sworn statement of James Snead.

On 02/14/2018 at 14:53:03 (UTC-5) Cruz missed an incoming call from 954-441-7784. 954-441-7784 is listed in Cruz`s phone contact list as "JT". Jameson Snead has already been interviewed by law enforcement. For further information see the sworn statement of Jameson Snead.

On 02/14/2018 at 14:43:32 (UTC-5) Cruz missed an incoming call from 954-441-7784. 954-441-7784 is listed in Cruz`s phone contact list as "JT". Jameson Snead has already been interviewed by law enforcement. For further information see the sworn statement of Jameson Snead.

On 02/14/2018 at 14:39:47 (UTC-5) Cruz missed an incoming call from 954-441-7784. 954-441-7784 is listed in Cruz`s phone contact list as "JT". Jameson Snead has already been interviewed by law enforcement. For further information see the sworn statement of Jameson Snead.

Investigator Signature: _____

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OCA: *171802000525*

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Reference: *Follow Up*

On 02/14/2018 at 14:30:33 (UTC-5) Cruz missed an incoming call from 954-441-7784. 954-441-7784 is listed in Cruz`s phone contact list as "JT". Jameson Snead has already been interviewed by law enforcement. For further information see the sworn statement of Jameson Snead.

On 02/14/2018 at 13:55:15(UTC-5) Cruz makes his last out going phone call to 1-786-266-8989. 1-786-266-8989 is not listed in Cruz`s cellphone contact list. This number was determined to be Cruz checking his voicemail.

On 02/14/2018 at 12:52:04 (UTC-5) Cruz calls number 954-464-3622. 954-464-3622 is listed in Cruz`s contacts as "Warning Love Of Your Life*". 1-954-464-3622 is the known cellphone number of Angelica Gilmartin AKA Angie.

On 02/14/2018 at 09:19:29 (UTC-5) Cruz calls phone number 954-415-7784. 954-415-7784 was determined to be the Parkland Dollar Tree.

On 02/14/2018 at 09:17:11 (UTC-5) Cruz calls 954-441-7784. 954-441-7784 is listed in Cruz`s phone contact list as "JT". Jameson Snead has already been interviewed by law enforcement. For further information see the sworn statement of Jameson Snead.

CRUZ`S PHONE FREQUENTLY CALLED NUMBERS

#1.

954-415-7784
Jameson Snead AKA JT
W/M 03/20/2000
7200 Loxahatchee Road
Parkland Florida
954-415-7784

Sworn statement obtained and relationship to Cruz previously discussed in this supplement.

#2.

954-830-3035
Jameson Snead
W/M 01/11/1970

Investigator Signature: _____

BSO-01152

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

7200 Loxahatchee Road
Parkland Florida
954-830-3035

Sworn statement obtained and relationship to Cruz previously discussed in this supplement.

#3.

[redacted]
W/F [redacted]
[redacted]

Sworn statement obtained and relationship to Cruz previously discussed in this supplement.

#4.

[redacted]
W/M [redacted]
[redacted]

In verbal statement [redacted] stated that he knew Nikolas Cruz from school but had not spoken to him since late 2016 early 2017. [redacted] stated that he and Cruz were not close and that he had never been to Cruz's house and it was more of an in school friendship. [redacted] had nothing of significance to add about Cruz's background other than [redacted] thought he had [redacted]

#5.

[redacted]
W/F [redacted]
[redacted]

Investigator Signature: _____

EOG-01133

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Contact: Reference: *Follow Up*

[redacted]

Sworn statement obtained and relationship to Cruz previously discussed in this supplement.

#6.

954-501-8128
Yaditi Bhugani
W/F 11/01/1997
820 Coral Ridge Drive Apartment 202
Coral Springs, Florida

Made contact with Yaditi Bhugani, W/F 11/1/97, who is [redacted], and who has the telephone number 954-501-8128. She stated that she did not know Nikolas Cruz. She was placed into a group Snap Chat with Cruz by Geraldine Avila, who has already been contacted in reference to the investigation. It should be noted that the suspect's phone showed 20 contacts between Yaditi Bhugani's phone number and Nikolas Cruz between 12/18/2017 and 12/25/2017. Yaditi Bhugani's phone contacted the suspect's phone 19 times but each call showed it was not completed. Yaditi Bhugani stated that she did not remember any of these calls. On 12/19/2017 the suspect contacted Yaditi Bhugani's phone and it showed there was a 2 minute and 35 second conversation. Yaditi Bhugani stated that she did not remember speaking with the suspect. Yaditi Bhugani had no information regarding Nikolas Cruz or listed shooting.

#7

954-234-7204
Caden Krzeminski
W/M 04/14/2000
4671 NW 121 Avenue
Coral Springs, Florida

This number comes back to Christa Krzeminski the mother of Nikolas Cruz's friend Caden Krzeminski. At the time of the MSDHS shooting Krzeminski was out of county in a secured program. In July when he returned to Broward County a sworn statement was obtained from him. Caden Krzeminski stated that he first met Nikolas Cruz in kindergarten but did not see him again till much later when they both attended Cross Creek Alternative School. Caden

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Krzeminski stated that he and Cruz were friends and had been to each other's house in the past. Caden Krzeminski stated that Cruz was an extreme gun lover who would "spent every penny he made" from Dollar Tree buying guns. Caden Krzeminski stated that he and Cruz would go out to Hunter McCutcheon Everglades' campsite and that Cruz brought the AR-15 out their campsite to target practice on one occasion.

Caden Krzeminski stated that Cruz was a racist but would not confront people he was prejudice about directly. Caden Krzeminski stated that Cruz told him about the fight he had on campus and that afterwards Cruz told him "that he was the kind of person who would come back to shoot up the school".

Caden Krzeminski confirmed earlier statements in reference to Cruz asking for assistance in getting a handgun. Caden Krzeminski stated that Cruz asked for his assistance due to the fact that he knew that he hung out on the "bad side" of Coral Springs. Caden Krzeminski stated that though he first agreed to help Cruz he later changed his mind and did not follow through on finding a third party to see Cruz a handgun.

For further information see the sworn statement of Caden Krzeminski.

#8.

[redacted]
[redacted]
W/F [redacted]
[redacted]
[redacted]

This cellphone number was determined to belong to [redacted] from Olympia Washington. In a sworn statement to Detective Roque, [redacted] stated that she met Nikolas Cruz in 2017 through Instagram as part of a chat room in reference to teenagers with [redacted] issues. An on line [redacted] named [redacted] was involved in speaking to participants in the chat room. [redacted] stated that in numerous texts and phone calls Cruz told her he was angry with people at his High School due to the way he was treated by other students. [redacted] stated that though Cruz stated that he "hated people at his school", he never discussed any acts of violence he planned to do. Cruz did tell [redacted] about his interest in shooting and even spoke about his mother's death. [redacted] stated that she last spoke to Cruz on 01/30/2018.

For further information see the sworn statement of [redacted] and Detective Roque's supplement report.

#9

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Contact: Reference: *Follow Up*

561-634-0664
Paulo Gold
W/M 04/04/1972
711 Wilson Road
West Palm Beach, Florida

This number comes back to Paulo Gold who is the ex-husband of [redacted] Gold has provided a sworn statement in reference to his association with Nikolas Cruz and can be reviewed for content.

#10

786-266-8989

This number is Cruz`s voicemail service.

NOTES FROM CRUZ`S CELLPHONE

02/05/2018 at 07:48:29

Title: As my hatred grows my love grows tow
Body: As my hatred grows my love grows towards to one person my dear love

02/05/2018 at 07:45:58

Title: My love towards her grows, without h
Body: My love towards her grows, without her I`m nothing all this madness inside is about to Burst without her I have nothing I wish we could love,I wish we could live,but at the the end to her it`s probably nothing, but that`s ok cause I love her,I love you my angel Angie, Angie if I don`t die please see me it will bring happiness to me I want to love, I want to be in love with you, forever and ever with no end in sight :`) even if I`m raped to death you will always be on my mind that`s how much my love is for you, I see you not as a person but a soul lover a love that will never be broken.

02/05/2018 at 07:45:58

Title: My love towards her grows, without h

Investigator Signature:_____

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

Body: My love towards her grows, without her I`m nothing all this madness inside is about to Burst without her I have nothing I wish we could love,I wish we could live,but at the the end to her it`s probably nothing, but that`s ok cause I love her,I love you my angel Angie, Angie if I don`t die please see me it will bring happiness to me I want to love, I want to be in love with you, forever and ever with no end in sight :`) even if I`m raped to death you will always be on my mind that`s how much my love is for you, I see you not as a person but a soul lover a love that will never be broken.

02/05/2018 at 05:50:57

Title: I`m in love with you Angie my love y
Body: I`m in love with you Angie my love. you have been the sweetest, gentle being of my heart I love you. please be with m in the after life my dearest sweetheart :`) I will always dream about you even if I do stupid things your nothing but love in my life I can`t stand a day without you even after I been a worthless trash can.i wish for you to be my will with everything I leave behind it belongs to you and my brother.the half of the cash goes to you and my brother.

02/05/2018 at 05:55:55

Title: I`m in love with you Angie my love y
Body: I`m in love with you Angie my love. you have been the sweetest, gentle being of my heart I love you. please be with m in the after life my dearest sweetheart :`) I will always dream about you even if I do stupid things your nothing but love in my life I can`t stand a day without you even after I been a worthless trash can.i wish for you to be my will with everything I leave behind it belongs to you and my brother.the half of the cash goes to you and my brother

On 01/21/2018 at 15:45:29

Title: My life is a mess idk what to do any
Body: My life is a mess idk what to do anymore. Everyday I get even more agitated at everyone cause my life is unfair. Everything and everyone is happy except for me I want to kill people but I don`t know how I can do it. Walk to a park, get someone to pick me up I just don`t know anymore but it will happen soon.

01/20/2018 at 17:18:58

Title: Saturday,20 12:18 basketball court f
Body: Saturday, 20 12:18 basketball court full of Targets still thinking of ways to kill people

12/30/2017 at 22:30:10

Investigator Signature:_____

OCA: *171802000525*

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Contact:
Date / Time: *08/09/2018 13:28:06, Thursday*
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Reference: *Follow Up*

Title: Control your breathing and trigger p
Body: Control your breathing and trigger pull. Your the one who sights in the rifle for yourself. Adjust the scope to your shooting ability. Keep that adjustment every time.you have to shoot to yourself only - to one self.my trigger squeeze is my ones ability.samething every time.

PICTURES FROM CRUZ`S CELLPHONE

Screen Shot of the MSDHS class and bell dismissal schedule.

Screen Shot in reference to the Aurora Colorado Movie Theater Shooting.

KKK Poster "Shut Up Nigger"

Screen Shot of Diagram for proper finger trigger placement.

Two Pictures of Cruz holding an AK47.

Screen Shot of explanation for Homicidal Fantasies.

Screen Shot on how to adjust the sight for an AK-47.

Screen Shot for US Army School Shooter Simulator.

Screen Shot of vital organs locations for shot pattern.

"Depression is a Demon" Screen Shot.

Two "Brownells" Purchase confirmation Screen Shot.

"Advanced Armament" Purchase confirmation Screen Shot.

"Amazon" Purchase confirmation Screen Shot.

"Midway" Purchase confirmation Screen Shot.

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EXC-01138

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"Nazi German Hardcore Hell March" Screen Shot. This video shows war clips of Adolph Hitler and World War Two scenes.

Screen shot of Linda Cruz`s urn and Trump MAG hat.

Screen shot of Nikolas Cruz wearing body armor and ballistic helmet.

Screen shot of a forearm with superficial scratches.

Screen shot of Cruz wearing camo clothing and bandana.

Screen Shot of Skrillex- I want to Kill Everyone. The lyrics to that song are the following:

I want to kill everybody in the world
I want to eat your heart
I want to kill everybody in the world
I want to eat your heart
I want to kill everybody in the world
I want to kill
I want to kill everybody in the world
I want to eat, want to eat your
I want to kill everybody in the world

Screen Shot of "Lil Dreamy- I Hate Everyone".

The lyrics to that song are the following:

Some stupid chick in the checkout line
Was paying for beer with nickels and dimes
And some old man had clipped coupons
And argued whenever they wouldn't take one
All I wanted to buy were some cigarettes
But I couldn't take it anymore, so I left
I hate everyone
I hate everyone

I hate everyone

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OCA: *171802000525*

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I hate everyone

All the people on the street
I hate you all
And the people that I meet
I hate you all
And the people that I know
I hate you all
And the people that I don`t
I hate you all
Oh, I hate you all

Some fucking asshole just cut me off
And gave me the finger when I fucking honked
Then he proceeded to put on the brakes
He slammed on the breaks but I made a mistake
When I climbed out of my van he was waiting
But he was six three, and two hundred pounds of Satan
I hate everyone
I hate everyone

I hate everyone
I hate everyone

All the people on the street
I hate you all
And the people that I meet
I hate you all
And the people that I know
I hate you all
And the people that I don`t
I hate you all

I bet you think I`m kidding
But I promise you it`s true
I hate most everybody
But most of all I hate, oh I hate you

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All the people on the street
I hate you all
And the people that I meet
I hate you all
And the people that I know
I hate you all
And the people that I don`t
I hate you all
And the people in the East
I hate you all
And the people I hate least
I hate you all
And the people in the West
I hate you all
And the people I like best
I hate you all
Oh, I hate you all

SEARCHED ITEMS ON CRUZ`S PHONE

02/13/2018 at 22:10:54 (UTC-5)
"Marjory Stoneman Douglas"

02/13/2018 at 22:06:21(UTC-5)
"Marjory Stoneman Douglas"

02/12/2018 at 19:25:51(UTC-5)
"How long does it take for a cop to show up at a school shooting"

02/12/2018 at 19:14:26 (UTC-5)
"Can I buy pistol grip shotgun in state of Florida"

02/12/2018 at 12:40:22 (UTC-5)
"School Shooter YouTube"

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02/12/2018 at 12:40:04 (UTC-5)
"School Shooters"

02/12/2018 at 12:39:59 (UTC-5)
"School Shooters"

02/11/2018 at 10:45:38 (UTC-5)
"AR-15"

02/11/2018 at 10:45:33 (UTC-5)
"AR-15"

02/11/2018 at 10:45:32 (UTC-5)
"AR-15"

02/11/2018 at 10:45:14 (UTC-5)
"AR-15"

02/11/2018 at 10:20:10 (UTC-5)
"AR-15"

02/10/2018 at 23:28:52 (UTC-5)
"AR-15"

02/10/2018 at 23:28:46 (UTC-5)
"AR-15"

02/10/2018 at 18:46:32 (UTC-5)
"School Shooters"

02/09/2018 at 09:17:41 (UTC-5)
"Best AR-15 Sights"

02/09/2018 at 09:14:25 (UTC-5)
"Therapist for homicidal"

02/08/2018 at 14:38:37(UTC-5)

Investigator Signature:_____

EXH-01142

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"Is killing people easy"

02/08/2018 at 14:38:34 (UTC-5)
"Is killing people easy"

02/08/2018 at 14:37:20 (UTC-5)
"Is killing people easy"

11/14/2017 at 18:53:27 (UTC-5)
YouTube Application "Shooting People Massacre"

11/14/2017 at 18:49:21 (UTC-5)
YouTube Application "Shooting People Masscure"

CRUZ`S PHONE WEB HISTORY

On 02/14/2018 at 14:17 and 13:36 searches "Foster the People-Pumped up Kicks" on You Tube. This is only minutes before he enters into MSDHS. This song is about a mass shooting and the lyrics are the following:

Robert`s got a quick hand
He`ll look around the room, he won`t tell you his plan
He`s got a rolled cigarette
Hanging out his mouth, he`s a cowboy kid
Yeah, he found a six-shooter gun
In his dad`s closet, in the box of fun things
I don`t even know what
But he`s coming for you, yeah, he`s coming for you

All the other kids with the pumped up kicks
You better run, better run, outrun my gun
All the other kids with the pumped up kicks
You better run, better run, faster than my bullet
All the other kids with the pumped up kicks
You better run, better run, outrun my gun

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Contact: Reference: *Follow Up*

All the other kids with the pumped up kicks
You better run, better run, faster than my bullet

Daddy works a long day
He be coming home late, and he`s coming home late
And he`s bringing me a surprise
`Cause dinner`s in the kitchen and it`s packed in ice
I've waited for a long time
Yeah, the sleight of my hand is now a quick-pull trigger
I reason with my cigarette
And say, "Your hair`s on fire, you must`ve lost your wits", yeah

All the other kids with the pumped up kicks
You better run, better run, outrun my gun
All the other kids with the pumped up kicks
You better run, better run, faster than my bullet
All the other kids with the pumped up kicks
You better run, better run, outrun my gun
All the other kids with the pumped up kicks
You better run, better run, faster than my bullet

Run, run, run, run
Run, run, run - run, run, run
Run, run, run - run, run, run
Run, run - run, run
Run, run, run, run, run!

All the other kids with the pumped up kicks
You better run, better run, outrun my gun
All the other kids with the pumped up kicks
You better run, better run, faster than my bullet
All the other kids with the pumped up kicks
You better run, better run, outrun my gun
All the other kids with the pumped up kicks
You better run, better run, faster than my bullet
All the other kids with the pumped up kicks
You better run, better run, outrun my gun

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Contact: Reference: *Follow Up*

All the other kids with the pumped up kicks
You better run, better run, faster than my bullet

Cruz plays this same video on 02/13/2018 at 18:43 and 13:18 hours.

This video was saved to CD and placed into evidence.

On 02/14/2018 at 13:36 and on 02/13/2018 at 22:01 Cruz searched YouTube for school shooter videos. There are actually several of these searches in a row seconds apart. Cruz then watches a school shooting "hype" music video.

This video is about 45 minutes before the shooting on 02/14/2018. This video is played to the song Pump up Kicks and is played as the background to a movie reenactment of the Columbine School Shooting. The reenactment is titled "Zero Hour the Columbine Killers".

This video was saved to CD and placed into evidence

On 02/13/2018 at 22:10 Cruz does a general Google search for the MSDHS the day before the shooting. Basic building and floor plans for the school are found on the search.

On 02/13/2018 at 22:03 Cruz watches a music video by "Token- Exception". This video is about a kid who is an outcast at school and bullied - The kid engages in a school shooting near the end of the video. The lyrics are the following:

There they go again, harassing this kid so easily
His name is Andy, he grew up right down the street from me
I barely know him though, I just see him in school while passing me
Usually followed by two kids giggling in back of him
I don`t know why I feel the need to interfere and I`ll be honest
The kid is obviously a little weird
He`s got a stutter, plus always talks to himself, but it is clear to me they shouldn`t mess with him
He probably wishes they`d disappear
Like yeah hes different, so?
He ain`t causing harm to anyone
Yeah he might annoy them, not on purpose though
He`s never done something intentionally offensive like these other kids
Like yelling "stop being a retard!" when they see him mumbling

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Or called him a faggot when he`s saying something awkward
Yeah, he lives with it, but he shouldn`t have too any longer
He`s just a kid like any of us
Matter of fact, next time I see him I`m gonna say something and have his back
The next day ain`t any better, they`re abusing him
Everyday gets worse `cause people accept it as they become used to it
And he don`t stand up but what can you do with that hate against you
You call `em out, he`s called a spaz with some anger issues
They hear but they don`t listen, senseless
They`re hearing that bullies are everywhere thinking that here must be the exception
But it`s so alive and its so true
They got open eyes but they don`t view
They got growing minds that they don`t use
And its pulverizing our whole youth
But to be honest, most of these bullies don`t mean any harm
They`re just kids like any of us, they like to be in charge
They like attention, but just lack guidance in getting it
So they put others down, none of us are always innocent
But that don`t make it right, cause again I`m watching Andy get tortured by two of his peers with no reason in sight
And I know he knows I watch and he sees me paying attention
And It`s getting worse and worse, I hope he knows that I respect him
The next day Andy didn`t show up to school and I was nervous
He always came to this class, I wonder what was the purpose
The same class had the two kids who been messing with him
But without a target, both of them just blended right in
Twenty minutes later, the class was pretty quiet
As Andy walks through the door, he was shaking and crying
As all heads slowly in sync turned, he pauses
Then pulls a pistol out of his front pocket
The girls screamed, the boys sat there terrified
Nobody expected this but everyone knew the reason why
And before anyone could say something fully
Within seconds, two bullets flew into his bullies
More screams as the bodies collapsed
I felt I should say something cause I was the only one who had his back
I said "It`s over Andy, they`re dead! You had you`re wish!"
He turned to me and said "You? You were the third on my list.

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On 02/13/2018 at 21:56 and 21:58 Cruz does a search for "Good songs for killing people" and then the Skrillex-Kill Everyone Video. The lyrics to that song were discussed earlier in this detectives supplement.

This video was saved to CD and placed into evidence.

On 02/13/2018 at 21:53 and 21:56 Cruz does a search for the "Metallica-Enter the Sandman" Video.

This video was saved to CD and placed into evidence

On 02/13/2018 at 21:25 at 13:01 and at 13:05 Cruz does a search for the "YouTubers Turned Killers" Video.

This video does brief stories on the following five killers:

Trey Sesler

Trey Sesler, also known as Mr. Bryko, was originally a YouTube reviewer, largely discussing anime, guns, and video games. However, as time went on, he started showing signs that his sanity was slipping; such signs included researching serial killers, killing animals, using real guns in his videos, doing videos about his guns, and shooting buildings in the middle of the night. Eventually, Sesler shot and killed his mother Ronda, his dad Lawtin, and his brother Mark. After committing the act, he wrote down on the walls, "Why did I do this? I love my mom, dad and brother." In some interviews, he admitted to his crime and showed genuine remorse for his actions.

After being interrogated, Sesler revealed his true intentions. He had actually killed his family to spare them from knowing what he planned on doing next. He had become so obsessed with serial killers and weapons that he ultimately wanted to shoot up the Waller Junior High School, and his goal was to kill at least 70 people. Although, he was caught before he could accomplish this.
Sesler was sentenced to life in prison without the possibility of parole or appeal.

Anthony Powell

In 2009, Anthony Powell, a 28-year-old student at the Henry Ford Community College in Detroit, shot and killed fellow student, 20-year-old Asia McGowan, before fatally shooting himself. Powell had a history of mental illness and used his YouTube account to make hate videos against black women and atheists. McGowan also had an account at YouTube. Powell became obsessed with McGowan through her account, and began stalking her on both YouTube and Facebook. He had decided that black women like McGowan were naturally promiscuous, and had made videos with titles such as "Black Women Don't Deserve Respect", shortly before killing McGowan. Many of Powell's videos were

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so concerning that many YouTube users contacted the Detroit police about them.

Pekka Auvinen

The Jokela School shooting occurred on 11/07/2007, at Jokela High School in Jokela, a town in the municipality of Tuusula, Finland. The gunman, 18-year-old student Pekka-Eric Auvinen, entered the school on that morning armed with a semi-automatic pistol. He killed eight people and wounded one person in the toe before shooting himself in the head; twelve others were also injured by flying shattered glass or sprained ankles. Auvinen died later that evening in a Helsinki hospital.

On that same date 02/13/2018 Cruz watches two video on the "Pekka Shooting" on You Tube on titled "Just Testing my Gun" by Pekka Auvinen. This video is a clip of the mass murder Pekka Auvinen target practicing in the woods.

Jared Loughner

Jared Lee Loughner is an American mass murderer who pled guilty to 19 charges of murder and attempted murder in connection with the January 8, 2011 Tucson shooting, in which he shot and severely injured U.S. Representative Gabrielle Giffords, his target, and killed six people, including Chief U.S. District Court Judge John Roll, as well as a nine-year-old bystander, Christina-Taylor Green. Loughner shot and injured a total of 13 people, while one man was injured while subduing him.
Acquaintances say that Loughner's personality had changed markedly in the years prior to the shooting, a period during which he was also abusing alcohol and drugs. Loughner had been suspended from Pima Community College in September 2010 because of his bizarre behavior and disruptions in classes and the library. After his arrest, two medical evaluations diagnosed Loughner with paranoid schizophrenia and ruled him incompetent to stand trial. Loughner was placed on medication while in jail, as part of his treatment. Loughner was again judged incompetent in May 2012.
In August 2012, Loughner was judged competent to stand trial, and at the hearing, he pleaded guilty to 19 counts. In November 2012, he was sentenced to life plus 140 years in federal prison.

Elliott Rodger

On 05/23/2014, in Isla Vista, California, 22-year-old Elliot Rodger killed six people and injured fourteen others near the campus of University of California, Santa Barbara, before killing himself inside his vehicle.

This video viewed by Cruz was saved to CD and placed into evidence.

On 02/13/2018 at 20:09 Cruz searches YouTube search "I wanna die" he also searches the song "Under the beautiful

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crimson sky you told me I wanna die"- a SADD Mix

This video was saved to CD and placed into evidence.

On 02/13/2018 1308 Cruz watches a video by the name of "Elephant". This video is a reenactment of a school shooting similar to that of the 1999 Columbine Shooting.

This video was saved to CD and placed into evidence.

On 02/12/2018 at 19:08 Cruz watches a video titled "Zero hour - Massacre at Columbine". This video is a documentary that includes footage and reenactment footage of the 1999 Columbine Shooting.

This video was saved to CD and placed into evidence.

On 02/12/2018 Cruz does a Google Search for "how long does it take a cop to show up to a school shooting".

On 02/12/2018 at 18:58 Cruz does a Google Search for "Columbine" then plays the ABC News video report on "Columbine`s Chilling Legacy". This video reports on the effect that the Columbine killers had on other school shooters after 1999.

This video was saved to CD and placed into evidence.

On 02/12/2018 at 18:26 Cruz searches several searches again for "Pumped up Kicks", this time in watching the ABRACADABRA version video game which shows a military shooter video with the song in the background. Cruz watches the same video on 10/30/2016.

This video was saved to CD and placed into evidence.

On 02/12/2018 at 12:40:31 Cruz pulls up an article titled "Teen school Shooters Haunting last You Tube video shows him simulating a shootout with friend". This article is in reference to Caleb Sharpe a school shooter from Freeman High School Spokane Washington who shot and killed one person and injured three others.

This article was saved to CD and placed into evidence.

On 02/11/2018 at 23:17 Cruz`s watches a video on "YouTube" video "US Army school shooting simulation".

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This video was saved to CD and placed into evidence.

On 02/11/2018 at 14:13 and 13:45 Cruz`s watches a video on the "Virginia Tech College Massacre".

This video was saved to CD and placed into evidence.

On 02/11/2018 Cruz`s around the same time watches two videos the "The Columbine Killer School Shooting Crime Documentary and Columbine Diary". These videos were saved to CD and placed into evidence.

On 02/10/2018 at 18:51 Cruz does a Wikipedia search for the "Red Lake Senior High School Shooting".

The Red Lake shootings were a series of spree killings that occurred on 03/21/2005 in two places on the Red Lake Indian Reservation in Red Lake, Minnesota. That morning, 16-year-old Jeffrey Weise killed his grandfather (a tribal police officer) and his grandfather`s girlfriend at their home. After taking his grandfather`s police weapons and vest, Weise drove his grandfather`s police vehicle to Red Lake Senior High School, where he had been a student some months before.
Weise shot and killed seven people at the school and wounded five others. The dead included an unarmed security guard at the entrance of the school, then a teacher and five students. After the police arrived, Weise exchanged gunfire with them. Weise was wounded and then died by suicide in a vacant classroom.

On 02/10/2018 at 18:46 Cruz does a Wikipedia search for the "Marshall County High School Shooting."

At the Marshall County High School Shooting students were gathering in an open area prior to the start of classes when a 15-year-old student Gabriel Ross Parker, opened fire with a 9mm Ruger handgun, killing one 15-year-old at the scene, and wounding another who died at a nearby hospital.
Parker reportedly went to the schools band room to check with his friends before the shooting, to make sure they were not in the area before returning to the commons area and starting his attack.
After the shooting he returned to the band room and discarded the weapon, while students unaware he was the suspected shooter motioned for him to join them in hiding.
Eighteen other people were injured, by bullets and the chaos afterwards with three injured critically injured. Parker was taken into custody by the Marshall County Sheriff.

On 02/09/2018 Cruz does a Goggle Search for "Therapist" for "Homicidal thoughts and urges."
On 02/09/2018 Cruz watches various videos about people defending themselves against attackers. One is titled Store Owner defends self and store with AR-15 rifle and another Shooting burglars with a AR-15

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On 02/08/2018 at 14:38 Cruz does a search on Google for - "is killing people easy".

On 01/12/2018 at 12:53 p.m. Cruz accesses the interactive Site "Quora" and asks the site [redacted]

Neurotypical or NT, an abbreviation of neurologically typical, is a neologism widely used in the autistic community as a label for people who are not on the autism spectrum. In its original usage, it referred to anyone who is not autistic or a `cousin` with an `autistic-like` brain; the term was later narrowed to refer to those with strictly typical neurology, that is, without a defined neurological difference.

In other words, this refers to anyone who does not have any developmental disabilities such as autism, developmental coordination disorder or ADHD. The term was later adopted by both the neurodiversity movement and the scientific community.

In recent times, people with any sort of mental disability, whether congenital or acquired, have also sometimes been excluded from the neurotypical label. In this sense, the term is now contrasted to neurodivergent, ND or neuroatypical, an umbrella term inclusive of people with diverse mental and behavioral disorders, such as mood, anxiety, dissociative, psychotic, personality and eating disorders. The conditions themselves, following the neurodiversity and social construction of disability models and in distance from the hegemonic medical model of disability (otherwise known in the neurodiversity community as the pathology paradigm), are often referred to as neurodivergences, that is, neurotypes that are divergent from a given social and medical norm.

Neurotypical, as a specific term for its original purpose within autistic communities, has been replaced by some with allistic, or "nypical", which has roughly the same meaning that "neurotypical" had originally. These terms refer to those who are not autistic and who do not possess another pervasive developmental disorder, even if they are neurologically atypical in some other way, such as having dyslexia.

On 01/14/2018 at 2:49 p.m. Cruz accesses the interactive Site "Quora" and asks the site "As a [redacted] would you care if your best friend died?"

Psychopathy, sometimes considered synonymous with sociopathy, is traditionally defined as a personality disorder characterized by persistent antisocial behavior, impaired empathy, impaired remorse, bold, disinhibited, and egotistical traits. Different conceptions of psychopathy have been used throughout history. These conceptions are only partly overlapping and may sometimes be contradictory.

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The DSM and International Classification of Diseases (ICD) subsequently introduced the diagnoses of antisocial personality disorder (ASPD) and dissocial personality disorder (DPD) respectively, stating that these diagnoses have been referred to (or include what is referred to) as psychopathy or sociopathy. The creation of ASPD and DPD was driven by the fact that many of the classic traits of psychopathy were impossible to measure objectively.

Although no psychiatric or psychological organization has sanctioned a diagnosis titled "psychopathy", assessments of psychopathic characteristics are widely used in criminal justice settings in some nations, and may have important consequences for individuals. The study of psychopathy is an active field of research, and the term is also used by the general public, popular press, and in fictional portrayals. While the term is often employed in common usage along with "crazy", "insane", and "mentally ill", there is a distinction between those with psychosis and psychopathy.

On 01/16/2018 at 03:01 p.m. Cruz accesses the interactive Site "Quora" and asks the site "What makes a narcissist lose interest?"

On 01/19/2018 at 01:10 a.m. Cruz accesses the interactive Site "Quora" and asks the site "Is bipolar real?"

On 01/21/2018 at 03:33 p.m. Cruz accesses the interactive Site "Quora" and asks the site "When is a narcissist dangerous?"

Cruz does various searches on topics such as the following:

Various searches about guns scopes for rifles, "pistol grips for shotguns", and "how to fill out ATF form 4473".

Cruz searches for "Rock River Arms" for custom firearm parts and accessories. "Rock River Arms" manufacture AR-15 rifles.

Cruz searches for "Heckler and Koch MP5 submachine gun".

Cruz does searches on how to delete your Instagram account and how to become an ATF Agent.

Cruz watches a YouTube video about "How NOT to be disarmed"

Cruz does various Google searches titled "school shooter" and searches on YouTube, "school shooters".

Cruz watches a video titled "5 most horrendous moments captured on live TV". This video filmed several suicides captured on live TV. This video was saved to DVD and placed into evidence.

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Cruz watches a video titled "5 most haunting selfie posts ever". This video filmed several suicides captured on live TV. This video was saved to DVD and placed into evidence.

A series of three videos about how to deal with armed gunman or an armed robber a video about "why you don`t draw on a drawn gun."

Cruz watches a video of a Police Officer who shoots a man who pulls gun on him.

Cruz watches a video of a Police Officer who shoots a suspect armed with knife.

Cruz watches a video of a Police Officer shot in hand in struggle with suspect.

Cruz watches a video of Bodycam footage of police shooting of a student on a school campus. This video was saved to CD and placed into evidence.

Cruz watches a Dashcam video of a police shooting in Escambia Florida. This video was saved to CD and placed into evidence.

Cruz watches a Police Body Camera video of a police shooting in Chicago Illinois. This video was saved to CD and placed into evidence.

Cruz watches a YouTube Russian counterterrorism video.

Cruz watches a video on Room clearing by Delta Force.

Cruz watches a video on US Seal training for "Close Quarter Combat".

Cruz watches a video on "Close quarter combat with the AR15 - 3 drills". This video was saved to CD and placed into evidence.

Cruz watches a video titled "AK47 Combat Footage Music Video".

Cruz does a Google Searches on the "AR-15" and on 02/09/2018 for "10 best scopes for AR-15".

You Tube searches for "Russian Bass Gas Mask".

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Cruz searches You Tube for "Mass Shootings".

Cruz searches You Tube for "Going up to people to shoot them"

Cruz watches an "Active Training Shooting Video" by the Columbus Police Department which does a school shooting reenactment and tips on how to survive as a victim. This video was saved to CD and placed into evidence.

Cruz watches scenes from the movie "Falling Down". In this movie Michael Douglas goes on a shooting rampage. Cruz watches scenes from the movie "Lord of War". "Lord of War" is a Nickolas Cage movie about an arms dealer. Cruz watches other movie war scenes from the movies "Heartbreak Ridge", and "Platoon".

Cruz accesses a Rolling Stone Article titled "How the AR-15 Became Mass Shooters Weapon of Choice". This article was saved to CD and placed into evidence.

Cruz searches on Amazon for rifle scopes and an Article on "10 best scopes for AR-15". This article was saved to CD and placed into evidence.

Cruz watches a video titled "Active Shooter the Guardian Angels". This film depicts an active shooter scenario but is an actually an advertisement for a classroom door locking system.

Cruz watches several videos on the "The Stolen Tank Rampage of Shawn Nelson".

Cruz watches a videos titled "When Modern meets Mediaeval Warfare".

Cruz watches a videos titled "The Most Realistic Air Soft Gun".

Cruz watches a videos titled "The Real Life Gun Game for Air Soft".

Cruz watches a videos titled "Slavic Driver". This video is in reference to a bank robbery and car chase.

Cruz watches a videos titled "The Official Rainbow six Video Trailer".

Cruz does a YouTube search for "Crime Scene Cleaner".

Cruz watches two YouTube videos about building custom "AIRSOFT AR-15".

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[cid:image122.png@01D3EAF2.2E17C010]
YouTube search - school shooter footage

[cid:image126.png@01D3EAF2.2E17C010]
How to defend yourself against an active shooter

[cid:image194.png@01D3EAF2.2E17C010]
Two YouTube videos about building custom AIRSOFT AR-15

US Bank National Association Prepaid Credit Card # Subpoena issued 02/26/2018. Once information was obtained it showed several $120.00 transactions on 10/05/2017 on a site called SurplusAmmo.com. (Phone number 509-679-1918.)

On 05/02/2018 a subpoena was issued SurplusAmmo.com. Once served it showed that on 10/05/2017 Nikolas Cruz ordered the following items:

(One) Magpul PMAG10 AR15, ten round magazine.
(Two) Magpul PMAG40 AR15 thirty round magazine.
(Two) Magpul PMAG10 AR15 forty round magazine.

For a total of $72.70. The items were shipped to Nikolas Cruz at 8442 Lakeview Trails in Parkland Florida on 10/16/2017.

Metabank Prepaid Credit Card ubpoena was issued 02/26/2018. Once information was obtained it showed several transactions for gun related purchases dated.

A Gun Parts Corporation purchase on 01/19/2018.
A Brownells Inc. purchase on 01/15/2018.
A Midway USA purchase on 01/14/2018.
A Brownells Inc. purchase on 01/14/2018.
A Brownells Inc. purchase on 01/12/2018.

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A Midway USA purchase on 01/12/2018.
A Gun Parts Corporation purchase on 01/12/2018.

These accounts were identified as coming from the listed companies. On 05/16/2018 subpoenas were issued to the above listed companies to determine what items Nikolas Cruz purchased from them.

Gun Parts Corporation
226 Williams Lane
Kingston, New York,
Phone number 845-679-4867

This purchase was determined to be a $7.95 purchase for a "SUPER" firing pin for a .556/.223 rifle. This gun part was shipped to the 7200 Loxahatchee Road address on 01/17/2018. Total cost of the purchase with shipping was $ 12.90.

This detective had Crime Scene Detective Crespo photograph the firing pin inside the AR-15 used in MSDHS and contacted Randi DeFelicis of Numrich Gun Parts Corporation. DeFelicis was provided pictures of the firing pin to determine if it was the item sold to Cruz by their company.
DeFelicis advised that she forwarded the pictures to two long-term (30 year +) employees; our Chief Product Officer and our Parts Department Manager.

Both examined the photos and advised that unfortunately, they cannot ID the firing pin in the photo as the one that we shipped. Typically, internal parts do not display marks/identifiers/tracking numbers. The absence of any markings makes it impossible to correlate the part in the photo to the part that we shipped.

They also advised that the term "super" in the part description is an abbreviation of the word "supersede". This identical part is made and used by many manufacturers and OEM sources for variations of this firearm. The "supersede" designation means that it will fit the products of multiple manufacturers and may be substituted as noted.

Brownells Incorporated
200 South Front Street
Grinel Iowa
Phone number 641-623-5401

This purchase was determined to be an $11.99 purchase for an AR-15 Gas Tube cleaners for a rifle. This gun part was shipped to the 7200 Loxahatchee Road address on 01/15/2018. Total cost of the purchase with shipping was $

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15.94

Midway USA.com
5875 W Van Horn Tavern Road
Columbia MO
800-243-3220

This purchase was determined to be a $31.49 purchase for a Magna Matic Defense Front Sight Adjustment for AK-47 rifle. This gun part was shipped to the 7200 Loxahatchee Road address on 01/12/2018. Total cost of the purchase with shipping was $ 37.00.

Contact was made with US Postal Inspector Ivan Ramirez who provided copies of all the packages delivered to 7200 Loxahatchee Road from 01/01/2018 till 02/14/2018. Four of the listed packages sent to Nikolas Cruz were on the provided list including packages from Midway, Brownells and Numich Gun Parts.

Copies of the images, PTR tracking and all IP address associated to the transactions were placed on DVD and then placed into evidence by this detective.

FBI Related Follow Up

From the day of the incident 02/14/2018 numerous FBI Agents were deployed to assist this detective in reference to follow up on the listed case.

As stated earlier in this report FBI Agents from The CERT and HERT teams assisted Crime Scene detectives with the original crime scene and the documentation and collection of evidence.

Once the suspect's cellphone (954-821-1007) was recovered and a Search Warrant obtained a copy of the cellphone download was given to Special Agent Wendell Cosenza who in turn made a CAST report based on the information on the cellphone.

Special Agent Joseph Oliver was assigned as the lead agent to assist this detective in reference to any tips or leads that came in on the case to the FBI Tip Line.

This detective directed Special Agent Oliver that any tip that came in that was directly related to the Homicide (such as witnesses' names, etc.) was to be directed back to this detective for follow up.

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This detective directed Special Agent Oliver that any tip or information that came in on any threats by other subjects (whether local or out of state) or any posts sympathetic to Nikolas Cruz actions be handled directly by the FBI.

Many of the tips that came into the FBI Tip Line were in reference to on line posts seen by the tipster that included pictures or videos from inside the school at the time of the shooting. It should be noted all the videos or stills from the videos were from the original phone downloads from students inside the 1200 building during the shooting and had already been secured as evidence.

FBI Agents also did follow up on other subjects seen in group texts and chatroom with Nikolas Cruz. Agents obtained and examined financial type sites and information found on the suspects cellphone Many of these subject were scattered across the country. Each was interviewed by agents and 302 Reports written as to the outcome of the tip.

This detective requested Special Agent Oliver contacted Army Headquarters to attempt to confirm Nikolas Cruz's claim in his statement to this detective that he had failed the ASVAB after taking it in the JRROTC at MSDHS.

Don Hill of the Testing Division Chief for the Military, who is stationed at their headquarters in North Chicago advised that no one was able to locate information related to CRUZ taking the ASVAB at their Miami Processing Office.

It was determined through Miami Databases that Nikolas Cruz took a student ASVAB test at Marjory Stoneman Douglas HS while in the 10th grade and tested on 12/03/2015 achieving an AFQT score of 15.

According to Hill the student ASVAB scores are used for career exploration and are valid for up to two years from the date of test for enlistment into any of the Armed Forces for 11th and 12th grade students. However, student ASVAB results for tests taken in the 10th grade are not valid for enlistment, so the test Cruz took was for career exploration only.

The AFQT score is the initial aptitude screening score used to enter the military which is on a scale of 1-99. An AFQT of 31 is the normal minimum qualifying score to enter the Army or Marine Corps. The Navy, Air Force, and Coast Guard have higher minimum scores.

FBI Tips of Direct Relevant to the Investigation

Lead 3

On 02/21/2018 a subpoena was issued for both Western Union and Money Grams records associated to both Linda

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Cruz and Nikolas Cruz. Upon receiving the information nothing of significance was located in relation to the listed incident.

For further information see FBI Lead 3

Lead 7

On 02/20/2018 a subpoena was issued for Stars and Stripes Inc. which is a technology platform that allows merchants selling goods on line to accept credit card payments. It was determined that on 10/06/2017 Nikolas Cruz attempted three time unsuccessful to buy products for $10.95 from Gadson and Culpeper American Heritage Shoppe which is America`s official "Don`t Tread on Me" outfitter.

For further information see FBI Lead 7.

Lead 27

On 02/14/2018 an Elaine Fernandez contacted the FBI Tip line to advise that after the shooting at MSDHS she saw the suspect in the Subway in the Walmart wearing black pants a black hat and a burgundy shirt.

On 06/01/2018 this detective contacted Fernandez who advised that she was in the Walmart with her friend Courtney (Unknown Last Name) when she saw Cruz inside the store. She advised that only after the media began to put out Cruz picture did she realize that he was the gunman. Fernandez stated that she had seen Cruz in school once before in the Ninth grade but had no interaction with him ever.

No statement was taken from Fernandez due to her limited information. For further information see FBI Lead 27.

Lead 33

On 02/14/2018 a call came into the FBI Tip Line from [redacted] who advised that he had seen Nikolas Cruz on the Gun World Gun Range and the Markham Park Gun Range.

Upon calling Gun World Range (954-357-5143) it was determined that though Nikolas Cruz had bought several firearm at the location but showed no signs of ever signing the waiver to shoot on the range.

As far as the Markham Park Range per Park Manger Trevor Fell anytime a patron comes in to shoot at the range they must fill out and sign a waiver ticket and the range does keep that ticket. However, this is done daily and the tickets are then rubber-banded and put into a box for that day and that month and never placed into a computer system. The

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range has 8 years of boxes and thousands of tickets that would need to be hand searched.

Lead 116

On 02/15/2018 [redacted] contacted the FBI tip line and advised that she worked with Nikolas Cruz at the Dollar tree Store. In numerous conversations [redacted] stated that Cruz spoke of how he "hated MSDHS" and stated in one conversation her mother [redacted] was in the store and Nikolas Cruz was checking her out with what she had purchased and when she began talking to him about graduating High School since she heard he had been expelled. Cruz advised that [redacted] he was most likely not going to graduate on time and "maybe I can try on-line school after I shoot up Stoneman Douglas". [redacted] stated that this conversation occurred in the summer of 2017.

Both [redacted] later gave a sworn statements to Detective Mark Copley. For further information see the statements of [redacted] and [redacted], the supplement report of Detective Copley and FBI Lead 116.

Lead 63

On 02/15/2018 a female named [redacted] contacted the FBI Tip line to report that her son [redacted] knew Nikolas Cruz from Cross Creek School. [redacted] stated that her son was in Cross Creek as way Cruz for Behavioral problems. According to [redacted] her son commented frequently as to the fact that Cruz often spoke about shooting up schools and other venues. This detective spoke to [redacted] where it was determined that [redacted] was in a treatment facility in the middle of the state and could not be interviewed until his release in August.

For further information see FBI Lead 172.

Lead 172

On 02/16/2018 [redacted] contacted the FBI Tip line to advise that in September 2017 FBI Agents came to his home in Mississippi in reference to a comment he had seen on his "You Tube" Channel "[redacted]" from a subject stating " I am going to be a professional School Shooter". According to [redacted] the comment poster was a subject "nikolas cruz".

[redacted] stated he had never interacted with the poster in the past and reported the post to You Tube moderators that took the post down. [redacted] took a screenshot of the post and saved in to his phone which he provided the agents in September 2017. A copy of this screenshot was provided to this detective.

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On 05/31/2018 this detective took a sworn statement from [redacted] where he advised that he is a Bail Bondsman and has a "YouTube Channel Show" where other users can comment on any topic being discussed. [redacted] advised he doesn't remember what topic was being discussed on the day in question when the post showed up as a comment. [redacted] stated that he contacted You Tube moderator who took the post down but before they did he took a screenshot of the post. [redacted] stated that he then contacted the local FBI Office in Jackson Mississippi to report the incident. [redacted] was interviewed by Special Agent Ryan Furr. [redacted] phone was not downloaded rather, [redacted] sent Special Agent Furr a text message of the screenshot of the YouTube posting. [redacted] was interviewed another time by Special Agent Gregory Sturtevant, which was documented under FBI serial number 261. The screenshot was included as an attachment to that serial as well.

This detective contacted SID Detective Nick Masters who had assisted this detective on other tasks related to Cruz's cellphone download. Detective Master was able to locate the listed post on Cruz's cellphone dated 09/24/2017 at 11:49 UTC.

For further information see the sworn statement of [redacted] and FBI Lead 172 and 261 and the supplement report by Detective Masters.

Lead 193

On 02/18/2018 [redacted] called the FBI Tip line to report that he knew Cruz from going to school with him and that Cruz constantly talked about guns and killing things. [redacted] stated that he heard that Cruz used to bring dead animals to school in his lunch box though he never personally saw them. Cruz also stated that he saw Cruz attack other classmates and in one incident sprayed a female student in the face with body spray after an argument. This detective spoke to [redacted] and he had nothing further to add to his statement. [redacted] stated that he was on campus on the day of the shooting but was not in the 1200 building. No statement was taken from [redacted] due to his limited information.

For further information see Lead 193.

Lead 233

On 02/20/2018 [redacted] contacted the FBI tip line to report that she was retired but once taught Nikolas Cruz at MSDHS. [redacted] described Cruz as a "loose cannon" due to his violent outbursts in class and stated that she reported it to School Administration. [redacted] stated that she felt that the school administration always took Cruz's action too lightly and used to joke that Cruz had a "hit list" of teachers and administrators that he wanted to kill. No statement was taken from [redacted] due to her limited information.

Investigator Signature: _____

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For further information see FBI Lead 233.

Lead 237

FBI Lead 237 was generated due to follow up on Chat Rooms and various Group Chats found on Nikolas Cruz's cell phone. [redacted] of Maryland was one of such subjects interviewed. [redacted] stated that Cruz would always talked about guns and killing things and once posted a video of him slitting a frog's throat. [redacted] was found to have similar disturbing posts and pictures on his cellphone including pictures of him [redacted]) holding a gun with the caption "The School Shooter". [redacted] was less than cooperative since the FBI Agents contacted his mother to locate him and no sworn statement was obtained from him.

For further information see FBI Lead 237.

Lead 247

On 02/20/2018 [redacted] contacted the FBI Tips line to report that he had contact with Nikolas Cruz after the shooting. This tip was assigned to Detective Nitsch for follow up. In sworn statement [redacted] advised that he was a 12th Grader at MSDHS and was in the Science Building in Mr. Simpson Environmental Class at the time of the shooting. [redacted] stated that he heard the fire alarm and evacuated the classroom with other students. As they neared their assigned area he heard other students "Code Red" but thought it was a drill. [redacted] stated that as he was walking out to the rear of school by the canal he saw Nikolas Cruz who he hadn't seen in years in with students who were walking. [redacted] advised that he engaged Cruz in conversation asking Cruz where he was going to college to which Crus responded that said he "was going to trade school". Cruz at the time was wearing a JROTC burgundy shirt, black hat and black pants. Cruz was last seen walking slow by the water and [redacted] was 100% sure that Cruz was the person walking in the crowd. [redacted] stated that he knew Cruz for years and described him as the kid in school was always a behavioral problem. [redacted] was shown a photographic array By Detective Demosthenes and identified Nikolas Cruz

For further information see the sworn statement of [redacted] and the supplement report of Detective Nitsch.

Lead 264

On 02/21/2018 [redacted] contacted the FBI Tip line to report that her daughter (unknown name) used to ride the school bus with Nikolas and Zachary Cruz and that she had to contact the Vice Principal of West Glade Middle School to report their behavior. [redacted] advised that both Cruz's were verbally abusive to other students using racial slurs and have anger outbursts. Both boys would also use Axe spray deodorant and tape it open and throw it on the bus calling

Investigator Signature:

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them axe bombs.

[redacted] advised that the school told her that they could not remove the Cruz`s unless they committed several violations.

For further information see FBI Lead 264.

Lead 273

On 02/22/2018 Agents interviewed [redacted] and [redacted] due to the fact that they lived several house away from the Cruz family in 2012. [redacted] stated that he was close friends with Zachary Cruz during that time frame. Both stated that Nikolas Cruz`s bedroom had holes in the walls and little or no furniture due to the fact that he would destroy items inside the house. [redacted] stated that Nikolas Cruz played "Halo" and "Call of Duty" rather than going outside to play with the other kids in the neighborhood. [redacted] and [redacted] had no contact with either Cruz brother after they moved from the area.

No statement was taken from either [redacted] or [redacted] due to their limited information.

For further information see FBI Lead 273.

Lead 279

On 02/22/2018 [redacted] was contacted by the FBI. [redacted] lives in Washington State and was active in a Chatroom with Cruz for several months. [redacted] stated that Cruz "hated black people" and always talked about having a lot of guns. [redacted] stated that Cruz would get mad easily on the posts and say that he wanted to kill people.

For further information see Lead 279.

Lead 283

On 02/23/2018 [redacted] was contacted by the FBI. [redacted] lives in Pennsylvania and was active in a Chatroom with Cruz for several months. [redacted] stated that Cruz "hated people" and always talked about having a lot of guns. In late December early January 2018 Cruz began to post his desire to go out and "shoot some niggers". [redacted] stated that once when Cruz made a similar type comment another chat member made a comment about not taking Cruz serious at which time Cruz posted "you guys are laughing but wait and see".

For further information see Lead 283.

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Lead 290

On 02/26/2018 follow up was done by means of a subpoena on an EBAY, PayPal Account linked to Nikolas Cruz`s email address of nikolasjacobcruz@gmail.com and Cruz`s Metabank prepaid credit card. A subpoena was issued on 02/23/2018 for the Meta Bank account information.

It showed that on 01/20/2018 Cruz purchased a Russian Army Surplus AK-47 Kalashnikov cleaning kit for $14.00. The kit was shipped to the 7200 Loxahatchee Road address in Parkland Florida.

Lead 296

On 02/26/2018 a subject named [redacted] called the FBI Tip line to report that he was in the area of the shooting on 02/14/2018 and believed that his dash camera of his vehicle captured Nikolas Cruz walking after the shooting. The video was retrieved and downloaded and in follow up the subject was determined not to be Cruz. The subject in the dash camera video is carrying a white pack and is wearing sneakers. The copy of the video was placed into evidence by this detective.

For further information see Lead 296.

Lead 300

On 02/27/2018 [redacted] called the FBI Tip line to advise that he knew Cruz from school and knew of his problems of fighting and bringing knives to school. On 06/01/2018 this detective interviewed [redacted] who advised that he knew Cruz since Eight Grade and was around him in JRROTC in both the Ninth and Tenth Grade at MSDHS.

[redacted] stated that he only socialized with Cruz outside school a few times and lessened his contact with Cruz after Cruz began posting pictures of and talking about dead animals on social media.

[redacted] stated that he and Cruz would often talk about guns do to their interest in the military but had last contact with Cruz while Cruz`s mother was still alive. [redacted] advised he was on campus on the day of the shooting but was in the 100 building. [redacted] stated that he did not hear the "Code Red" signal put over the PA system but began to evacuate the building when the Fire Alarm went off and was told by his JRROTC teacher to go back inside the building due to a problem on campus. No statement was taken from [redacted] due to his limited information.

Lead 334

On 03/07/2018 a subject named [redacted] contacted the FBI Tip line to report that his company [redacted]

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Contact: Reference: Follow Up

[redacted] had sold Nikolas Cruz several items in on line purchases on 09/02/2017 and 10/03/2017.

On 09/02/2017 Cruz purchased body armor and a shooter cut plate for the armor for $199.00 and on 10/03/2017 a ballistic helmet for $370.00. Both items were shipped to Cruz's old address of 8442 Lakeview Trails in Parkland Florida. Pictures were found on Cruz cellphone of himself wearing the listed items.

Copies of the receipts were placed into the case file.

Lead 349

On 02/19/2018 this detective was advised that a student named was inside the 1200 building when the shooting occurred and was the daughter of [redacted]. On 02/19/2019 this detective took a sworn statement from where advised that the day of the shooting she was inside the 1200 building in classroom 1213. advised that around 2:20 p.m. she began to hear gunshots going off advised that in response to the gunshots that the students in the class all ran to the corner of the room near the windows but moved after the teacher advised that they had run to the wrong corner. advised that as the students then moved to hide in the hard corner of the room but that there were too many kids to fit into the hard corner due to the furniture in the corner. Stout advised that four students who were near the podium who could not get fully into the hard corner were shot including Carmen Schentrup,

advised that she went to middle school with Nikolas Cruz who described him as a "trouble maker and violent kid" who liked to cause problems.

For further information see the recorded statement of

later advised through her father that a fellow classmate inside room 1213 during the shooting had filmed several videos during the incident. This student was identified as BI Employee Gaston Nieves (CART) copied the videos from the phone and provided them to this detective. It should be noted that several videos were recovered from that were taken by her while was hiding in room 1213.The first video captures the sounds of gunshot while students are hiding under furniture in the classroom. The last video captures injured students being evacuated from room 1213 by members of the Broward Sheriff's Office and the Coral Springs Police Department. This last video is the video that had been widely posted on various social media sites after the shooting.

A sworn statement was taken from by Detective Depelisi. In that statement stated that she was in her classroom when they heard gunshots go off. t stated they got on the ground and that they ran to the corner of the room. stated that after hearing gunshots the glass on her classroom door shattered and they realized that four of her classmates were shot. advised that though she did not see the gunman she did go to school with

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Nikolas Cruz in both High School and Middle School. advised that she was not friends with Cruz even though she went to school with him.

For further information see the sworn statement taken from FBI Lead 349 and the supplement report of Detective Depelisi

Lead 359, 365 and 373

[redacted] was interviewed by Detective Heath where as in sworn statement she advised that she was in an Instagram Chat Group with Nikolas Cruz. [redacted] stated that though Cruz never spoke of doing a shooting at MSDHS he did in one conversation in September 2017 talk about killing people in a mass shooting at a park. [redacted] stated that she attended JP Travella with Cruz and knew him for about a year. [redacted] stated that Cruz's Instagram Account has since be deleted. [redacted] stated that she once went to Cruz's house in Parkland where he showed her several long guns. [redacted] stated that Cruz disliked black people and wanted to kill them all. In one conversation on 02/04/2018 Cruz told [redacted] that he wanted to kill himself.

[redacted] name was mentioned in an earlier statement taken from [redacted] as a friend of Nikolas Cruz.

For further information see the sworn statement of [redacted] and the supplement report of Detective Heath and FBI Leads 359, 365 and 373

Other Subpoenas and Court Orders Issued and Information Obtained

On 02/19/2018 a subpoena was issued for work records for Nikolas Cruz for Dollar Tree. Nothing of significance was obtained in the records related to the incident. Records indicate that Cruz was hired on 11/25/2016 and earned almost $6,000.00 in 2017 at the store. Records show he attended and passed several required courses such as "Cashiers Basics", "Cashiers Proficiency Validation", "Terminal Fraud Awareness" courses and numerous safety related cases.

Dollar Tree records show that Cruz was only counseled once while working for the company and that was for his cash drawer being short $4.13 on 09/17/2017. The lost money was later found in a second audit of Cruz's cash drawer.

On 02/21/2018 "The Clearing House Payments Company Inc." was subpoenaed with no relevant information being found.

On 02/21/2018 "CHEX Systems Inc." was subpoenaed with no relevant information being found.

Investigator Signature:

OCA: *171802000525*

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On 02/21/2018 "Early Warning" was subpoenaed with no relevant information being found.

On 02/26/2018 "Ally Bank" was subpoenaed for records. Upon return of the account information this appeared to be an account set up by Linda Cruz for car payments.

On 02/27/2018 "Synchrony Financial." was subpoenaed with no relevant information being found.

On 02/27/2018 "MetLife Insurance" was subpoenaed with no relevant information being found.

On 02/28/2018 "Federal Reserve Bank of New York." was subpoenaed with no relevant information being found.

On 03/08/2018 "Genworth Life Insurance" was subpoenaed with no relevant information being found. This was a life insurance policy for Linda Cruz.

On 03/14/2018 a Court Order was signed by the Honorable Elizabeth Scherer for records for the Jerome Golden Center for Behavioral Heath in Palm Beach County. On 04/25/2018 the Jerome Golden Center responded back that they had no records on Nikolas Cruz.

On 03/14/2018 a Court Order was signed by the Honorable Elizabeth Scherer for records for the South County Mental Health in Palm Beach County. On 03/15/2018 the South County Mental Health responded back that they had no records on Nikolas Cruz.

On 03/14/2018 a Court Order was signed by the Honorable Elizabeth Scherer for records for the Broward County Clerk of the Courts. It was determined that the only records found in the Clerk of the Courts was a motion to unseal the Records reference to Nikolas Cruz through the Department of Children and Families. This motion was presented by attorneys for the Department of Children and Families due to misinformation printed in the media after the shooting. The motion was granted by the Honorable Judge Charles Greene on 02/21/2018

On 02/20/2018 a subpoena was issued for the "Wells Fargo" (Account Number belonging to Linda Cruz and Nikolas Cruz was subpoenaed. In looking at the transactions on the account before 11/01/2017 (Linda Cruz`s date of death) they all appear to be possible from her. After 11/01/2018 there are numerous transaction at Dollar Tree (Nikolas Cruz`s work company) and Purchases at "Dicks Sporting Goods" in Boynton Beach on the above dates:

11/21/2017 purchase of $62.55
11/22/2017 purchase of $13.90
11/25/2017 purchase return of $35.31
11/25/2017 purchase of $98.37

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12/09/2017 purchase of $160.48

Transactions also showed that on 02/05/2018 he made a purchase at the Army Navy Store in North Lauderdale for $268.06 and that Cruz paid his Uber Account of this Wells Fargo account.

On a subpoena was issued for the Army Navy Store where it was determined that on Nikolas Cruz purchased the following items:

Three hole black mask for $9.99
One spring loaded knife for $14.99
Two Bill Blade knives for $24.99 each
A Russian military gas mask for $19.99
A Punisher T- Shirt for $4.99
A 90 round Q-Mag holder for an AR-15, AK 47 style rifle for $22.99
A modular plate for a bullet proof vest for $69.99
A pair of black combat boots for $89.99
Total purchase $252.89 plus tax of $15.17.

On 04/24/2018 a Search Warrant was authored by Detective Foster for a You Tube Account hosted by Google Inc. called "True Crime Enthusiast". This action was taken after it was learned from social media that this account had posted several videos one titled "Nikolas showing off a bullet". In the video clip the suspect Nikolas Cruz is seen holding a rifle round. Attempts are still be made to determine the actual source of the original video. For further information see Detective Foster's supplement report.

The Search Warrant was assigned Broward County Clerk of the Courts Case Number 18-0924SF10.

On 05/08/2018 a Search Warrant was authored by Detective Cottam for information from EXPERIAN on Nikolas and Linda Cruz. The Search Warrant was signed by the Honorable Judge Andrew Siegel. EXPERIAN responded back that they had no records related to Nikolas Cruz.

On 05/09/2018 a Search Warrant was authored by Detective Cottam for information from EQUIFAX on Nikolas and Linda Cruz. The Search Warrant was signed by the Honorable Judge Andrew Siegel. EQUIFAX responded back that they had no records related to Nikolas Cruz.

On 05/09/2018 a Search Warrant was authored by Detective Cottam for information from TRANSUNION on Nikolas and Linda Cruz. The Search Warrant was signed by the Honorable Judge Andrew Siegel. TRANSUNION responded back that they had no records related to Nikolas Cruz.

Investigator Signature:_____

EOG-01168

OCA: *171802000525*

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Contact:
Reference: *Follow Up*

On 05/22/2018 a Court Order was obtained to records from the "Rock Island Professional Development Center" the last location where Nikolas Cruz attended school. It was determined that those school records were included in the Henry Perry off Campus Education Center where the Rock Island Professional Learning Center has a single classroom. These records were discussed earlier in this detective's supplement report.

The 911 calls in reference to this listed case were reviewed by this detective. It should be noted that while the Broward Sheriff's Office supplies manpower for the Regional 911 system it is maintained by Broward County Government and not the Broward County Sheriff's Office. The largest city geographically to the City of Parkland is the City of Coral Springs which is not part of the Regional 911 System and maintains its own Police and Fire Dispatch. The City of Parkland contracts BSO for its Law Enforcement services and contracts the City of Coral Springs Fire Department for its fire rescue and emergency medical services. Under this arrangement all Parkland cellular 911 callers are routed to the Coral Springs Communications Center to be routed to go to Coral Springs Fire Rescue or BSO for law enforcement. This arrangement was made By the City of Parkland policy makers and was based on the fact that due to the City of Parklands low crime rate that most 911 callers would be medical in nature and need to go directly to the City of Coral Springs Dispatch Center to be routed to Coral Springs Fire Rescue. Hard line phone calls in Parkland go to the Regional Communications Center.

The two communications systems BSO and Coral Springs Dispatch cannot communicate directly with each other. Though this original arrangement on how to handle 911 calls was made over a decade ago, the protocol has remained in place even though the majority of all 911 calls (both police and medically related) are made by personal cellphones.

BSO Dispatch Center received over seventy 911 calls in reference to the incident between the hours of 14:22 and 15:35. No abandoned calls were identified to BSO Dispatch. Only was one inbound call has been identified as coming from the school at 14:27 hours.

Coral Springs Dispatch received over eighty 911 calls in reference to the listed incident between the hours of 14:22 and 15:35. Over twenty of these calls were abandoned by the callers due to factors like the caller hung up was disconnected or the call was dropped prior to being answered.

Only three of the calls to the Coral Springs Dispatch were transferred to the Broward Sheriff's Office for response. During the 911 call process Coral Springs dispatchers who would speak to the 911 callers would then attempt to transfer them to BSO Dispatch. In some cases the calls would be lost or abandoned. Coral Springs Dispatch became so overwhelmed with 911 callers that their 911 dispatchers began to answer incoming 911 calls. Coral Springs Dispatch has only 18 Emergency 911 Calls lines compared to the Regional Communications System that has 126 Emergency 911 Calls lines. This led to the volume of calls to Coral Springs 911 lines being so overwhelming to their system that incoming 911 call would ring and be unable to locate an open a 911 line. In some cases the over flow of Coral Springs

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911 calls transferred to "administration phone lines" which limited the ability for 911 call takers to call back callers when the phone lines cut off.

Several students and teachers calling from the 1200 building, with gunshots heard going off in the background of the call were told by the Coral Springs 911 call takers that they had to hang up to answer other 911 calls and to call back if the shooter got into their classroom rather than transferring the call to the Regional Communication Center Dispatch.

This system on 02/14/2018 lead to Deputies from BSO obtaining a delayed and limited information as to what the 911 callers were reporting to call takers. Body camera footage of deputies at MSDHS standing aside of Coral Springs Officers many times showed information being obtained on Coral Springs Dispatch Channel that was never relayed to BSO Deputies. The only way the information in some cases was transferred was by word of mouth from officers and deputies.

Along with the documented problems of members of the Broward Sheriff's Office and Coral Springs Police communicating, the Broward Sheriffs Deputies had problems communicating with each other. This problem occurred due to the fact the Broward County radio system (Maintained by Broward County Government) is nearing its end of life and is scheduled for replacement in 2019. The system in place can be impaired when excessive users beyond what the system can manage access the system. This overwhelming of the system results in a condition known as "throttling or fail-soft". During this "throttling or fail-soft" deputies cannot transmit over their radios. This condition was evident when viewing BWC on scene on 02/14/2018. BSO SWAT officers unable to communicate with each other while securing the 1200 building had to revert to using hand signals to each other to clear classrooms and floors. BSO SWAT "runners or couriers" had to run from the scene at MSDHS to different Command Posts to relay information to command members unable to use their radios at times.

A Regional Communications Summary of the events on 02/14/2018 was reviewed by this detective and a copy of it was included in the case file for review.

BSO 911 Calls

Call #1
Console: N10
Call duration: 14:22:41 - 14:25:50
Transferred from CSPD
Caller's number:
Caller: W/F

Investigator Signature:_____

OCA: *171802000525*

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Call Notes:

Caller is a teacher at the school. called while hiding under her desk. Information was relayed to BSO by Coral Springs Dispatch not erself as she was either lost or hung up on transfer.

Call # 2
Console: S03
Call duration: 14:24:14 - 14:22:50
Transferred from Boca Police Department
Caller`s number: mother number
Caller: , W/F
Daughters: W/F & W/F who attend school.

Call Notes:

911 caller reported active shooter at the school. laughter called her to report the incident and advised she was in the 1200 building. then called 911 to report the information.

A sworn statement was taken from by Detective Rausch. In her statement she advised that she had just returned to her classroom from the bathroom (Room 1214) when she saw a gun muzzle pass by the window to her classroom door and a subject wearing a baseball hat look inside through the window. She then heard gunfire go off and saw several people in her classroom shot. stated that she then hide in the classroom until police arrived to the scene.

stated that she knew the suspect Nikolas Cruz from past contact and heard stories about him killing small animals and bringing them to school in bags.

For further information see the taped statement of and the supplement report of Detective Rausch

Call #3
Console: N19
Call duration: 14:26:48 - 14:31:33
Caller`s Number: [redacted]
Caller: [redacted], W/F [redacted]
Son: [redacted], W/M [redacted]

Investigator Signature:_____

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Contact: Reference: *Follow Up*

Call Notes:

911 caller [redacted] called to report that her son [redacted], called to report that there was an active shooter in the school. [redacted] in turn called 911 to report the incident.

Call #4
Console: N35
Call duration: 14:25:22 - 14:46:05
Caller`s number: [redacted]
Caller: Unknown

Call Notes:

This call is from a white male who is whispering stating that the school (MSDHS) is being shot up. The caller hangs up without advising if he is at the school.

Call #5
Console: S04
Call duration: 14:26:48 - 14:45:16
Caller`s number:
Caller: W/F
Daughter- W/F

Call Notes:

At 14:22 received a text from her daughter from the school stating that there was a shooting. was unable to get in contact with her daughter after that text. School attendance records show that was inside classroom 1213 at the time of the shooting.

Call #6
Console: S05
Call duration: 14:27:16 - 14:31:33
Caller`s number:
Caller: W/M [redacted]

Call Notes:

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

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911 Caller advised that he received a text from his girlfriend`s sister advising of a shooting at the school. stated that he received several texts and then Face Time calls from who was on the third floor of the 1200 building during the shooting.

Call #7
Console: C04
Call duration: 14:27:32 - 14:30:13
Caller`s number: [redacted]
Caller: [redacted], W/M [redacted]

Call Notes:

Heard Shots while outside. No family ties to the School. 911 caller lives over 300 yards away from the High School at 10899 NW 62 Court in Parkland Florida.

Call #8
Console: N34
Call duration: 14:27:38 - 14:28:53
Caller`s number: Transfer From Coral Springs PD (MIS Search unknown number)
Caller: Unknown

Call Notes:

Caller advised active shooter at North Parking Student Parking lot of MSDHS. Caller hung up upon transfer and never spoke to BSO 911 operators.

Call # 9
Console: N10-2
Call duration: 14:27:49 - 14:31:11
Call transferred from PBSO
Caller`s Number: [redacted] (Possible) 911 cannot verify number by MIS System.
Caller: [redacted] based on number recorded.

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Call Notes:

Cad Notes show that the female 911 caller stated that "Granddaughter texted her advising of shooter in school".

911 caller contacted but [redacted] stated he called in reference to an incident at Publix and has no knowledge of shooting at School.

Call # 10
Console: S15
Call duration: 14:28:00 - 14:30:40
Caller's number: [redacted]
Caller: [redacted], W/F [redacted]
Son: [redacted], W/M [redacted]

Cad Notes:

[redacted] reported that her son called her to report the fire alarm was going off at the school and that he could hear gunshots.

In sworn statement to Detective Nelson, [redacted] advised that sent a photo on "Snapchat" the message captained "Purge Day" in reference to the fact that staff members were searching for students smoking "vapes" in school on 02/14/2018. People seeing the message mistook the message to be about the shooting at the school. [redacted] stated that he knew the suspect but was not friends with him. [redacted] stated that he was in the 700 building in class at the time of the shooting.

For further information see the statement of [redacted] and the supplement report of Detective Nelson.

Call # 11
Console: C08
Transfer from Boca Raton PD
Call duration: 14:28:27 - 14:29:39
Caller's number: MIS Search unknown number
Caller: Unknown

Call Notes:

Investigator Signature:_____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Caller advised that her son called to report a shooting at the school and that he was in Math class.

Call # 12
Console: C12
Call duration: 14:28:43 - 14:29:22
Caller`s number:
Caller: W/F
Caller`s Daughter W/F

Call Notes:
called 911 to report that her daughter texted her to advise her of a shooting at the school. School attendance records show that was inside classroom 1255 at the time of the shooting.

Call # 13
Console: C42
Call duration: 14:28:54 - 14:31:00
Caller`s number: 561-368-8462
Caller: Boca Raton Police Dispatch

Call Notes:
Boca Raton PD called to report that they were "GETTING A LOT OF CALLS FROM PARENTS REGARDING THE SHOOTING".

Call # 14
Console: N33
Call duration: 14:29:39 - 14:32:14
Caller`s number: [redacted]
Caller: [redacted] B/F [redacted]
Caller Son: [redacted]

Call Notes:
[redacted] advised that she got a text from her son [redacted] who reported an active shooter in the school. [redacted] cellphone number was [redacted] according to his mother.

Call # 15
Console: N26

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Call duration: 14:29:55 - 14:32:28
Caller's number:
Caller: W/F
Caller's Son: W/M

Call Notes:
reported that her son sent her a text reporting an active shooter at the high school. School attendance records show that was in room 1202 at the time of the shooting.

Call # 16
Console: S14
Call duration: 14:30:19 - 14:32:20
Caller's number:
Caller: B/M
Caller's Son: B/M

Call Notes:
called 911 to report that his son had called advising that there was an active shooter at the high school. This call was related to 911 call #1. School attendance records show that was in room 1254 at the time of the shooting.

Call # 17
Console: C08-1
Transfer from PBSO
Call duration: 14:30:49 - 14:55:55
Caller's number:
Caller: B/M
Caller's Daughter: W/F

Call Notes:
Caller called to report that he received a call from his daughter reporting an active shooter in the 1200 building of the school.

was provided a sworn statement to Detective Parrish where she advised that she was inside room 1210 and had just returned to her classroom from the bathroom. stated that she heard gunfire and a female Latin student ran into her room with a gunshot wound to the leg. stated that as the gunfire continued she saw the muzzle of a gun pass by her classroom window but did not see the gunman.

Investigator Signature:_____

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stated that she went to middle school with Nikolas Cruz but stated that she was not close with Cruz. described Cruz as "always trouble" while in school.

For further information see the statement of and the supplement report of Detective Parrish.

Call # 18
Console: N10-03
Call duration: 14:31:14 - 14:32:24
Caller's number:
Caller: W/F
Caller's Son: W/M

Call Notes:
Caller reported that she got a phone call from her son who reported a shooting at the school and that a girl entered his classroom with a gunshot wound to her arm. School attendance records show that was in room 1210 at the time of the shooting. The listed 911 call related to 911 call number 3.

Call # 19
Console: N35
Call duration: 14:31:34 - 14:34:24
Caller's number:
Caller: W/F
Caller's Daughter: W/F

Call Notes:
stated that she received a text from her daughter to report someone was shooting inside the school and that she saw bodies on the floor. School attendance records show that was in room 1210 at the time of the shooting.

Call # 20
Console: S16
Call duration: 14:31:44 - 14:32:32
Caller's number:
Caller: W/M
Caller's Step Son: W/M

Investigator Signature:

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Call Notes:

called 911 to report that his step son called stating that he heard gunshots and was hiding inside the school. School attendance records show that was in room 1254 at the time of the shooting.

Call # 21
Console: S09
Call duration: 14:32:13 - 14:33:59
Caller`s number:
Caller: W/M
Caller`s Son: W/M

Call Notes:
911 call from to report that his son goes to the school and that "there is something going on at the school". School attendance records show that was inside classroom 1211 at the time of the shooting.

Call # 22
Console: S15-1
Call duration: 14:32:32 - 14:33:13
Caller`s number:
Caller:
Caller`s Daughter:

Call Notes:

called 911 to report that her daughter called her to report a shooting at the school. father BSO Deputy responded and was part of the first law enforcement officers to enter the 1200 building. School attendance records show that was in room 1214 at the time of the shooting.

Call # 23
Console: S17
Call duration: 14:33:01 - 14:33:22
Caller`s number: MIS Search unknown number
Caller: Unknown

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Call Notes:

911 caller reported that their son called to report a shooting at the school.

Call # 24
Console: N27
Call duration: 14:33:19 - 14:34:30
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Son: [redacted] W/M [redacted]

Call Notes:
911 caller reported that their son called to report a shooting at the school. [redacted] called father who notified mother [redacted]. [redacted] reported he heard gunshots and took cover but did not witness shooting. School attendance records show that [redacted] was in room 1254 at the time of the incident.

Call # 25
Console: S15-2
Call duration: 14:33:22 - 14:34:01
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Daughter: [redacted] W/F [redacted]

Call Notes:

911 caller observed incident on television and called to inquire.

Call # 26
Console: S15-2
PBSO Transfer
Call duration: 14:33:33 - 14:37:51
Caller`s number:
Caller: W/F [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Callers Grand Daughter: W/F

Call Notes:
911 caller advised that they received a text message from their daughter stating that there was an active shooter inside the school and that she heard screams. Attendance record show that was inside room 1255 at the time of the shooting.

Call # 27
Console: S12
Call duration: 14:35:29 - 14:41:58
Caller's number.
Caller: W/F
Callers Son: W/M

Call Notes:
911 Caller advised that their son advised that there is a shooting at the school and he heard around 20 shots go off. 911 caller advised that her son is scared and is in a classroom with around 16 kids and the shots are close to him.

Call # 28
Console: N27-2
Boca Police Transfer
Call duration: 14:35:32 - 14:36:15
Caller's number:
Caller: W/M
Callers Son: W/F

Call Notes:
Caller advised that they received a text message from their daughter to call 911, because there is an active shooter in the school. Attendance records indicate that was room 1214. A taped sworn statement was taken from by Detective Link. In that statement stated that she was in class when she heard gunshots and she got up to run to the corner when she tripped. stated that she ran to the corner by her teacher's desk when she saw the gunshots going through her classroom door. In the opposite corner of the classroom she saw people shot and while she hid she began texting her mother. never saw the gunman in the listed shooting.

For further information see the taped sworn statement of and the supplement report of Detective

Investigator Signature:_____

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Link.

Call # 29
Console: N10-4
Call duration: 14:36:29 - 14:37:04
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]

Call Notes:
Caller has children that go to Westglade Middle and was just curious about the shooting

Call # 30
Console: N35
Call duration: 14:36:31 - 14:37:22
Caller`s number:
Caller: W/F [redacted]
Callers Daughter: W/F

Call Notes:
Caller received a text from daughter about a shooter at the school and that the door was locked to their classroom.
Attendance records show that was in classroom 1233 at the time of the shooting.

Call # 31
Console: N19
Call duration: 14:37:00 - 14:38:08
Caller`s number:
Caller: W/F [redacted]
Callers Daughter: W/F

Call Notes:
911 caller advised that her daughter is at MSDHS and needs to know if something is going on at the school. [redacted] was in classroom 1236 of the 1200 building at the time of the incident.

Call # 32
Console: N09
Call duration: 14:37:18 - 14:37:49
Caller`s number: [redacted]

Investigator Signature:_____

DCA: *171802000525*

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Contact: Reference: *Follow Up*

Caller: [redacted] W/F [redacted]
Callers Daughter: [redacted] W/F [redacted]

Call Notes:
911 caller advised that their daughter sent text messages to call 911 in regards to an active shooter being on school grounds. [redacted] did not witness the actual shooting

Call # 33
Console: S15-3
Call duration: 14:37:21 - 14:37:58
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Mother`s Name: [redacted] W/F [redacted]

Call Notes:
911 Caller advised that she received group text from mother who is [redacted]. Text message stated Active Shooter and Please call 911. Mother provided statement to law enforcement.

Call # 34
Console: S10
Call duration: 14:37:30 - 14:39:03
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]

Call Notes:
911 caller stated they heard what was believed to be fireworks and then saw a male on top of the hill surrounding her residence. This person was later identified as her neighbor and was unrelated to the shooting

Call # 35
Console: S10
Call duration: 14:38:17 - 14:38:49
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Sister`s Name: [redacted] W/F [redacted]

Call Notes:
Caller advised she received a text message from her sister, who attends MSD. Sister advised that there was an active

Investigator Signature:_____

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shooter at the school. Attendance records show that [redacted] was inside room 1254 at the time of the shooting.

Call # 36
Console: S10
Call duration: 14:39:14 - 14:40:15
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Daughter`s Name: [redacted] W/F [redacted]

Call Notes:
911 caller advised daughter, [redacted], texted her that something was happening at the school and that she loved her. School attendance records show that [redacted] was inside room 1237.

Call # 37
Console: S10-1
Call duration: 14:39:17 - 14:40:26
Caller`s number:
Caller: W/M
Callers Daughter`s Name: W/F

Call Notes:
911 caller advised that his daughter, and told him about the incident. heard gunshots and saw bodies lying on the ground. spoke with FBI following the incident. School attendance records show that was inside room 1237.

Call # 38
Console: N-35-2
Call duration: 14:40:08 - 14:40:32
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Daughter`s Name:

Call Notes:
911 caller reported his friend [redacted] goes to school and reported hearing shots while they were texting. [redacted]

Investigator Signature:

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Contact: Reference: Follow Up

contacted and gave this detective the number for [redacted]

Call # 39
Console: N32
Call duration: 14:41:09 - 14:41:48
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Daughter`s Name: [redacted] W/F [redacted]

Call Notes:
911 callers stated that she got a text from her daughter and wants to know if there is a drill going on at the school.
School records show that [redacted] was in room 1235 at the time of the shooting.

Call # 40
Console: N35-1
Call duration: 14:41:40 - 14:42:32
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Daughter`s Name: [redacted] W/F [redacted]

Call Notes:
911 caller advised that his daughter is hiding in a closest at the school and wanted to know if PD was enroute.

Call # 41
Console: C42-1
Call duration: 14:41:46 - 14:42:54
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Son`s Name: [redacted]

Call Notes:
911 caller advising that he got a text from his son and needs to know if there is a problem at the school and the status.

Call # 42
Console: N35-1
PBSO Transfer
Call duration: 14:41:47 - 14:42:26

Investigator Signature:

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Caller`s number: [redacted]
Caller: W/F
Callers Daughter`s Name: W/F

Call Notes:
911 caller advised and stated that her daughter just called to report a shooting at the school. School attendance records show that was in room 1213 at the time of the shooting.

A sworn statement was taken from by Detective Depelisi. In that statement stated that she was in her classroom when they heard gunshots go off. stated they got on the ground and that they ran to the corner of the room. stated that after hearing gunshots the glass on her classroom door shattered and they realized that four of her classmates were shot. advised that though she did not see the gunman she did go to school with Nikolas Cruz in both High School and Middle School. advised that she was not friends with Cruz even though she went to school with him.

stated that while hidden in her classroom she videotaped some of the incident.

For further information see the sworn statement taken from and the supplement report of Detective Depelisi.

Call # 43
Console: S10-1
Call duration: 14:42:20 - 14:44:09
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Son`s Name: [redacted] W/M [redacted]

Call Notes:
911 caller advised that she just got a call from her son who advised of a shooting at the school.

Call # 44
Console: N10-1
Call duration: 14:42:30 - 14:53:15
Caller`s number:
Caller: W/M
Callers Son`s Name: W/M

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Call Notes:

911 caller advised his son is at the school and texted him about people shot in his classroom 911 called son back at and spoke to him. School attendance records show that was in room 1210 at the time of the shooting.

Call # 45
Console: C16
Call duration: 14:43:06 - 14:44:33
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Grandson`s Name: [redacted] W/M [redacted]

Call Notes:

911 callers advised that his grandson is texting him to advise of a shooting at the school. School attendance records show that [redacted] was in room 1253 at the time of the shooting.

Call # 46
Console: C01
Call duration: 14:43:12 - 14:43:45
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Callers Daughter`s Name: [redacted] W/F [redacted]

Call Notes:

911 caller advised that her daughter goes to Westglade Elementary and wants any information on their status.

Call # 47
Console: N08-1
Transfer from PBSO
Call duration: 14:44:01 - 14:44:49
Caller`s number: [redacted]
Caller: [redacted]
Callers

Call Notes:

911 callers advised that one of his mangers advised that there was a shooting at the school.

Investigator Signature: _____

OCA: *171802000525*

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Contact:
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Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

Call # 48
Console: N34
Call duration: 14:45:35 - 14:46:17
Caller's number: [redacted]
Caller: [redacted] W/M [redacted]

Call Notes:
911 caller advised that one of his co-workers advised him of a shooting at Westglades Middle.

Call # 49
Console: N34-1
Call duration: 14:46:37 - 14:47:25
Caller's number:
Caller: W/M

Call Notes:

911 caller reported that his girlfriend texted him from the school that there was an Active Shooter on campus. 911 Caller interviewed who advised that his girlfriend was

was interviewed by Detective Depelisi where she advised that she was inside classroom 1216 when she heard several gunshots. stated that another gunshot went off and she stood up and a bullet hit her computer screen. stated that another round went off and a bullet grazed her shirt. stated that she and other students tried to hide behind the teacher's desk but that all of them couldn't fit to she ran to an opposite corner.

stated that she called 911 and observed several students in her classroom had been shot. stated that she saw the shooter but did not see his face. thought the shooter was wearing a gas mask and saw that he was armed with an AR-15. who is in JRROTC stated that she knew two people who knew the shooter from JRROTC those being [redacted] and [redacted].

For further information see the supplement of Detective Depelisi and the sworn statement of

Call # 50
Console: N09-1
Call duration: 14:49:17 - 14:49:36
Caller's number: [redacted]
Caller: [redacted] W/M [redacted]

Investigator Signature:_____

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Contact: Reference: *Follow Up*

Call Notes:

[redacted] advised that he did not call 911 and was out of town at the time of the incident.
911 caller advised.

Call # 51
Console: N34-2
Call duration: 14:49:35 - 14:50:21
Caller`s number: MIS could not verify the 911 number
Caller: Unknown

Call Notes:

CPIS Investigator called to report a shooting at the school and wanted to warn investigators to stay out of the area

Call # 52
Console: N14-1
Call duration: 14:50:40 - 14:51:34
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Caller`s Brother: [redacted] W/M [redacted]

Call Notes:

911 caller advised that her brother called to report a shooting at the school. Brother advised that he heard the Fire Alarm and as he was evacuating he heard shots. [redacted] was not in the 1200 building and did not see the gunman and after hearing shots ran back into his building to hide in a classroom.

Call # 53
Console: S03
Call duration: 14:52:08 - 14:53:07
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Callers Son`s: [redacted] W/M [redacted]

Call Notes:

911 caller advised that his son`s school is in lockdown and he wanted a police escort to the school from Miramar.

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Call # 54
Console: N20
Call duration: 14:53:24 - 14:54:23
Caller's number: [redacted]
Caller: [redacted] W/F [redacted]
Callers

Call Notes:
911 Caller received a call from her ex-husband stating that there was an Active Shooter at the High School. Caller advised that she had a child at the Middle School next door (Westglade).

Call # 55
Console: C01
Call duration: 14:53:49 - 14:54:35
Caller's number: [redacted]
Caller: [redacted] W/M [redacted]

Call Notes:
911 caller advised that they have a child at Westglade Middle School and that they can't get the school to answer the phone. 911 caller wanted information about the location of the Active Shooter.

Call # 56
Console: N08-2
Transfer from PBSO
Call duration: 14:57:41 - 14:58:40
Caller's number: [redacted]
Caller:
Callers

Call Notes:
911 caller advised that she was getting a text from her daughter's friend who advised that there was a shooting at the school and that she was on the third floor.

Call # 57
Console: N09
Call duration: 14:59:53 - 15:01:02
Caller's number: [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Caller: [redacted] W/F [redacted]
Callers Son: [redacted] W/M [redacted]

Call Notes:
911 caller advised that she got a text from her son stating that he heard gunshots and was hiding in room 703 locked in the closet with a teacher.

Call # 58
Console: N33-1
Transfer from PBSO
Call duration: 15:00:00 - 15:02:21
Caller`s number:
Caller: W/F
Callers Granddaughter: W/F

Call Notes:
911 caller advised that she received a text from her granddaughter stating that there was an Active Shooter in the building and she heard people screaming. School records show that was in room 1255 at the time of the shooting.

Call # 59
Console: N26-1
Transfer from CSPD
Call duration: 15:00:00 - 15:03:18
Caller`s number:
Caller: [redacted] W/M

Call Notes:
911 caller is a Fire Department Lieutenant from PBSO calling to see if we need any assistance. Caller advised that he received a text from his neighbor`s daughter saying the suspect was wearing a vest and there was possible three gunmen.

Call # 60
Console: N30
Call duration: 15:02:52 - 15:04:32
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Caller`s Wife: [redacted] W/F [redacted]

Call Notes:
911 caller advised that he received a text from his wife [redacted] who advised of an Active Shooter in the school.

Call # 61
Console: N27
Call duration: 15:04:05 - 15:06:26
Caller`s number: FHP

Call Notes:
FHP called to advise that they were sending units to the school to assist.

Call # 62
Console: N07
Call duration: 15:04:47 - 15:06:37
Caller`s number: [redacted]
Caller: [redacted]
Caller`s Daughter: [redacted] W/F [redacted]

Call Notes:
911 caller advised that he had received a text from his daughter who advised of a shooting at the school and he wanted to have an update.

Call # 63
Console: N30
Call duration: 15:07:55 - 15:10:51
Caller`s number:
Caller: W/F
Caller`s Daughter W/F

Call Notes:
911 caller advised that she had received a text from her god daughter stating there was an Active Shooter in the school.

provided a sworn statement to Detective Roque. She advised that she was inside room 1230 when she

Investigator Signature:_____

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began to hear faint bangs. As these sounds became louder a white male student ran up to her classroom door and began to knock on the door. stated that she did not know who the male students was. Once the door was opened this students stated that there was a gunman on the first floor heading up to come up to the second floor. stated that her class turned over the classroom light and all her classmates hide in the corner out of site of the doorway. stated just before hearing the gunshots on the second floor a classmate named was at the bathroom and ran inside the classroom. Shortly there afterwards she saw the window to her classroom door shatter and heard the gunman attempting to gain access to the room.

For further information see the sworn statement of and Detective Roque's supplement report.

Call # 64
Console: N07
911 Call Back
Call duration: 15:07:55 - 15:10:51
Caller's number: [redacted]
Caller: [redacted]
Caller's Daughter [redacted] W/F [redacted]

Call Notes:
911 caller advised that he had received a text from his daughter who advised of a shooting at the school and he wanted to have an update.

Call # 65
Console: N32-2
Call duration: 15:17:11 - 15:21:15
Caller's number:
Caller: W/M [redacted]
Caller's Daughter: W/F

Call Notes:
911 caller advised that she had received a text from her daughter stating there was an Active Shooter in the school and she had been shot. Caller wanted to know what hospital his daughter was being taken to.

Call # 66
Console: C06
Call duration: 15:19:41 - 15:22:43
Caller's number: [redacted]

Investigator Signature:

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Caller: [redacted] W/F [redacted]
Caller`s Nephew: [redacted] W/M [redacted]

Call Notes:
911 caller advised that she had received a text from her nephew stating there was an Active Shooter in the school. [redacted] stated that he heard gunshots and was hiding in the 200 building.

Call # 67
Console: C41
Call duration: 15:20:32 - 15:27:28
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Caller`s Nephew: [redacted] W/M [redacted]

Call Notes:
911 Caller has children at Westglades Elementary and was calling for an update.

Call # 68
Console: C04
Call duration: 15:20:45 - 15:45:51
Caller`s number:
Caller: [redacted]
Caller`s Friend: [redacted] W/F [redacted]
Childs Name: [redacted] W/F [redacted]

Call Notes:

[redacted] learned that [redacted] received text messages from her daughter [redacted] who was at MSD during the incident. Spoke with [redacted] who received text messages stating that there was an active shooter and she was safe in the library [redacted] has already spoken with detectives.

Call # 69
Console: C12-1
Call duration: 15:21:10 - 15:32:35
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Cousins Name: [redacted] W/M [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Call Notes:
911 caller advised that his cousin, [redacted], sent text messages that he was in room 1305 in the science building and there was an active shooter on campus. 911 Caller was calling from New York.

Call # 70
Console: N30
Call duration: 15:24:23 - 15:26:49
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Childs Name: [redacted] W/F [redacted]

Call Notes:
911 caller advised that he received text message from daughter, who was in the band room and was not sure if this was an active shooter or law enforcement conducting a drill.

Call # 71
Console: N30-1
Call duration: 15:32:43 - 15:37:39
Caller`s number: [redacted]
Caller: [redacted]

Call Notes:
911 Calling from Connecticut and was watching FOX NEWS and a picture taken from a helicopter which shows a picture of a person who looks like the suspect walking with a girl evacuating the school.

Call # 72
Console: N09-4
Call duration: 15:38:25 - 15:40:01
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]

Call Notes:
The 911 caller advised that he observed a comment on "YouTube" that there will be a shooting on the date of the incident. Provide information to Detective Nitsch, who handled any legal process regarding the comment. Detective Nitsch contacted [redacted] who advised that on 02/13/2018 he was watching a live You Tube video on "VypV8KKUKHs" and during the video people were making live comments on the screen. One comment was from a

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person who stated that "there would be a school shooting tomorrow". [redacted] stated that person who posted the comment mentioned an address in Florida but that he could not remember what the address was.

On 02/21/2018 a Search warrant was authored by Detective Nitsch for YouTube. This Search Warrant was reviewed by ASA Lani Bandall and then signed by the Honorable Judge Seigel. In response to the Search Warrant YouTube advised that the Chat Dialogue during the live video was not retained.

For further information see Detective Nitsch supplement report.

Call # 73
Console: C40
PBSO Transfer
Call duration: 15:38:36 - 15:54:13
Caller's number: [redacted]
Caller: [redacted] W/F [redacted]
Childs Name: [redacted] W/M [redacted]

Call Notes:
911 caller advised that he received a call from her son, who was locked outside and couldn't get inside a room at MSDHS and was scared.

Call # 74
Console: N32-1
PBSO Transfer
Call duration: 15:39:00 - 15:41:55
Caller's number: [redacted]
Caller: [redacted] W/M [redacted]

Call Notes:
911 caller advised he wanted to alert law enforcement that his residence, which was the first residence next to MSDHS, was left unsecured. [redacted] did not know if the suspect may have fled into his residence.

Call # 75
Console: N33-2
PBSO Transfer
Call duration: 15:42:36 - 15:43:48

Investigator Signature:

OCA: *171802000525*

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Caller's number: [redacted]
Caller: [redacted] W/F [redacted]
Childs Name: [redacted] W/F [redacted]

Call Notes:
Unable to contact the 911 Caller. A work-up of the number produced [redacted] W/F [redacted] as subscriber. [redacted] has an address that matches MSDHS student [redacted]. [redacted] phone also goes straight to voicemail and a voicemail has not been set up.

Call # 76
Console: N08
Call duration: 15:53:23 - 16:04:50
Caller's number: [redacted]
Caller: [redacted]

Call Notes:
The listed 911 caller's number was not identified by investigative means. The number appears to be a bandwidth phone number.

Call # 77
Console: S07
Call duration: 15:56:27 - 1558:39
Caller's number: [redacted]
Caller: [redacted] W/F [redacted]

Call Notes:
911 caller advised that he watched the news and observed a student drop a back bag, while exiting the school. 911 Caller was unsure if this was evidence or not.

Call # 78
Console: N34
Call duration: 16:09:49 - 1614:36
PBSO Transfer
Caller's number: [redacted]
Caller: [redacted] W/M [redacted]

Call Notes:

Investigator Signature: _____

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Contact: Reference: Follow Up

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911 caller advised that he witnessed a video on "Snapchat" on a cellular phone. [redacted] stated that law enforcement already has the video.

Call # 79
Console: S14
Call duration: 16:26:43 - 1636:57
Language Line Transfer
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]
Person Involved: [redacted] H/F [redacted]
Phone Number: [redacted]

Call Notes:
911 caller advised that the daughter from a lady in a group chat posted a video of people on the ground with blood. The person`s name with the daughter is [redacted] phone number [redacted]. [redacted] identified as [redacted] H/F [redacted] Phone Number: [redacted] who advised that she does not have a daughter and does not have video pertaining to MSDHS. [redacted] refused to provide any identifying information. Unable to speak with original caller in follow up. The caller and [redacted] were identified by a work-up on their phone numbers.

Call # 80
Console: N27-1
Call duration: 16:53:06 - 1654:31
Caller`s number: [redacted]
Caller: [redacted] W/M [redacted]
Students Name: [redacted] W/M [redacted]
Phone number [redacted]

Call Notes:

[redacted] who was in the 900 building. [redacted] has already provided statements to law enforcement and does not know the number who called dispatch. Spoke with 911 Caller, [redacted]. [redacted] overheard a call from [redacted], who provided real time updates on the incident.

Call # 81

Console: S13

Investigator Signature:_____

OCA: *171802000525*

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Call duration: 18:02:52 - 1808:26
Caller`s number: [redacted]
Caller: [redacted] W/F [redacted]

Call Notes:

911 Caller contacted police to advise that her mother ([redacted]) and father ([redacted]) were good friends with Linda Cruz for many years. [redacted] advised in sworn statement that everything she knew about the Cruz family was by third person hearsay from her mother (who is now deceased) who spoke to Linda Cruz. Linda Cruz advised [redacted] that Nikolas Cruz had been thrown off the bus and was having problems in school but always defended Nikolas Cruz`s action stating that the incidents were not his fault. Linda Cruz never advised [redacted] anything firearm related in reference to Nikolas Cruz. It should be noted that when [redacted] first contacted BSO a supplement report was done by Deputy Gontko under BSO Case Number 17-1802-000538.

For further information see the recorded statement of [redacted].

BSO 911 Regional Communications Call Takers are 02/14/2018 were the following subjects.

BS08770
Kahn, Karl 8770 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS09823
Northern, Tracy Ann 9823 Regional Communications Regional Communications (954) 321-4300 Communicatio ns Duty Officer

BS09987
Blum, Jennifer 9987 Regional Communications Regional Communications (954) 321-4300 Communications Duty Officer

BS10439
Arneson, Chris 10439 Regional Communications Regional Communications (954) 476-4730 Communications Duty Officer

BS10440
Chandler, Gail 10440 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

Investigator Signature:_____

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BS11755
Lade, Katherine 11755 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS12377
Oakley, Stephanie 12377 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS12646
Vicino, Grace 12646 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS13167
Cardona, Lismary 13167 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS14328
Tift, Kimberly 14328 Regional Communications Regional Communications (954) 476-4730 Comm Operator III

BS15218
Kozloskie, Lisa 15218 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS15680
Almorose, Shakita 15680 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS17705
Woolcock, Shana 17705 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS17157
Morichetti, Pamela 17157 Regional Communications Regional Communications (954) 321-4300 Communications Duty Officer

BS17159
Myrie, Cliffroy 17159 Regional Communications Regional Communications (954) 321-4300 Comm Operator III

BS17261
Peros, Nicole 17261 Regional Communications Regional Communications (954) 321-4300 Communications Duty Officer

BS18448

Investigator Signature:_____

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Contact: Reference: *Follow Up*

Rainford, Brittney 18448 Regional Communications Regional Communications (954) 321-4300 Comm Operator II

Coral Springs Police 911 Calls

Call #1

Time of Call: 14:22:03
Calling Number:

Call Notes:

This 911 caller was determined to be W/F the teacher in classroom 1218 of the Freshman Building. For further information see her taped statement. This call lasted 9 seconds before it disconnected. Gunshots are heard going off on the Coral Springs 911 call before the line disconnects.

Call #2

Time of Call: 14:22:42
Calling Number: [redacted]

Call Notes:

Unable to identify 911 caller per the Duty Officer. This number was dialed from a disconnected phone. No area code attached.

Call #3
Time of Call: 14:22:48
Calling Number: [redacted]
Subscriber Information: [redacted] B/F [redacted]
Phone: [redacted]

Investigator Signature:

OCA: *171802000525*

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Call Notes:

Subscriber information identified through a work-up for the phone number. Numerous calls with voicemails have been attempted to this phone number to no avail.

Call #4

Time of Call: 14:23:16
Calling Number:

Call Notes:

This 911 call was determined to be from W/M. This call lasted 10 seconds before it disconnected. was determined to have been in room 1202 based on Attendance Records.

Call #5
Time of Call: 14:23:19
Calling Number: [redacted]

Call Notes:

Unable to identify 911 caller per the Duty Officer. This number was dialed from a disconnected phone. No area code attached.

Call #6
Time of Call: 14:23:27
Calling Number:
Caller Name: B/F
Mother's Phone Number:
Daughter: B/F
Phone Number:

Call Notes:

Investigator Signature:_____

OCA: *171802000525*

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911 Caller stated that her daughter called from this number during the incident. was in room # 1214 and was injured and went to the hospital. provided a sworn statement to Detective has seen Cruz in the past but did not know him.

Call #7
Time of Call: 14:24:19
Calling Number:
Caller Name: W/F
Phone Number:
Daughter's Name: W/F

Call Notes:

911 Caller's daughter, Teacher was inside her classroom #1214 and heard gunshots. Caller was called by her daughter and told to call for police services. Daughter provided a statement which has been discussed earlier in this detectives supplement report. For further information see that sworn statement and the supplement of Detective Tutler.

Call #8
Time of Call: 14:24:28
Calling Number:

Call Notes:

This 911 caller was determined to be W/F the teacher in room 1216. For further information see that sworn statement and the supplement of Detective Enrique.

This call lasted 24 seconds before it disconnected.

Call #9
Time of Call: 14:24:46
Calling Number:
Caller Name: W/M[redacted]
Phone Number:

Call Notes:

Investigator Signature:_____

EGG-01202

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Contact: Reference: Follow Up

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911 Caller was on the third floor hallway of the 1200 Building in classroom 1255 when he heard the fire alarm and gunshots. Did not witness the shooting and does not know suspect Nikolas Cruz. 911 Caller ran into Ms. Mitcows's room 1250 after he could not get back to his own classroom after the Fire Alarm.

Call #10
Time of Call: 14:25:00
Calling Number: [redacted]
Caller's Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Mother's name: [redacted] W/F [redacted]
Mother's Phone Number: [redacted]

Call Notes:

911 Caller was identified by his mother, [redacted]. 911 Caller's mother [redacted] stated that [redacted] was on the third floor of the 1200 building and heard gunshots. 911 Caller [redacted] did not witness the shooting and did not know Cruz prior to the incident. Gunshots are heard going off in the background of this 911 call by [redacted] has declined to give a taped statement and will not return this detectives phone calls.

Call #11
Time of Call: 14:25:26
Calling Number
Caller Name W/M
Wife's Name: Teacher W/F
Phone Number

Call Notes:

911 Caller called for wife who was a teacher in Room# 1216. 911 Caller's wife provided a statement to law enforcement which was discussed earlier in this detectives supplement report.

Call #12
Time of Call: 14:25:45
Calling Number: [redacted]
Calling Number: [redacted]

Investigator Signature:

EGG-01205

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Caller Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Girlfriend: [redacted] W/F [redacted]
Phone: [redacted]

Call Notes:

911 Caller was calling for his girlfriend, [redacted]. [redacted] was on campus in the school during the incident in classroom 1210 of the Freshman Building and heard the gunshots. 911 Caller did not know what room [redacted] was in when speaking to dispatch. [redacted] did not know Cruz. 911 Caller knew of Cruz, but only stated he was a quiet kid. 911 Caller was not friends with Cruz.

Call #13
Time of Call: 14:26:49
Calling Number:
Caller Name: W/F
Phone Number:

Call Notes:

911 Caller is a teacher a MSDHS and was in Room# 1255. Caller heard the gunshots and left her phone open during the incident. Caller provided a sworn statement to detectives following the incident which has been discussed earlier in this detectives supplement report.

Call #14
Time of Call: 14:27:34
Calling Number:
Caller's Name. /M [redacted]
Teacher:
Phone Number:

Call Notes:

911 Caller . was told by his wife to call 911. Caller's wife is a teacher with MSD and was in Room# 1214. Caller's wife did not know Cruz prior to the incident and previously spoke with law enforcement

Investigator Signature:_____

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Call #15

Time of Call: 14:28:43

Calling Number:

Caller Name: W/M

Phone Number:

Sister`s Name: W/F

Sister`s Phone:

Father`s Name W/M

Father`s Phone:

Call Notes:

911 caller eceived a call from his fathe who told him to call 911. 911 caller`s sister was in 1249 room in the 1200 building. 911 caller`s sister heard someone asking to open the classroom door, but remained inside the room.

Call #16

Time of Call: 14:31:02

Calling Number: [redacted]

Caller Name: [redacted] W/F [redacted]

Phone Number: [redacted]

Daughter: [redacted] W/F [redacted]

Call Notes:

911 Caller`s danghter [redacted] called and told her she heard gunshots. Daughter was not in the 1200 building. [redacted] fled the building. [redacted] did not know Cruz prior to the incident.

Call #17

Time of Call: 14:31:59

Calling Number: [redacted]

Caller Name: [redacted] W/M [redacted]

Phone Number: [redacted]

Caller`s Son: [redacted] W/M [redacted]

Son`s Number: [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Call Notes:

911 caller [redacted] received a call from his son [redacted] who was in the 1300 building. Caller`s son [redacted] heard gunshots, but did not witness the actual shooting.

Call #18 (ASSOCIATED CALL FROM CSPD DROPPED 911 CALLS)
Time of Call: 14:32:16
Calling Number: [redacted]
Caller Name: [redacted] B/F [redacted]
Phone Number: [redacted]
Caller`s Son: [redacted] B/M [redacted]
Call Notes:

911 Caller [redacted] son [redacted] is a student at MSDHS. 911 Caller`s son called his father ([redacted] B/M [redacted]) and advised of the active shooter on campus. The son [redacted] was in classroom room 1253 on the third floor of the 1200 building and only heard gunshots and did not see the gunman.

Call #19
Time of Call: 14:33:06
Calling Number: [redacted]
Caller Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Caller`s Brother: [redacted] W/M [redacted]

Call Notes:

911 Caller [redacted] brother [redacted] was in school at MSDHS during the incident. Caller [redacted] responded to the school as law enforcement were arriving. 911 Caller did not hear or witness the shooting. Spoke with caller`s brother, [redacted]. [redacted] was in an unknown room in the 1300 building during the incident. [redacted] stated he ran towards the football field until the scene was secure. [redacted] only heard gunshots and [redacted] does not know Cruz nor did he see the gunman.

Call #20
Time of Call: 14:35:31
Calling Number: [redacted]
Caller Name: [redacted] W/F [redacted]

Investigator Signature: _____

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Phone Number: [redacted]
Caller's Daughter: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] received text messages from her daughter [redacted] that she heard gunshots. [redacted] daughter did not witness the shooting and was in a Physics/Honors room in the 1300 building. [redacted] daughter did not know Cruz prior to the incident.

Call #21
Time of Call: 14:37:00
Calling Number: [redacted]
Caller's Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Caller's Daughter: [redacted] W/F [redacted]
Daughter's Phone: [redacted]

Call Notes:

911 Caller [redacted] daughter [redacted] called about hearing gunshots and screaming. Caller's daughter [redacted] was on the third floor of the Freshman Building in classroom 1254. [redacted] did not witness the actual shooting. [redacted] was not friends with Cruz but had a brief encounter with Cruz a year prior, where he shoved her in the hallway and stated "Get out of my way freshman".

Call #22
Time of Call: 14:38:12
Calling Number: [redacted]
Caller's Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Son's Name: [redacted] W/M [redacted]
Son's Phone: [redacted]

Call Notes:

911 Caller [redacted] received a call from his son [redacted], who was in the band room and not in the 1200 building. [redacted] heard that there was an active shooter and hid until law enforcement arrived.

Investigator Signature: _____

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Call #23
Time of Call: 14:38:35
Calling Number: [redacted]
Caller`s Name: [redacted] H/M [redacted]
Phone Number: [redacted]
Caller`s Son: [redacted] W/M [redacted]
Son`s Phone: [redacted]

Call Notes:

911 Caller [redacted] son [redacted] called him regarding the shooting. [redacted] heard the gunshots, while in the lobby of the 1300 building. [redacted] has seen Cruz in passing, but did not know him.

Call #24
Time of Call: 14:38:40
Calling Number: [redacted]
Caller`s Name: [redacted] W/F [redacted]
Phone Number: [redacted]
Neighbor Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] heard of the shooting and sent a text to her neighbor [redacted]. [redacted] was on the third floor of the 1200 building in classroom 1253. [redacted] heard gunshots and screaming but did not see the gunman. [redacted] did not know Cruz prior to the incident.

Call #25
Time of Call: 14:41:19
Calling Number: [redacted]
Caller`s Son: [redacted] W/F [redacted]
Phone Number: [redacted]
Caller`s Son: [redacted] W/M [redacted]
Phone Number: [redacted]

Call Notes:

Investigator Signature: _____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

---

911 Caller [redacted] was calling to inquire about her son [redacted]. [redacted] heard gunshots and did not witness the shooting. [redacted] was in the next building over from the 1200 building (Unknown room). [redacted] did not know Cruz.

Call #26
Time of Call: 14:41:52
Calling Number:
Caller's Name: W/F
Phone Number:

Call Notes:

911 Caller was in Scott Beigel's class (1256) when she heard the gunshots. Caller hid and after coming out from cover, she noticed that Mr. Beigel had been shot. Caller did not witness the shooting itself and only heard gunshots. id not know Cruz prior to this incident.

Call #27 (DUPLICATE)
Time of Call: 14:42:57
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]
Neighbor Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] heard of the shooting and sent a text to her neighbor [redacted]. [redacted] was on the third floor of the 1200 building. [redacted] heard gunshots and screaming. [redacted] did not know Cruz prior to the incident.

Call #28
Time of Call: 14:44:00
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Investigator Signature:_____

OCA: *171802000525*

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was calling to inquire on what was occurring. Her school was on lock down.

Call #30
Time of Call: 14:44:00
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was calling to inquire on what was occurring. Her school was on lock down.

Call #31
Time of Call: 14:44:03
Calling Number: [redacted]
Time of Call: 14:44:03
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was mandated to call per their code red training. Caller did not know Cruz.

Call #32
Time of Call: 14:44:13
Calling Number: [redacted]
Caller's Name: [redacted] W/M [redacted]
Phone Number: [redacted]

Call Notes:

Investigator Signature: _____

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Contact: Reference: Follow Up

---

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was mandated to call per their "Code Red" training.

Call #33
Time of Call: 14:44:21
Calling Number: [redacted]
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was mandated to call per their "Code Red" training. [redacted] did not know Cruz prior to this incident.

Call #34
Time of Call: 14:44:27
Calling Number: [redacted]
Caller: Unknown

Call Notes:

911 call from a disconnected cellular phone. CAD does not list an area code and unable to identify.

Call #35
Time of Call: 14:45:45
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was mandated to call per their code red training. Did not know Cruz prior to this incident.

Call #36

Investigator Signature: _____

OCA: *171802000525*

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Time of Call: 14:46:02
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was a teacher at Heron Heights Elementary School and was mandated to call per their code red training. [redacted] Did not know Cruz.

Call #37 (DUPLICATED FROM CALL # 27)

Time of Call: 14:46:24
Calling Number: [redacted]
Caller's Name: [redacted] W/F [redacted]
Phone Number: [redacted]
Caller's Daughter: [redacted] W/F [redacted]
Daughter's Phone: [redacted]

Call Notes:

911 Caller [redacted] daughter [redacted] called about hearing gunshots and screaming. Caller's daughter [redacted] was on the third floor of the freshman building. Caller's daughter [redacted] did not witness the actual shooting, but did have to walk over some of the deceased. Caller's daughter [redacted] was not friends with Cruz. Caller's daughter [redacted] had a brief encounter with Cruz a year prior, where he shoved her in the hallway and stated "Get out of my way freshman". Caller's daughter [redacted] is out of town and not available until August 2018.

Call #38
Time of Call: 14:47:00
Calling Number:
Caller's Name: B/F
Phone Number:
Caller's Daughter W/F
Daughter's Phone

Call Notes:

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

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911 caller received a call from her daughter who stated a guy was "shooting up" her class room, which was Room #1216. She witnessed the shooting and provided a statement. Caller stated that her daughter believed Cruz looked familiar but was not friends with him.

provided a sworn statement to Detective Parrish. In that statement advised that she was inside the 1200 Building when she heard gunshots go off. Her and other classmates ran to the corner that they had been trained to hide in but since they could not all fit some of the students had to run to a corner in the sight of anyone looking through the classroom door. stated that shots began to go off in her classroom and the male student in front of her got shot. advised that she pulled that male student on top of her to protect her from the gunshots which continued. Eastmond stated that several other students who were in her room got shot and she was pulled behind a filing cabinet for cover. tried to call her parents and 911.

For further information see and the supplement report of Detective Parrish.

Call #39
Time of Call: 14:48:04
Calling Number: [redacted]
Subscriber: [redacted] W/F [redacted]
Phone: [redacted]

Call Notes:

The above subscriber information was obtained through databases. Numerous calls and messages were attempted, with no call back.

Call #40
Time of Call: 14:49:12
Calling Number: [redacted]
Caller: [redacted] W/F [redacted]
Phone: [redacted]

Call Notes:

911 Caller teaches at Heron Heights and was told to call 911 per the school's protocol. Did not know Cruz prior to the incident.

Investigator Signature:_____

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Contact: Reference: *Follow Up*

Call #41
Time of Call: 14:50:13
Calling Number: [redacted]
Caller: [redacted] W/F [redacted]
Caller`s daughter: [redacted] W/F [redacted]
Phone: [redacted]

Call Notes:

911 Caller`s daughter [redacted] was at MSDHS and was not in the 1200 building. 911 Caller`s daughter only heard gunshots and did not witness the shooting. Caller`s daughter [redacted] did not know Cruz prior to the incident.

Call #42
Time of Call: 14:52:20
Calling Number: [redacted]
Caller: [redacted] W/F [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] did not call 911 and has had this phone number for years. The caller [redacted] did not know Nikolas Cruz.

Call #43
Time of Call: 14:55:11
Calling Number: [redacted]
Subscriber Information: [redacted] B/F [redacted]
Phone: [redacted]

Call Notes:

Phone number is disconnected.

Call #44

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Time of Call: 14:55:14
Calling Number: [redacted]
Call Notes:

The phone number does not contain an area code and is unidentifiable. This is from a disconnected phone.

Call #45 (Duplicate)
Time of Call: 14:55:36
Calling Number: [redacted]
Subscriber Information: [redacted] B/F [redacted]

Call Notes

Phone number is disconnected.

Call #46
Time of Call: 14:55:49
Calling Number: [redacted]

Call Notes:

The phone number does not contain an area code and is unidentifiable. This is from a disconnected phone.

Call #47
Time of Call: 14:56:26
Calling Number: [redacted]

Call Notes

The phone number does not contain an area code and is unidentifiable. This is from a disconnected phone.

Call #48
Time of Call: 14:57:25
Calling Number: [redacted]
Caller: [redacted] W/M [redacted]
Phone: [redacted]

Investigator Signature:_____

OCA: *171802000525*

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Call Notes:

911 Caller [redacted] did not call 911 and has had this phone number for years. The caller does know people in Parkland, Florida, but did not know Cruz.

Call #49
Time of Call: 14:57:28
Calling Number: [redacted]
Caller: [redacted] W/M [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was in Ms. Spence`s class (Room# 401). [redacted] heard gunshots, but did not witness the shooting. [redacted] did not know Cruz prior to the incident.

Call #50
Time of Call: 14:58:04
Calling Number: [redacted]
Subscriber: [redacted] W/M [redacted]
Phone Number: [redacted]
Address: [redacted]

Call Notes:

Was unable to obtain any information as the unidentified male caller was annoyed by the call and hung-up the phone. Unable to identify an affiliation to MSDHS.

Call #51
Time of Call: 14:59:01
Calling Number:
Caller: W/M
Phone:

Call Notes:

Investigator Signature:_____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

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911 Caller called during the shooting as he was in Mr. Beigel`s class. Caller witnessed Mr. Beigel being shot and provided a statement on the following day. Caller did not witness the shooter and could only see Mr. Beigel being shot. Caller did not know Cruz prior to the incident.

Call #52
Time of Call: Not Recorded
Calling Number: [redacted]
Caller Name: [redacted] W/F [redacted]

Caller Notes:

[redacted] claims he did not call 911 about the incident.

Call #53
Time of Call: 15:02:18
Calling Number: [redacted]
Caller Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Sister`s Name: [redacted] W/F [redacted]
Sister`s Phone: [redacted]
Father`s Name: [redacted] W/M [redacted]
Father`s Phone: [redacted]

Call Notes:

911 caller [redacted] received a call from his father [redacted], who told him to call 911. 911 caller`s sister [redacted] was in 1249 room in the 1200 building. 911 caller`s sister [redacted] heard someone asking to open the classroom door, but remained inside the room.

Call #54
Time of Call: 15:05:42
Calling Number: [redacted]
Caller Name: [redacted] B/F [redacted]
Caller Notes:

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Caller`s child called 911 by accident.

Call #55
Time of Call: 15:05:59
Calling Number: [redacted]
Caller: [redacted] W/M [redacted]
Phone: [redacted]

Call Notes:

911 Caller did not call 911 and has had this phone number for years. The 911 caller does know people in Parkland, Florida, but did not know the suspect Cruz.

Call #56
Time of Call: 15:06:03
Calling Number: ?
Caller: W/M
Phone:

Call Notes:

911 Caller called during the shooting as he was in Mr. Beigel`s class.911 Caller witnessed Mr. Beigel being shot and provided a statement on the following day. Caller did not witness the shooter and could only see Mr. Beigel being shot. 911 Caller did not know Cruz prior to the incident.

Call #57
Time of Call: 15:06:33
Calling Number: [redacted]
Caller: [redacted] W/M [redacted]
Phone Number: [redacted]

Call Notes:

911 Caller [redacted] was in room 1254 when he heard gunshots. Caller [redacted] did not witness the

Investigator Signature:_____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

shooting. Caller [redacted] did not know Cruz prior to the incident.

Call #58
Time of Call: 15:06:43
Calling Number:
Caller Name: '/M[redacted]
Phone Number:
Sister`s Name: W/F
Sister`s Phone:
Father`s Name: W/M[redacted]
Father`s Phone

Call Notes:

911 caller received a call from his father who told him to call 911. 911 caller`s sister was in 1249 room in the 1200 building. 911 caller`s sister heard someone asking to open the classroom door, but remained inside the room.

Call #59
Time of Call: 15:13:17
Calling Number: [redacted]
Subscriber: [redacted] W/F [redacted]
Phone: [redacted]

Call Notes:

The above subscriber information was obtained through databases and coincides with the voicemail message. Numerous calls and messages were attempted, with no call back.

Call # 60
Time of Call: 15:14: 05
Calling Number:
Caller`s Name: W/F
Phone Number:

Investigator Signature:_____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Daughter's Name W/F

Daughter's Phone:

Call Notes:

911 Caller received a call from her daughter who was in room# 1213 and who was shot in the leg. Her daughter provided a statement already and did not know Cruz prior to this incident.

Call #61
Time of Call: 15:17:46
Calling Number: [redacted]
Caller: [redacted] B/F [redacted]
Phone: [redacted]

Call Notes:

911 Caller does not remember calling 911 unless it was accidental. 911 Caller has no affiliation with the school.

Call #62
Time of Call: 15:18:13
Calling Number: [redacted]
Caller: [redacted] B/M [redacted]
Phone: [redacted]
Friend: [redacted] B/M [redacted]
Phone: [redacted]
Nephew: [redacted] B/M [redacted]
Phone: [redacted]

Call Notes:

911 Caller allowed his friend, [redacted] to use his phone to call 911. [redacted] nephew attends MSDHS. [redacted] nephew, [redacted], was in the band room when he heard gunshots only and then ran towards the rear of the school. [redacted] stated that he was not friends with Cruz, but was in an engineering class with him. [redacted] stated that Cruz kept to himself.

Call #63

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Time of Call: 15:20:12
Calling Number: [redacted]
Caller: [redacted] B/M [redacted]
Phone: [redacted]

Call Notes:

911 Caller does not remember calling 911. 911 Caller did state that he could have been calling to check on the status of his daughter, who attended Coral Springs Middle School.

Call #64
Time of Call: 15:21:15
Calling Number: [redacted]
Subscriber information: [redacted] O/M [redacted]
Phone: [redacted]

Call Notes:

911 Caller dialed 911 by accident and has no affiliation with MSDHS. The 911 caller does not know Cruz and would not provide personal information.

Call #65
Time of Call: 15:31:03
Calling Number: [redacted]
Caller: [redacted] W/F [redacted]
Phone: [redacted]
Call Notes:

911 Caller was calling when she observed a male who matched the description of the shooter walking south on Wyndham Lakes Road. 911 Caller was unsure if this was Cruz.

Call #66
Time of Call: 15:34:08
Calling Number: [redacted]
Caller: [redacted] B/M [redacted]

Investigator Signature: _____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Phone: [redacted]

Call Notes

911 Caller was in Room# 721 when he heard the gunshots. The 911 caller did not witness the shooting and did not know Cruz prior to the incident.

Call #67 Duplicate of Call 61
Time of Call: 15:17:46
Calling Number: [redacted]
Caller: [redacted] B/F [redacted]
Phone: [redacted]

Call Notes:

911 Caller does not remember calling 911 unless it was accidental. 911 Caller has no affiliation with the school.

CORAL SPRINGS POLICE 911 DROPPED AND OR ABANDONED CALLS

Call #1

Creation Date: 02/14/2018
Creation Time: 14:23:46
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F
Childs Name: [redacted] W/F [redacted]

Interview of Caller:

Caller advised they received a text from their daughter who was in room 1255 or 1256. Daughter heard gunshots.

Investigator Signature:_____

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Contact: Reference: *Follow Up*

School records show that [redacted] was in room 1253 at the time of the shooting.

Call #2

Creation Date: 02/14/2018
Creation Time: 14:26:43
Call Type: Abandoned
Called Number:
Caller Name: W/F
Sisters Name: W/F

Interview of Caller:

Caller advised that her sister was at the school and reported the incident to her. School records show that was in room 1214 at the time of the shooting.

provided a sworn statement to Detective Neves were she advised that she was inside room 1214 when she heard gunshots and then the Fire Alarm go off. stated that she and other students hid in the corner but not all of the students could fit behind objects to hide. stated that several students who could not fit behind objects were shot including Nicholas Dworet and Helena Ramsey. Stark then stated that she called her parents and then called 911. advised that she did not see the gunman and did not know Nikolas Cruz from prior contact. later called Detective Neves to advise that she had found an injury to the back of her leg that she felt could have been caused by a fragmented bullet. The wound was photographed by Detective Neves but did not require medical treatment.

For further information see the statement of and the supplement report of Detective Neves.

Call #3

Creation Date: 02/14/2018
Creation Time: 14:50:16
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F [redacted]

Caller Interview:

Investigator Signature:_____

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Investigator: CURCIO, J. (16048) Date / Time: 08/09/2018 13:28:06, Thursday

Supervisor: BROWN, J. J. (11100) Supervisor Review Date / Time: 08/09/2018 13:31:16, Thursday

Contact: Reference: Follow Up

[redacted] claims he did not call 911 about the incident.

Call #4

Creation Date: 02/14/2018
Creation Time: 15:06:49
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F [redacted]

Caller interview:

911 caller advised that their child attended Westgaldes Middle and called to see status of the school.

Call #5

Creation Date: 02/14/2018
Creation Time: 14:51:03
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] B/M [redacted]

Caller interview:

Subject claimed that he did not call 911 to report the incident.

Call #6

Creation Date: 02/14/2018
Creation Time: 14:29:46
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] B/M [redacted]
Childs Name: [redacted] B/M [redacted]

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Caller interview:

911 caller advised that his son called him to report the shooting on campus. Son only heard gunshots and did not see the shooter. School records show that [redacted] was in room 1253 at the time of the shooting.

Call #7

Creation Date: 02/14/2018
Creation Time: 14:24:04
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F
Childs Name: [redacted] W/F [redacted]

Caller Interview:

Repeat of Call #1.

Call #8

Creation Date: 02/14/2018
Creation Time: 14:37:49
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/M [redacted]

Caller Interview:

911 caller was at a local park and was calling to see what was occurring at the school.

Call #9

Creation Date: 02/14/2018

Investigator Signature: _____

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Creation Time: 14:47:04
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/M [redacted]
Caller Interview:

Caller refuses to speak to Law Enforcement and will not return messages. Caller hangs up call upon phone contact.

Call 10

Creation Date: 02/14/2018
Creation Time: 14:23:06
Call Type: Abandoned
Called Number:
Caller Name: W/F
Caller Interview:

W/F, DOB: was shot in the toe and was discharged after treatment. In sworn statement advised that she was in room 1214 when she began to hear gunshots go off. She and other students ran to the corners of the room to hide. She attempted to run to the other corner of the building when she was shot. stated that she attempted to call 911 but could not get a signal out to make the call. stated that she saw another student on his cell phone calling 911. stated that she did not see the gunman but saw that he was shooting through the window of her classroom door.

For further information see the sworn statement of and Detective Williams' supplement report.

Call 11

Creation Date: 02/14/2018
Creation Time: 14:22:43
Call Type: Abandoned
Called Number:
Caller Name: W/F
Caller Interview:

Repeat of Call #10

Investigator Signature:_____

OCA: *171802000525*

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Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Call 12

Creation Date: 02/14/2018
Creation Time: 14:24:52
Call Type: Abandoned
Called Number:
Caller Name: B/F
Caller Interview:

' provided a sworn statement to Detective Parrish. In that statement advised that she was inside the 1200 Building when she heard gunshots go off. Her and other classmates ran to the corner that they had been trained to hide in but since they could not all fit some of the students had to run to a corner in the sight of anyone looking through the classroom door. stated that shots were being fired into her classroom and the male student in front of her got shot advised that she pulled that male student on top of her to protect her from the gunshots which continued. stated that several other students who were in her room got shot and she was pulled behind a filing cabinet for cover. tried to call her parents and 911.

For further information see and the supplement report of Detective Parrish.

Call 13

Creation Date: 02/14/2018
Creation Time: 15:05:03
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] B/F [redacted]
Caller interview:

Caller`s child called 911 by accident.

Call 14

Creation Date: 02/14/2018
Creation Time: 14:24:13
Call Type: Abandoned
Called Number: [redacted]

Investigator Signature:_____

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Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Caller Name: [redacted] B/M [redacted]

Caller Interview:

Repeat of Call # 6

Call 15

Creation Date: 02/14/2018
Creation Time: 14:26:16
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/M [redacted]

Caller Interview:

Repeat caller same as of Completed 911 Call #4

Call 16

Creation Date: 02/14/2018
Creation Time: 14:26:39
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/M [redacted]

Caller Interview:

Repeat caller same as of completed 911 Call #4

Call 17

Creation Date: 02/14/2018
Creation Time: 14:25:58
Call Type: Abandoned

Investigator Signature:_____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

Called Number: [redacted]
Caller`s Name: [redacted] W/M [redacted]
Phone Number: [redacted]
Mother`s name: [redacted] W/F [redacted]
Mother`s Phone Number: [redacted]

Call Notes:

911 Caller was identified by his mother, [redacted] 911 Caller`s mother [redacted] stated that [redacted] was on the third floor of the 1200 building and heard gunshots. 911 Caller [redacted] did not witness the shooting and did not know Cruz prior to the incident. Gunshots are heard going off in the background of this 911 call by [redacted] [redacted] has declined to give a taped statement and will not return this detectives phone calls.

Call #18

Creation Date: 02/14/2018
Creation Time: 14:24:27
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F
Childs Name: [redacted] W/F [redacted]

Caller Interview:

Repeat of Call #1.

Call #19

Creation Date: 02/14/2018
Creation Time: 14:25:56
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/F [redacted]
Childs Name: [redacted] W/M [redacted]

Investigator Signature: _____

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Contact: Reference: *Follow Up*

Caller Interview:

911 caller advised that she was receiving texts from her son who was advising of a shooting at the school. [redacted] stated that he heard gunshots but did not witness the shooter.

Call #20

Creation Date: 02/14/2018
Creation Time: 15:34:12
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] W/M [redacted]

Caller Interview:

911 Caller advised that he was outside and heard gunshots but did not witness the incident

Call #21

Creation Date: 02/14/2018
Creation Time: 14:27:07
Call Type: Abandoned
Called Number: [redacted]
Caller Name: [redacted] B/F [redacted]
Childs Name: [redacted] B/F [redacted]

Caller Interview:

911 Caller advised that he was outside and heard gunshots but did not witness the incident.

Copies of all Coral Springs' Police and Fire Response Channels to MSDHS were obtained and where placed into evidence by this detective. The 911 calls were also transcribed and can be reviewed for content.

In several of the Coral Springs 911 calls gunshots are heard being fired. They include the following calls.

Possession 35

Investigator Signature: _____

OCA: *171802000525*

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Calls One and Two
Time: 14:25

911 caller is a male student calling in with over a dozen gunshots heard going off in the background. A second 911 call at the same time is from a teacher on the third floor. In both cases the 911 callers hang up on the subjects inside the building to take other incoming 911 calls.

Below is a list of the Coral Springs 911 operators and dispatchers who were working on 02/14/2018.

Kathy Liriano- Communications Administrator
(Phones then Fire Command primary Dispatch)

Thomas Ciampi- Communications Technical Coordinator
(Incident Dispatcher)

Diana Armistead- Communications Training Coordinator
Phones, then Fire Staging Primary Dispatcher)

Patrick Thurman- Communications Shift Supervisor
(Phones then third back up on Police Main Channel)

Alyssa Picotte- Communications Shift Supervisor
(Back Up Dispatcher)

Julie Vidaud- Communications Shift Supervisor
(Phones)

Barry Kolesar- Telecommunicator
(Incident Dispatcher)

Hillary Vullo- Telecommunicator
(Dispatcher on Police Information)

Erin Kafka- Telecommunicator
(Tactical Dispatcher)

Lisa Bilbao- Telecommunicator

Investigator Signature: _____

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(Back Up Dispatcher on Police Information)

Christina Young- Telecommunicator
(Primary Dispatcher on Fire Main)

Suzanne Fiorillo- Telecommunicator
(Back up Dispatcher Fire Main, phones)

Michelle Vargas-Guerrero- Telecommunicator
(Back up Dispatcher Fire Staging, phones)

Justine Santiago- Telecommunicator
(Phones)

Stephanie Dorsett- Telecommunicator
(Back up Dispatcher Fire Main)

Martina Sturridge- Telecommunicator
(Runner)

Jessica Appel- Telecommunicator
(Primary Dispatcher on Main Channel)

Kevin Ballinger- Telecommunicator
(BSO Liaisons, phones)

Elizabeth Dibenedetto-Emergency Call Taker
(Backup Dispatcher)

Karin Niemeyer-Emergency-Call Taker
(Phones)

Shaunte Reid--Emergency Call Taker
(Phones)

Emily Tanzil-Emergency Call Taker
(Phones)

Investigator Signature:_____

OCA: *171802000525*

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Amy Backer-Principal Office Assistant
(Phones)

Debra Liberto-Office Assistant

EVIDENCE RECOVERED AT MSDHS AFTER 02/14/2018

Several live 223 rounds were found on the campus of MSDHS days after the incident. They included two live 223 rounds (Winchester Remington) recovered in classroom 703 of the 700 building. A live 223 round (Speer) recovered outside classroom 220 in the 200 building. A spent 9mm (Speer) casing recovered from the walkway in front of the 500 building and a loaded 357 magazine with 14 live rounds located at Holmberg Road and Pine Island Road.

On 04/09/2018 school workers cleaning in the auditorium stage found another spent 223 casing that was collected by Detective Crespo. This spent casing was determined to be a brand name JSC Barnaul and testing at the BSO Crime Laboratory confirmed that it was not fired from Nikolas Cruz`s AR-15.

For further information see BSO Lab Number 18-02052.

For further information see Detective Clint Williams and Gloria Crespo`s reports.

Since several of the SWAT Teams (BSO and Coral Springs) were in range training and responded this detective determined that though BSO SWAT Teams did help clear the 700 building they did not help clear the 200 building. The BSO SWAT Team uses "Winchester Ranger" 223 rounds which are inconsistent with the live rounds found at the 200 building.

The Coral Springs SWAT Team and Fort Lauderdale which helped clear the 200 building uses "Speer" 223 rounds which is consistent with the live round found at room 220.

It should be noted that it is standard practice to keep your police issue AR15 without a round in the chamber before taking it out on a call. Therefor it is logical if SWAT Officers had their AR-15 fully loaded with a round in the chamber when they left the range they may have gone through the process of believing the weapon was unloaded and recharged the rifle extracting the live round that was already in the gun`s chamber.

This detective contacted Captain Mock the officer in charge of the Coral Springs SWAT TEAM in reference to the

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loaded 357 magazine with 14 live rounds located at Holmberg Road and Pine Island Road. This magazine and ammunition is somewhat unique to most police agencies and is consistent with the duty city issued handgun that the Coral Springs SWAT TEAM uses. As of the time of thus supplement no officers has claimed losing a magazine and ammunition on 02/14/2018.

On February 14th, 2018, Sergeant Maria Renner received a call informing her of the shooting at Marjory Stoneman Douglas High School. Sergeant Renner had just concluded a meeting at the Broward Sheriff's Main Headquarters Public Safety Building (2601 W. Broward, Fort Lauderdale) and responded to the campus. Sergeant Renner arrived in the area of the school and parked on Coral Ridge Drive due to traffic and continued to the school on foot.

Sergeant Renner arrived at the north end of the school's student parking lot adjacent to the 1200 building. Sergeant Renner continued to the east side of the school and assisted students as they exited the school. Sergeant Renner escorted dozens of students north-bound on Pine Island Road and east-bound on Holmberg Road while assuring they were out of sight from the school building where the shooter was believed to be. As they moved, students called parents and made arrangements to be picked up. Once the flow of students ceased from inside the school campus, Sergeant Renner assisted with various specific needs of individual students and parents in my presence. These needs mostly were associated with re-unification of family members and communication.

On Friday, February 15th, Sergeant Renner responded to Marjory Stoneman Douglass High School and met with Principal Thompson's Office Manager, Ms. Teresa Basilone. They worked to establish a plan for the release of staff and student vehicles and book bags left on the school property after the shooting.

On this date, Sergeant Renner was advised by Captain Gajate that all vehicles parked at the school were eligible to be released to their owners.

Sergeant Renner attended a meeting with Chief Robert Hutchinson (School Board Police Chief), Major C. Kowalski (School Board Police), Major Nate Osgood (BSO), Captain Jan Jordan (BSO) to discuss the logistics of releasing the staff/student vehicles. It was decided that staff of MSDHS would be directed to arrive on Friday, February 16th between 6am-9am and students between 11am - 1pm.

On this date, Principal Thompson utilized school procedures to notify staff/parents/students and instruct them how to retrieve their vehicles. Everyone was instructed to enter the north end check point located on Pine Island Road, north of Holmberg Road. Staff/parents/students were instructed to arrive and be dropped off to retrieve their vehicles. Working jointly with the BSO motor unit, each arriving staff member/parent/student was escorted to their vehicle. Once the vehicle was retrieved the Police Motor units escorted the staff/parents/students off the school property.

On February 15th and 16th, the FBI retrieved book bags, cellular phones, and laptops from the 1200 building they

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deemed non-evidentiary. The items were turned over to BSO and placed into a box truck for safe keeping for school officials to later release to their rightful owners.

This action of removing the non-evidentiary from the school was discussed and approved by ASA Shari Tate and ASA Jeff Marcus.

On Tuesday, February 20th, Sergeant Renner discovered the boxes had been released to school officials on Saturday, February 17th and placed in the school's front office area. The boxes were taken to the gymnasium and placed in order by room number and floor. Sergeant Renner assisted the school with attempting to identify each book bag in preparation for them to be released to students. During the identifying process Sergeant Renner recovered electronic devices (e.g. cell phone, laptop, IPads). Sergeant Renner contacted Detective Tutler and discussed how he wanted to move forward with the personal property of the students regarding the electronic devices. Detective Tutler wanted to make sure these devices were clear of any images/video that could have evidentiary value. The Electronic devices were separated in an attempt to obtain verbal consent from the owner of the device in order to view the photo/video gallery. The school administration announced via school procedures that students can return to the school on Sunday, February 25th to retrieve their belongings from the gymnasium. Sergeant Rafailovitc (CCN #14627) and Sergeant Renner made ourselves available for students looking for their electronic devices. School administration provided a large charging station to power up devices in order to check them for evidence.

Some of the electronic device owners were identifiable as they were found in book bags or with school/government identification. Other device owners were not readily identifiable. Sergeant Renner created a list which documented the owner of the device, the device type, who reviewed the device and who the device was released to from the gymnasium. After the scheduled release of student book bags and devices, several devices remained unclaimed.

On February 28th, school resumed, and Sergeant Renner worked closely with School Registrar, Ms. Amy Pena to identify the owners of the remaining electronic devices. Ms. Pena provided a list of teacher classroom assignments from the 1200 building, specifically during the 4th period. The 4th period was in session at the time of the shooting and would indicate most accurately where teachers/students were when property was abandoned. Sergeant Renner began the task of contacting students to see if they were missing an electronic device and attempting to find the device owners. Sergeant Renner inquired about the type of phone and other descriptive characteristics. Sergeant Renner received verbal consent to check each device for evidence.

Below is a list of names of the electronic devices that were identified and were released.

Release to Room item found Electronic Device released
The below electronics reviewed / released by Sgt. Maria Renner, CCN 5367

Investigator Signature:_____

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[redacted] 1211 Iphone
1216 Iphone
1213 Iphone
[redacted] 1229 Iphone
1211 LOK7
1235 Ipad
1237 Per student only utilized for music (did not power up-did not release) -placed into BSO evidence
1230 Nintendo Game system
1218 Iphone / $25
1214 Yoga Lenovo Laptop
1210 Iphone
[redacted] 1212 Iphone
1216 Iphone
230 Mac
[redacted] 1230 Mac
1211 Iphone
1214 Defective markings - possible shrapnel - TOT Det. Scott
[redacted] 1235 Laptop
1229 Iphone
1216 Iphone
[redacted] 1257 Mac
1216 Iphone- checked by myself and Sgt. Rafailovitc
[redacted] Hallway 1st Floor Mac
1227 Mac
[redacted] 1235 Samsung phone
[redacted] 1211 Iphone
1214 Mac
[redacted] 1211 Iphone
1211 Iphone
The below electronics reviewed / released by Sgt. Edward Rafailovitc, CCN 14627
1210 Iphone
1216 Mac
[redacted] Iphone
[redacted] Iphone
[redacted] Mac
[redacted] Ipad

Investigator Signature: _____

EOG-01236

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Supervisor: BROWN, J. J. (11100) Supervisor Review Date / Time: 08/09/2018 13:31:16, Thursday
Contact: Reference: Follow Up

[redacted] Iphone

Sergeant Renner assisted the BSO Homicide Unit with the release of non-evidentiary items to victims and/or their families. On Tuesday, February 27th, 2018 Sergeant Renner took custody of Property Receipt (#18004406) from Deputy Gloria Crespo (BSO/Crime Scene Unit). These items were authorized for release to their owners. The bag containing the property was marked as "third floor". The evidence bag contained 7 cell phones, one IPad and one lanyard with keys. The items were listed on one evidence receipt, but they belonged to different individuals. Sergeant Renner documented each item individually and who they were released to (see below).

Owner Room #Item type Released to
[redacted]
1251 Amazon Blu phone [redacted]
[redacted] 1200A stairwell landing#1 Iphone [redacted]
[redacted] 1257 Ipad [redacted]
[redacted] 1256 Iphone [redacted]
[redacted] 1254 Iphone [redacted]
[redacted] Hallway across from 1248 Iphone [redacted]
[redacted] Hallway in front of 1249 Iphone [redacted]
Hallway in front of 1252 Iphone
Rospierski, Ernest 1249 lanyard/keys Ernest Rospierski (school staff)

On Tuesday, February 27th, 2018 Sergeant Renner took custody of Property from Deputy Dan Krystyan (BSO/Crime Scene Unit). These items were authorized for release to their owners. The bag containing the property was marked as "first floor". The evidence bag contained 10 cell phones. The items were listed on one evidence receipt, but they belonged to different individuals. Sergeant Renner received consent for each phone to confirm no images of evidentiary value were taken. Sergeant Renner documented each item individually and who they were released to (see below).

Owner Room #Item type Released to
[redacted] 1211 Phone [redacted] signed on book bag receipt
1213 Phone
1213 Phone - signed on book bag receipt
1213 Phone
Schentrup, Carmen 1213 Phone April Schentrup

Investigator Signature:_____

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11214 Phone
1214 Phone
1214 Phone
1214 Phone
1215 Phone

On Tuesday, February 27th, 2018 Sergeant Renner took custody of Property from Deputy Miquel Suarez, CCN #15877 (BSO/Crime Scene Unit). These items were authorized for release to their owners. The bag containing the property was marked as "classroom 1235". The evidence bag contained a cellular phone, learner`s permit and $2 in US Currency.

Owner Room #Item type Released to
[redacted] 1235 Phone [redacted] signed book bag receipt

On Tuesday, February 27th, 2018 Sergeant Renner took custody of Property from Deputy Kypps Poliard, CCN #10362 (BSO/Crime Scene Unit). These items were authorized for release to their owners. The bags containing the property was identified from room 1217.

Owner Room #Item type Released to
[redacted] 1217 Phone [redacted]
[redacted] 1217 Phone [redacted]

On Thursday, March 8th, 2018 Sergeant Renner responded to BSO Evidence and took custody of several items of property authorized for release to their owners. See below table identifying the items released.

Owner	Property Receipt #	Item type	Released to	Released Date
Beigel, Scott	18004609-1	School 4 keys	Max Rosario-Assist. Principle-School Staff	3/9/2018
Beigel, Scott	18004609	(items 2,9) Elastic wrist bands, watch	Linda Beigel	3/26/2018
Wilford, Madeline	18004909	(Items 5,6) 2 rings, 1 cloth bracelet	David Wilford	3/9/2018
Pollack, Meadow	18004728	(items 8,9,10,11) Chain, 2 earrings, 1 metal naval bar	Rachel Gangel	3/15/2018
Padauy, Joaquin	18004729-3	Phone/earbuds	Patricia Padauy	4/25/18
Hixon, Christopher	18004429-17	11 keys, 2 Allen keys	Max Rosario-Assist. Principle-School Staff	3/9/2018
Hixon, Christopher	18004429	(items 10,16,18)	Personal Key FOB, watch, school Identification	TOT Det.

Investigator Signature:

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Scott (Homicide Unit) 3/13/2018
Hoyer, Luke 18004604 (items 5,6) Cellphone/earbuds TOT Det. Scott (Homicide Unit) 3/13/2018
Schentrup, Carmen 18004608-1Earrings TOT Det. Scott (Homicide Unit) 3/13/2018
Alhadeff, Alyssa 18004732 (items 3,4)- Hoops earrings, studs with clear stone TOT Det. Scott (Homicide Unit) 3/13/2018
Duque, Martin 18004901-13 Bracelet TOT Det. Scott (Homicide Unit) 3/13/2018
Guttenberg, Jaime 18004607 (items 6,7) Necklace earrings TOT Det. Scott (Homicide Unit) 3/13/2018
Schachter, Alex18004595-5Phone TOT Det. Tutler
(Homicide Unit) 3/9/2018

Feis, Aaron
18004727
(Items 1,3,9, 10, 11,12)
18004592 (Items 6,7,8,9,10) Glasses, watch, wallet,jewelry, chain,keys TOT Det. Tutler
(Homicide Unit) 3/9/2018
Montalvo, Gina
18004429-(item 3,4)
Watch, Earrings TOT Det. Curcio
(Homicide Unit) 8/3/2018
Dworet, Nicholas 180045929-(item 6,7,8,9,10)
Phone,wallet,misc card, driver license TOT Det. Tutler
(Homicide Unit) 3/9/2018

Assistant Principal Denise Reed approached Sergeant Renner and advised several teachers and students were requesting items from the 1200 building. A.P. Reed was asked to comprise a list of the items requested which would be forwarded to ASA Sheri Tate for review. A.P. Reed provided a teacher and student list, which Sergeant Renner merged and forwarded it to ASA Shari Tate.

On Monday, March 26th, Sergeant Renner met with Captain Gajate, Sergeant Torok and members of the Crime Scene Unit to assist with the retrieval of items from the 1200 building. The list was reviewed and certain items were approved by ASA Sheri Tate. ASA Tate stated the items to be removed from the classrooms could not change the integrity of the room. All items were provided to A.P. Reed at the scene.

On April 18th, 2018, Sergeant Renner responded to the Broward Sheriff's Evidence Unit to retrieve items that were originally taken by the FBI and released to our Crime Scene Unit. Sergeant Renner was advised by Sergeant Torok that the contents of the book bags were deemed non-evidentiary and were authorized to be released to the owners. State

Investigator Signature:_____

EOG-01239

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Attorney Investigator William Walker confirmed the items could be released.

Owner Property Receipt # Item type Released to
Released Date

18009227-9Clothing, shoes from room 1216 5/21/2018

Wang, Peter 18004620-6damaged phone TOT Det. Nitsch - attempt to charge and download data from phone for parents
5/9/2018

Wang, Peter 18004620-4Contents of book bag(misc books/papers)
Hui Ying Zhang 5/3/18

Pollack, Meadow 18009227-7Content of book bag, Key FOB
Julie Pollack
5/3/2018

Guttenberg, Jaime 18009227-8Content of book bag
Fred Guttenberg
5/7/2018

Loughran, Cara 18009227-1Content of book bag
Damias Laughran
5/7/2018

Schachter, Alex18009227-2Contents of book bag Max Schachter 5/4/2018

Joaquin Padauy 18009227-3Contents of book bag Patricia Padauy 4/25/2018

Sergeant Renner arranged to meet Deputy Gloria Crespo of the BSO Crime Scene Unit (CCN #13411) at Stoneman Douglas on Tuesday, May 22. In efforts to recover missing jewelry from a victim, Sergeant Renner requested Detective Crespo to borrow a metal detector to search the exterior grounds of the 1200 building. Sergeant Renner searched the grounds with negative results utilizing a Garrett 250 Metal Detector.

Due to a court order in reference to completing my supplement report by 08/14/2018 further information in reference to a review of Nikolas Cruz's Instagram and Snapchat accounts will be discussed in a second supplement report. This review will be in reference to Search Warrants obtained by SID Detectives Joo and Masters for the following accounts.

Instagram Search Warrants
Suspect Accounts

Investigator Signature:_____

OCA: *171802000525*

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Contact: Reference: *Follow Up*

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nikolasjacobcruz2018
nikolascruzmakarov
niko
cruz_nikolas

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0188SF10

zero_one_123

This Search Warrant was authored on 02/19/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0186SF10.

nikolasjacobcruz

This Search Warrant was authored on 02/19/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0187SF10

nikolas_cruz

This Search Warrant was authored on 02/19/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0185SF10

crazynikolas_new

This Search Warrant was authored on 02/19/2018 and signed by the Honorable Judge Andrew Seigel.

crazynikolas_cruz

This Search Warrant was authored on 02/20/2018 and signed by the Honorable Judge Andrew Seigel.

Associate Accounts

Investigator Signature: _____

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queenafprincess (3250165852)
joseph.mansour3 (345141459)
kyanxo (1199632277)
memelibyan98 (1335421013)
0rderopaul (1376253807)
jolly.iraq.ball (2523267390)
sarahhughes05 (4049492140)
bansuri_bajanewala (4690378278)
ayyub_al_kurdi_saddam_videos (5329083097)
jolly.algerian.prince (5418411888)
georgian.memes.v2 (5618083244)
dikhead_19 (6935890983)
arabwarrior (6426056582)
thataaronkid567 (467350401)
islamike_teokracia_shiaperia2

This Search Warrant was authored on 02/18/2018 and signed by the Honorable Judge Rebollo.

Search Warrants for the suspect Nikolas Cruz's Snapchat accounts were also prepared for the following accounts by Detective Jennifer Montgomery, Michael Joo, Nicole Freeley and Erica Rockey.

Nikarov694
Nikola123171

This Search Warrant was authored on 02/23/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0233SF10.

Mwcsfl

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0192SF10.

Decompile

This Search Warrant was authored on 02/20/2018 and signed by the Honorable Judge Andrew Seigel and later assigned

Investigator Signature:_____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

Broward County Clerk of the Courts Case Number 18-0190SF10.

Snapchat Search Warrants
Associates Accounts

Gerry11317
sultanameer1634
sarahh1083
requitals
geoxfigueroa
ami05indiaraj
aaronltai
smile_nijjar
fuckshoaa
arabian_broski

A Search Warrant was obtained by Detective Joo on 03/01/2018 for Instagram Accounts.

Gerry11317
sultanameer1634
sarahh1083
requitals
geoxfigueroa
ami05indiaraj
aaronltai
smile_nijjar
fuckshoaa
arabian_broski

This Search Warrant was signed by the Honorable Judge Andrew Seigel.

Search Warrants for the suspect Nikolas Cruz's G-Mails accounts were also prepared for the following accounts by Detective Jennifer Montgomery, Michael Joo, Nicole Freeley and Erica Rockey.

Investigator Signature:_____

EOG-01243

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

www.ccrazynikolas69@gmail.com

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0191SF10.

www.ccrazynikolas69@gmail.com

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0191SF10.

www.nikolasjacobcruz@gmail.com

This Search Warrant was authored on 02/20/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0198SF10.

www.nikolasjacobcruz@gmail.com

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0189SF10.This Search Warrant was in reference to the suspect's use of UBER through the searched email address.

www.ccrazynikolas69@gmail.com

This Search Warrant was authored on 02/16/2018 and signed by the Honorable Judge Carlos Rebollo and later assigned Broward County Clerk of the Courts Case Number 18-0191SF10

www.nikolascruzmakarov@gmail.com

This Search Warrant was authored on 02/22/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0229SF10

www.crazynikolas6979@gmail.com

This Search Warrant was authored on 02/26/2018 and signed by the Honorable Judge Andrew Seigel and later assigned Broward County Clerk of the Courts Case Number 18-0232SF10

All Crime Stoppers tips in reference to the case were reviewed by this detective for any pertinent information. Most of

Investigator Signature:_____

the tips were from callers who had information in reference to Cruz's social media accounts or videos posted from the school by students during the shooting. All these points of information had already been investigated previously or will be discussed in the review of Nikolas Cruz's social media accounts.

VICTIM INFORMATION:

Medical History:
Unknown
Arrest History:
None

Next of Kin:

DECEASED VICTIMS

Carmen Schentrup
W/F, DOB 02/21/2001

NOK: April Schentrup

Meadow Pollack,
W/F, DOB 10/05/1999

NOK: Andy Pollack,

Peter Wang
O/M, DOB 11/09/2002,

NOK: Mother Huiying Zwang,
Does Not Speak English Contact Jesse Pan

Nicholas Dworet

Investigator Signature:_____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

W/M 03/24/2000

NOK: Mitchell Dworet,

Christopher Hixon
W/M 02/25/1968

NOK: Spouse Debbi Hixon

Aaron Feis
W/M 05/17/1980

NOK: Spouse Melisa Feis,

Luke Hoyer
W/M 10/25/2002

NOK: Tom Hoyer,

Alaina Petty,
W/F 08/22/2003

NOK: Ryan Petty, / Kelly Petty,

Jaime Guttenberg
W/F 07/13/2003

NOK: Fred Guttenberg,

Alexander Schachter
W/M 07/09/2003

Investigator Signature:_____

EOG-01246

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)* Date / Time: *08/09/2018 13:28:06, Thursday*

Supervisor: *BROWN, J. J. (11100)* Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*

Contact: Reference: *Follow Up*

NOK: Max Schachter, Karyn Schachter,

Martin Duque-Anguiano
W/M 09/04/2003

NOK: Daisy Anguiano,
Brother Miguel Duque can translate,

Alyssa Alhadeff
W/F 05/01/2003

NOK: Ilan Alhadeff, Lori Alhadeff,

Helena Ramsey
W/F 01/19/2001

NOK: Anne Ramsey,

Scott Beigel
W/M 10/22/1982,

NOK: Mother Linda Beigel-Schulman, Michael Schulman,

Joaquin Oliver-Padauy
W/M 08/04/2000

NOK: Manuel Oliver,

Cara Loughran
W/F 02/21/2003

Investigator Signature:_____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Supervisor: *BROWN, J. J. (11100)*
Contact:

Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Reference: *Follow Up*

NOK: Denise, / Damian Loughran,

Gina Montalto
W/F 04/22/2003

NOK: Jennifer Montalto, / Anthony Montalto,

SURVIVING VICTIMS:

Investigator Signature:_____

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

EOG-01249

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Investigator Signature: _____

EOG-01250

OCA: *171802000525*

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Investigator: *CURCIO, J. (16048)*
Date / Time: *08/09/2018 13:28:06, Thursday*
Supervisor: *BROWN, J. J. (11100)*
Supervisor Review Date / Time: *08/09/2018 13:31:16, Thursday*
Contact:
Reference: *Follow Up*

Property Disposition:
None

Vehicle Seized:
None

CASE STATUS:

Based on the physical evidence, witness statements, the circumstances surrounding the death coupled with the Broward County Medical Examiner`s ruling, this case will be classified as a "Homicide" and the case deemed "Cleared by arrest."

Investigator Signature:_____

8/6/2010

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Scot R Peterson			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Bachelor

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	Corr	FT	7/22/1985	3/7/1988	Transfer Within Agency (No break in service)	Y	7/22/1985
FL0060000 Broward County Sheriff's Office	Con	FT	3/7/1988			N	3/7/1988
FLTRN0003 Broward College, Criminal Justice Institute	Inst	FT	7/1/1996	7/1/1996	Voluntary Separation (Not involving misconduct)		

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$140	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Corr	85001	Active	2/5/1986	6/30/2014	10/8/2007
Inst	214206	Inactive Instructor	7/1/1992	7/1/1996	
LE	85000	Active	4/14/1988	6/30/2012	10/8/2007

Topics

Topic	Topic Date	Recert Date	Status	Met Req
Firearms Instructor Certification	7/1/1992		InAct	No
General Instructor Certificate	7/1/1992		InAct	No

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
Corr	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	
LE	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	

(B7)
$60.00
(MAX)

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE
AUG 20 2010

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/13/1985	2/5/1986	03-1985-502-10	1982.07	Certificate Of Compliance-Correctional	P	400
		03-1988-222-				

#4308 Already being pd for this course.

3/7/1988	4/14/1988	1	N/A	Cross-Training-Corrections To Law Enforcement	P	220
1/16/1989	1/27/1989	03-1989-020-1	1987.01	Case Preparation And Court Presentation	P	40
2/27/1989	3/10/1989	03-1989-047-2	1989.01	Interviews And Interrogations	P	40
6/11/1990	6/22/1990	03-1990-050-3	1989.01	Stress Management Techniques	P	40
8/6/1990	8/10/1990	03-1990-055-5	1989.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
8/13/1990	8/24/1990	03-1990-068-3	1985.07	Advance Report Writing And Review	P	40
9/24/1990	9/28/1990	03-1990-051-4	1987.01	Field Training Officer	P	40
6/24/1991	6/28/1991	03-1991-090-1	1990.01	School Resource Officer	P	40
2/3/1992	2/14/1992	03-1992-019-1	1987.01	Criminal Law	P	40
2/17/1992	2/28/1992	03-1992-016-1	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
4/6/1992	4/17/1992	03-1992-006-2	1987.01	Line Supervision	P	80
11/16/1992	11/20/1992	03-1992-012-1	1987.01	Planning The Effective Use Of Financial Resources	P	40
2/9/1998	2/13/1998	03-1998-033-1	1987.01	Sex Crimes Investigations	P	40
6/21/2010	6/25/2010	03-2010-032-1	1987.01	Special Tactical Problems	P	40

1 2 3 4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	7/19/2002
Incident Command System (ICS)	5/21/2002

Scot R Peterson

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Scot R Peterson

ADVANCED TRAINING CERTIFICATE
Special Tactical Problems
40 HOURS

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

ERNEST W. GEORGE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

(B7)
$60.00
(max)

June 25, 2010

#4308

03-2010-032-1

EOG.01234

Already being paid for this course

7/8/2010

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Scot R Peterson			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Bachelor

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	Corr	FT	7/22/1985	3/7/1988	Transfer Within Agency (No break in service)	Y	7/22/1985
FL0060000 Broward County Sheriff's Office	Con	FT	3/7/1988			N	3/7/1988
FLTRN0003 Broward College, Criminal Justice Institute	Inst	FT	7/1/1996	7/1/1996	Voluntary Separation (Not involving misconduct)		

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$140	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 8/27/2008

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Corr	85001	Active	2/5/1986	6/30/2014	10/8/2007
Inst	214206	Inactive Instructor	7/1/1992	7/1/1996	
LE	85000	Active	4/14/1988	6/30/2012	10/8/2007

800
(B7) $60.00
(Max)
effective 6/25/10

Topics

Topic	Topic Date	Recert Date	Status	Met Req
Firearms Instructor Certification	7/1/1992		InAct	No
General Instructor Certificate	7/1/1992		InAct	No

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
Corr	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	
LE	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	

Change degree & Training Cab screen only

(B6) $60.00 (Max)

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE JUL 23 2010 MB

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/13/1985	2/5/1986	03-1985-502-10	1982.07	Certificate Of Compliance-Correctional	P	400
		03-1988-222-				

#4308

3/7/1988	4/14/1988	1	N/A	Cross-Training-Corrections To Law Enforcement	P	220
1/16/1989	1/27/1989	03-1989-020-1	1987.01	Case Preparation And Court Presentation	P	40
2/27/1989	3/10/1989	03-1989-047-2	1989.01	Interviews And Interrogations	P	40
6/11/1990	6/22/1990	03-1990-050-3	1989.01	Stress Management Techniques	P	40
8/6/1990	8/10/1990	03-1990-055-5	1989.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
8/13/1990	8/24/1990	03-1990-068-3	1985.07	Advance Report Writing And Review	P	40
9/24/1990	9/28/1990	03-1990-051-4	1987.01	Field Training Officer	P	40
6/24/1991	6/28/1991	03-1991-090-1	1990.01	School Resource Officer	P	40
2/3/1992	2/14/1992	03-1992-019-1	1987.01	Criminal Law	P	40
2/17/1992	2/28/1992	03-1992-016-1	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
4/6/1992	4/17/1992	03-1992-006-2	1987.01	Line Supervision	P	80 -6
11/16/1992	11/20/1992	03-1992-012-1	1987.01	Planning The Effective Use Of Financial Resources	P	40
2/9/1998	2/13/1998	03-1998-033-1	1987.01	Sex Crimes Investigations	P	40
6/21/2010	6/25/2010	03-2010-032-1	1987.01	Special Tactical Problems	P	40

1 2 3 4 5 7

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	7/19/2002
Incident Command System (ICS)	5/21/2002

Scot R Peterson

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Scot R Peterson

ADVANCED TRAINING CERTIFICATE
Special Tactical Problems
40 HOURS

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

ERNEST W. GEORGE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

DATE
JUL 23 2010

(BG) $60.00
(MAX)

June 25, 2010

03-2010-032-1

#4308

EOG-01257

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

Pride in Service with Integrity

DATE: November 18, 2009 **REVISED**

MEMO TO: DLE Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE09-016 effective November 21, 2009**

The following personnel action shall become effective on the date indicated above.

[redacted]

[redacted]

[redacted]

Deputy Sheriff – DLE/CC Scot Peterson CCN 4308 PCN 11347 is hereby **transferred** from Dept. 3531/Youth/Neighborhood Services to Dept. 3495/Parkland PCN 13272 reporting to Paul O'Connell, District Chief.

[redacted]

[redacted]

hm. 2/1/2010

15/9 - $33.6109

518 - First Responder
800 - Incentative Course
920 - PBA Long2D

PAY DATE DEC 11 2009

PBA

EOG-01258

[redacted]

Reviewed and Recommended by:

11/20/09
Colonel Edward J. Werder Date
Department of Law Enforcement

11/20/09
Colonel Tom Wheeler Date
Department of Professional Standards

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

Pride in Service with Integrity

DATE: October 1, 2009

MEMO TO: DLE Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE09-007 effective October 10, 2009**

The following personnel action shall become effective on the date indicated above.

[redacted]

Deputy Sheriff – DLE/CC Scot Peterson CCN 4308 PCN 11106 is hereby **transferred** from Dept. 3201/Operations Administration to Dept. 3531/Youth/Neighborhood Services PCN 11347 reporting to Captain John Nesteruk.

[redacted]

Ann. 2/1/10

519 Code - First Resp. PBA/DS
800 Code - $60.00 B6 FDLE Inc
926 Code - 26yr. Long PBA

PAY DATE OCT 30 2009

5/9 $32.1320

EDG-01260

[redacted]

[redacted]

Reviewed and Recommended by:

Lt. Col. Danny Wyatt for 10/1/09
Colonel Edward J. Werder Date
Department of Law Enforcement

T. P. Wheeler 10/1/09
Colonel Tom Wheeler Date
Department of Professional Standards

Lacy, Yvonna

From: Hely, Joanna
Sent: Monday, September 28, 2009 5:27 PM
To: Tyler, Mamie; Boswell, Michelle; Lacy, Yvonna
Cc: Petersen, Vicki; Viscarra, Diana; Sereix, Leslie
Subject: Fw: School Resource Deputy Sheriff

From: Petersen, Vicki
To: Hely, Joanna
Cc: Amrozewicz, Della; Wright, Danny: Lt. Col DLE; Nesteruk, John
Sent: Mon Sep 28 17:10:39 2009
Subject: School Resource Deputy Sheriff

The positions occupied by the below listed School Resource Deputy Sheriffs will be eliminated for FY 2009/10. Effective pay period beginning September 26, 2009, please transfer the personnel to vacant Deputy Sheriff positions in Budget 3201, Operations Administration:

[redacted]

[redacted]

15/9 Scot Peterson – CCN 4308 DLE/CC Pcn# 11106

[redacted]

Please contact me if you have any questions.

Thanks

Pride in Service with Integrity.

Please note that Florida has a broad public records law, and that all correspondence to me via email may be subject to disclosure.

Broward County Sheriff's Office
Employee Action History

Paygroup : **140** Union Code : **ALL** Action : PAY

EmplID : 4308
Name : Peterson,Scot R

Orig. Hire Date : 07/22/1985
Separation Date :

S.No	Eff Date	Action Code	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classification
1	10/11/2008	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	32.63	67,874.58	F		Deputy Sheriff - DLE/CC
2	10/13/2007	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	31.68	65,897.65	F		Deputy Sheriff - DLE/CC
3	10/14/2006	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	30.76	63,978.30	F		Deputy Sheriff - DLE/CC
4	10/01/2005	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	29.86	62,114.83	F		Deputy Sheriff - DLE/CC
5	10/02/2004	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	28.99	60,305.65	F		Deputy Sheriff - DLE/CC
6	10/01/2003	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	28.15	58,549.09	F		Deputy Sheriff - DLE/CC
7	10/05/2002	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	26.94	56,027.92	F		Deputy Sheriff - DLE/CC
8	10/06/2001	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	25.90	53,873.04	F		Deputy Sheriff - DLE/CC
9	04/07/2001	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	25.15	52,303.89	F		Deputy Sheriff - DLE/CC
10	04/10/1999	PAY	Adjustment	PBA	999	3532	140	15	9	23.70	49,301.41	F		Deputy Sheriff - DLE/CC
11	11/21/1998	PAY	Adjustment	PBA	999	3532	140	15	9	23.35	48,572.78	F		Deputy Sheriff - DLE/CC
12	10/11/1997	PAY	Adjustment	PBA	999	3532	140	15	9	23.01	47,855.18	F		Deputy Sheriff - DLE/CC
13	04/12/1997	PAY	Adjustment	PBA	999	3532	140	15	9	21.91	45,576.13	F		Deputy Sheriff - DLE/CC
14	05/11/1996	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	8	20.87	43,405.65	F		Deputy Sheriff - DLE/CC
15	11/11/1995	PAY	Adjustment	PBA	999	2094	140	15	8	20.45	42,536.00	F		Deputy Sheriff - DLE/CC
16	08/05/1995	XFR	Location Change	PBA	999	2094	140	15	8	20.05	41,704.00	F		Deputy Sheriff - DLE/CC
17	07/08/1995	PAY	Adjustment	PBA	999	2094	140	15	8	20.05	41,704.00	F		Deputy Sheriff - DLE/CC
18	06/10/1995	DTA	Correction-Pay Rate	PBA	999	2094	140	15	7	18.95	39,416.00	F		Deputy Sheriff - DLE/CC
19	10/01/1994	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	7	18.95	39,416.00	F		Deputy Sheriff - DLE/CC
20	04/01/1994	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	7	18.49	38,459.20	F		Deputy Sheriff - DLE/CC
21	02/05/1994	PAY	Merit	PBA	999	2094	140	15	7	18.04	37,523.20	F		Deputy Sheriff - DLE/CC
22	10/01/1993	XFR	Location Change	PBA	999	2094	140	15	6	17.04	35,443.20	F		Deputy Sheriff - DLE/CC
23	02/06/1993	PAY	Merit	PBA	999	2094	140	15	6	17.04	35,443.20	F		Deputy Sheriff - DLE/CC
24	07/22/1985	HIR	New Hire	CNV	999	2011	CNV	CNV	80	20.46	42,554.72	F		Conversion

EOG-01263

DATE: **October 1, 2005**

TO: **DEPUTY SCOT PETERSON CCN: 4308**
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies & Sergeants - Salary Adjustment – October 2005

I am pleased to announce that effective the first full pay period in October 2005 (October 1 - October 14) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 21, 2005.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel John Auer, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Chief Charles Lanza, Department of Fire Rescue and Emergency Services
Executive Director John Curry, Department of Administration
Director William MacDonald, Bureau of Finance and Budget
General Counsel Edward Dion, Department of Legal Affairs

Form W-4 (2005)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2005 expires February 16, 2006. See Pub. 505, Tax Withholding and Estimated Tax.

Note. You cannot claim exemption from withholding if (a) your income exceeds $800 and includes more than $250 of unearned income (for example, interest and dividends) and (b) another person can claim you as a dependent on their tax return.

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the instructions for Form 8233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2005. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 to initiate a name change and obtain a social security card showing your correct name.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . F ____
(**Note.** Do **not** include child support payments. See **Pub. 503,** Child and Dependent Care Expenses, for details.)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be less than $54,000 ($79,000 if married), enter "2" for each eligible child.
- If your total income will be between $54,000 and $84,000 ($79,000 and $119,000 if married), enter "1" for each eligible child plus "1" **additional** if you have four or more eligible children. G ____

H Add lines A through G and enter total here. (**Note.** This may be different from the number of exemptions you claim on your tax return.) ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000 ($25,000 if married) see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.**

OMB No. 1545-0010
2005

1 Type or print your first name and middle initial	Last name	2 Your social security number
SCOT R	TETERSON	[redacted]
Home address (number and street or rural route) [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.	
City or town, state, and ZIP code [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) 5 4

6 Additional amount, if any, you want withheld from each paycheck . . . . . 6 $ -0-

7 I claim exemption from withholding for 2005, and I certify that I meet **both** of the following conditions for exemption.
- Last year I had a right to a refund of **all** federal income tax withheld because I had **no** tax liability **and**
- This year I expect a refund of **all** federal income tax withheld because I expect to have **no** tax liability.

If you meet both conditions, write "Exempt" here . . . . . ▶ 7

Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 3-2-05

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number (EIN)

RECEIVED MAR - 2 2005 HUMAN RESOURCES

PAY DATE MAR 25 2005

For Privacy Act and Paperwork Reduction Act Notice, see page 2. Cat. No. 10220Q Form W-4 (2005)

EOG-01265

4308

Deductions and Adjustments Worksheet

Note. Use this worksheet *only* if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2005 tax return.

1 Enter an estimate of your 2005 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2005, you may have to reduce your itemized deductions if your income is over $145,950 ($72,975 if married filing separately). See *Worksheet 3* in Pub. 919 for details.) . . . 1 $

2 Enter: { $10,000 if married filing jointly or qualifying widow(er) / $ 7,300 if head of household / $ 5,000 if single or married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2005 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. (Include any amount for credits from *Worksheet 7* in Pub. 919) . 5 $

6 Enter an estimate of your 2005 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,200 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet,** line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet (See *Two earners/two jobs* on page 1.)

Note. Use this worksheet *only* if the instructions under line H on page 1 direct you here.

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note. If line 1 is *less than* line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2005. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2004. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly						All Others	
If wages from **HIGHEST** paying job are—	AND, wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **HIGHEST** paying job are—	AND, wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $40,000	$0 - $4,000	0	$40,001 and over	30,001 - 36,000	6	$0 - $6,000	0
	4,001 - 8,000	1		36,001 - 45,000	7	6,001 - 12,000	1
	8,001 - 18,000	2		45,001 - 50,000	8	12,001 - 18,000	2
	18,001 and over	3		50,001 - 60,000	9	18,001 - 24,000	3
				60,001 - 65,000	10	24,001 - 31,000	4
$40,001 and over	$0 - $4,000	0		65,001 - 75,000	11	31,001 - 45,000	5
	4,001 - 8,000	1		75,001 - 90,000	12	45,001 - 60,000	6
	8,001 - 18,000	2		90,001 - 100,000	13	60,001 - 75,000	7
	18,001 - 22,000	3		100,001 - 115,000	14	75,001 - 80,000	8
	22,001 - 25,000	4		115,001 and over	15	80,001 - 100,000	9
	25,001 - 30,000	5				100,001 and over	10

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $60,000	$480	$0 - $30,000	$480
60,001 - 110,000	800	30,001 - 70,000	800
110,001 - 160,000	900	70,001 - 140,000	900
160,001 - 280,000	1,060	140,001 - 320,000	1,060
280,001 and over	1,120	320,001 and over	1,120

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: Recordkeeping, 46 min.; Learning about the law or the form, 12 min.; Preparing the form, 55 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to: Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:T:SP, 1111 Constitution Ave. NW, IR-6406, Washington, DC 20224. **Do not** send Form W-4 to this address. Instead, give it to your employer.

Printed on recycled paper

EOG-01266

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	05	.00	.00	YYYYY	M	4

Employee count: 0001

** END OF REPORT **

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized

...tions, certain credits, adjustments to ...me, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 10...**, Estimated Tax for Individuals. Otherwis... may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

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OCT 27 2004
HUMAN RESOURCES

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit F ____
(**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)

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G **Child Tax Credit** (including additional child tax credit):
- If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children.
- If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children. G ____

H Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** (2003)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

1 Type or print your first name and middle initial	Last name	2 Your social security number
Scot	Peterson	[redacted]
Home address (number and street or rural route) [redacted]	3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate. Note: If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.	
City or town, state, and ZIP code [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 0
6	Additional amount, if any, you want withheld from each paycheck	6 $ 340.00
7	I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no tax liability and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no tax liability.** If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-27-04

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

NOV 19 2004

Cat. No. 10220Q

4308

MB

EOG-01268

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1	Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: { $7,950 if married filing jointly or qualifying widow(er); $7,000 if head of household; $4,750 if single; $3,975 if married filing separately }	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919	5	$
6	Enter an estimate of your 2003 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is less than line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4	Enter the number from line 2 of this worksheet	4		
5	Enter the number from line 1 of this worksheet	5		
6	**Subtract** line 5 from line 4		6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here		7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed		8	$
9	Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck		9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 100,000	8
4,001 - 9,000	1	50,001 - 60,000	9	6,001 - 11,000	1	100,001 - 110,000	9
9,001 - 15,000	2	60,001 - 70,000	10	11,001 - 18,000	2	110,001 and over	10
15,001 - 20,000	3	70,001 - 80,000	11	18,001 - 25,000	3		
20,001 - 25,000	4	80,001 - 100,000	12	25,001 - 29,000	4		
25,001 - 33,000	5	100,001 - 115,000	13	29,001 - 40,000	5		
33,001 - 38,000	6	115,001 - 125,000	14	40,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	900	70,001 - 140,000	900
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,200	300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01269

11/04/2004 Broward County Sheriff's Office PAGE 1
10:58:18 DEDUCTION LIST - By Employee prempded

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	06	340.00	.00	YYYYY	M	

Employee count: 0001

** END OF REPORT **

NOV 19 2004

DATE: October 1, 2004

TO: DLE DEPUTY SCOT PETERSON CCN: 4308
SCHOOL RESOURCE OFFICE

FROM: Sheriff Ken Jenne

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2004

I am pleased to announce that effective the first full pay period in October 2004 (October 2 - October 15) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 22, 2004.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Acting General Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized ...tions, certain credits, adjustments to e, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 10... Estimated Tax for Individuals. Otherwis... may owe additional tax.

Two ea... no jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus 1 additional if you have three to five eligible children or 2 additional if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: SCOT | Last name: PETERSON | [redacted]

Ho[redacted] | 3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*

[redacted] | 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 0
6	Additional amount, if any, you want withheld from each paycheck	6 $ 260.00
7	I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-07-03

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

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EOG-01272

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1 Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: $7,950 if married filing jointly or qualifying widow(er); $7,000 if head of household; $4,750 if single; $3,975 if married filing separately . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919 . 5 $

6 Enter an estimate of your 2003 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the lowest paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 100,000	8
4,001 - 9,000	1	50,001 - 60,000	9	6,001 - 11,000	1	100,001 - 110,000	9
9,001 - 15,000	2	60,001 - 70,000	10	11,001 - 18,000	2	110,001 and over	10
15,001 - 20,000	3	70,001 - 80,000	11	18,001 - 25,000	3		
20,001 - 25,000	4	80,001 - 100,000	12	25,001 - 29,000	4		
25,001 - 33,000	5	100,001 - 115,000	13	29,001 - 40,000	5		
33,001 - 38,000	6	115,001 - 125,000	14	40,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	800	70,001 - 140,000	800
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,200	300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping**, 46 min.; **Learning about the law or the form**, 13 min.; **Preparing the form**, 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01273

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See Pub. 505, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for yourself if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if: { • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. } . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . F ____
(Note: *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children.
- If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have *three* eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children. G ____

H Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here and enter the number from line H on line 5 of Form W-4 below.**

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** (2003)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: SCOT | Last name: PETERSON | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] | 3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*

City or town, state, and ZIP code: [redacted] | 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) | 5 | 4

6 Additional amount, if any, you want withheld from each paycheck . . . . . | 6 | $20.00

7 I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption:
- Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability and
- This year I expect a refund of **all** Federal income tax withheld because I expect to have no tax liability.

If you meet both conditions, write "Exempt" here . . . . . ▶ | 7 |

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-06-03

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.) | 9 Office code (optional) | 10 Employer identification number

Cat. No. 10220Q

OCT 16 2003

Deductions and Adjustments Worksheet

Note: *Use this worksheet **only** if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1 Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,950 if married filing jointly or qualifying widow(er) / $7,000 if head of household / $4,750 if single / $3,975 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919 . 5 $

6 Enter an estimate of your 2003 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet **only** if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 100,000	8
4,001 - 8,000	1	50,001 - 60,000	9	6,001 - 11,000	1	100,001 - 110,000	9
8,001 - 15,000	2	60,001 - 70,000	10	11,001 - 18,000	2	110,001 and over	10
15,001 - 20,000	3	70,001 - 80,000	11	18,001 - 25,000	3		
20,001 - 25,000	4	80,001 - 100,000	12	25,001 - 29,000	4		
25,001 - 33,000	5	100,001 - 115,000	13	29,001 - 40,000	5		
33,001 - 38,000	6	115,001 - 125,000	14	40,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	800	70,001 - 140,000	800
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,200	300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping**, 46 min.; **Learning about the law or the form**, 13 min.; **Preparing the form**, 58 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01275

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		3000	FIT	05	260.00	.00	Yyyyy	M	

Employee count: 0001

** END OF REPORT **

OCT 24 2003

DATE: **September 30, 2003**

TO: **DEPUTY SCOT PETERSON CCN: 4308**
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2003

I am pleased to announce that effective the first full pay period in October 2003 (October 4 - October 17) the pay schedule for DLE Deputies and Sergeants will be increased by four and one-half percent (4 1/2%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 24, 2003.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . F ____
(**Note:** *Do not include child support payments. See* ***Pub. 503****, Child and Dependent Care Expenses, for details.*)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children.
- If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children. G ____

H Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ► H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

► For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: SCOT R	Last name: PETERSON	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*	
City or town, state, and ZIP code: [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ► ☐	
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5 0
6 Additional amount, if any, you want withheld from each paycheck		6 $ 160.00
7 I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ►		7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ► [signature] Date ► 3/20/03

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

RECEIVED MAR 20 2003

APR 1 2003 MB

Cat. No. 10220Q

EOG-01278

Deductions and Adjustments Worksheet

Note: *Use this worksheet **only** if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1 Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,950 if married filing jointly or qualifying widow(er) / $7,000 if head of household / $4,750 if single / $3,975 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919 . 5 $

6 Enter an estimate of your 2003 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet,** line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet **only** if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8
4,001 - 9,000	1	50,001 - 60,000	9
9,001 - 15,000	2	60,001 - 70,000	10
15,001 - 20,000	3	70,001 - 90,000	11
20,001 - 25,000	4	90,001 - 100,000	12
25,001 - 33,000	5	100,001 - 115,000	13
33,001 - 38,000	6	115,001 - 125,000	14
38,001 - 44,000	7	125,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $6,000	0	75,001 - 100,000	8
6,001 - 11,000	1	100,001 - 110,000	9
11,001 - 18,000	2	110,001 and over	10
18,001 - 25,000	3		
25,001 - 29,000	4		
29,001 - 40,000	5		
40,001 - 55,000	6		
55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450
50,001 - 100,000	800
100,001 - 150,000	900
150,001 - 270,000	1,050
270,001 and over	1,200

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$450
30,001 - 70,000	800
70,001 - 140,000	900
140,001 - 300,000	1,050
300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **Do not** send the tax form to this address. Instead, give it to your employer.

EOG-01279

03/28/2003 Broward County Sheriff's Office PAGE 1
13:49:44 DEDUCTION LIST - By Employee prempded

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	06	160.00	.00	YYYYY	M	

Employee count: 0001

** END OF REPORT **

APR 1 1 2003

Form W-4 (2002)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2002 expires February 16, 2003. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2002. See Pub. 919, especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

NOV - 6 2002

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* ***Pub. 503****, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

2002

1 Type or print your first name and middle initial: Scot	Last name: Peterson	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. *Note: If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*	
City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5: 4
6 Additional amount, if any, you want withheld from each paycheck		6: $160.00
7 I claim exemption from withholding for 2002, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had no tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶		7:

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson **Date** ▶ 11-06-02

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.) Scot Peterson	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

4308

NOV 20 2002

MB

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2002 tax return.*

1	Enter an estimate of your 2002 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2002, you may have to reduce your itemized deductions if your income is over $137,300 ($68,650 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,850 if married filing jointly or qualifying widow(er) $6,900 if head of household $4,700 if single $3,925 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2002 adjustments to income, including alimony, deductible IRA contributions and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919.	5	$
6	Enter an estimate of your 2002 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the lowest paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is less than line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4			
5	Enter the number from line 1 of this worksheet	5			
6	**Subtract** line 5 from line 4			6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here			7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed			8	$
9	Divide line 8 by the number of pay periods remaining in 2002. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2001. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck			9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 95,000	8
4,001 - 9,000	1	50,001 - 55,000	9	6,001 - 11,000	1	95,001 - 110,000	9
9,001 - 15,000	2	55,001 - 65,000	10	11,001 - 17,000	2	110,001 and over	10
15,001 - 20,000	3	65,001 - 80,000	11	17,001 - 23,000	3		
20,001 - 25,000	4	80,001 - 95,000	12	23,001 - 28,000	4		
25,001 - 32,000	5	95,001 - 110,000	13	28,001 - 38,000	5		
32,001 - 38,000	6	110,001 - 125,000	14	38,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	900	70,001 - 140,000	900
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,150	300,001 and over	1,150

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **Do not send the tax form to this address. Instead, give it to your employer.**

EOG-01282

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	06	160.00	.00	YYYYY	M	4

Tot emp count: 0001

** END OF REPORT **

NOV 20 2002

DATE: October 18, 2002

TO: DEPUTY SCOT PETERSON CCN: 4308
SCHOOL RESOURCE OFFICE

FROM: Sheriff Ken Jenne

SUBJECT: DLE Deputy and Sergeant Salary Adjustment – October 2002

I am pleased to announce that effective the first full pay period in October 2002 (October 5 – October 18) the pay schedule for DLE Deputies and Sergeants will be increased by four percent (4%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 25, 2002.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

JUL-31-2002 ...

4308

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. seq., or 7 USC, 1921 et. seq. (if USDA/FmHA).

Instructions: Lender — Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer — Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly by the lender and is not to be transmitted through the applicant or any other party.

Part I — Request

1. To (Name and address of employer)
BROWARD SHERIFF'S OFFICE
2601 W. Broward Blvd.
Ft. Lauderdale FL 33312

2. From (Name and address of lender)
CONSECO FINANCE
1400 TURBINE DRIVE
RAPID CITY, SD 57703

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

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
ATTN RANDY FAX 1-888-222-2989	LOAN REPRESENTATIVE	08-01-02	

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)
[redacted]

8. Signature of Applicant

Part II — Verification of Present Employment

9. Applicant's Date of Employment: 7-22-85

10. Present Position: Deputy Sheriff DLE/CC

11. Probability of Continued Employment: Cannot verify future

12A. Current Gross Base Pay (Enter Amount and Check Period)
$ 25.9005 ☐ Annual ☐ Monthly ☐ Weekly ☒ Hourly ☐ Other (Specify)

12B. Gross Earnings

Type	Year To Date	Past Year 19 01	Past Year 19 00
Base Pay	Thru 6/16 19 02 $ 36,090.10	$ 60,526.94	$ 68,956.73
Overtime	$ Declined due to work schedule		
Commissions	$ N/A	$ N/A	$ N/A
Bonus	$ N/A	$ N/A	$ N/A
Total	$ 36,090.10	$ 60,526.94	$ 68,956.73

13. For Military Personnel Only
Pay Grade

Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If Overtime or Bonus is Applicable, Is Its Continuance Likely?
Overtime ☐ Yes ☐ No Cannot verify
Bonus N/A ☐ Yes ☐ No

15. If paid hourly — average hours per week: 40

16. Date of applicant's next pay increase: Cannot verify

17. Projected amount of next pay increase: Cannot verify

18. Date of applicant's last pay increase: 10-1-01

19. Amount of last pay increase: 3% COLA

20. Remarks (If employee was off work for any length of time, please indicate time period and reason) Cannot verify

Part III — Verification of Previous Employment

21. Date Hired

22. Date Terminated

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

24. Reason for Leaving

25. Position Held

Part IV — Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
	HR Coordinator	8-2-02
29. Print or type name signed in item 26 Mamie Tyler	30. Phone No. 954-321-4400	

Conseco Bank, Inc.
1400 Turbine Dr., Rapid City, SD 57703
Attn: Randy Sigel, MHD, Ext. 56077

Phone: 800-722-2166, Ext. 56077 Fax: 888-222-2989
Attn: Randy

CONSECO FINANCE

Fax

To:	Scot Peterson	**From:**	Randy Sigel
Fax:	954-916-0126	**Pages:**	2
Phone:	954-957-7598	**Date:**	07/31/02
Re:	VOE	**CC:**	

☐ **Urgent** ☐ **For Review** ☐ **Please Comment** x **Please Reply** ☐ **Please Recycle**

• **Comments: Hi Scot, here is the Verification of employment form I need to have filled out by your payroll dept. Please ensure you sign block 8 and fax it back to me.**

Thank you,

Randy Sigel

004308 [redacted] PETERSON, SCOT LOC: 3532 ORG: 13532

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 01/07/2000												
13532	12401		3532	298	0206901	100 REGULA	0.00	0.01				
13532	12401		3532	298	0206901	230 VACATI	64.00	1,640.81				
13532	12401		3532	298	0206901	240 HOLIDA	16.00	410.20				
			3532		0206901				2091	DEF CO	200.00	0.00
			3532		0206901				3000	FIT	363.76	0.00
			3532		0206901				8000	PBA -	16.25	0.00
			3532		0206901				9170	CRED U	245.00	0.00
13532	21401		3532		0206901				1000	FICA	127.16	127.16
13532	21401		3532		0206901				1100	MEDICA	29.74	29.74
13532	23401		3532		0206901				9030	DLE DI	4.60	10.72
	CHECK 01/07/2000 TOTALS:				NET:	1,064.51	80.00	2,051.02			986.51	167.62
Check Date: 01/07/2000												
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
			3532		0206902				3000	FIT	44.70	0.00
23140	21401		3532		0206902				1000	FICA	24.80	24.80
23140	21401		3532		0206902				1100	MEDICA	5.80	5.80
	CHECK 01/07/2000 TOTALS:				NET:	324.70	20.00	400.00			75.30	30.60
Check Date: 01/21/2000												
13532	12401		3532	298	1005231	100 REGULA	88.00	2,256.12				
13532	12401		3532	298	1005231	240 HOLIDA	-8.00	-205.10				
13532	12401		3532	298	1005231	300 COMP E	5.25	0.00				
			3532		1005231				2091	DEF CO	200.00	0.00
			3532		1005231				3000	FIT	359.68	0.00
			3532		1005231				8000	PBA -	16.25	0.00
			3532		1005231				9170	CRED U	245.00	0.00
			3532		1005231				9300	DIR DE	1,055.14	0.00
13532	21401		3532		1005231				1000	FICA	126.26	126.26
13532	21401		3532		1005231				1100	MEDICA	29.53	29.53
13532	22402		3532		1005231				7005	HB	0.00	434.00
13532	23401		3532		1005231				2421	DHMO F	14.56	10.93
13532	23401		3532		1005231				2513	HUM HM	0.00	441.10
13532	23401		3532		1005231				9030	DLE DI	4.60	10.72
13532	23401		3532		1005231				9045	$24,00	0.00	10.68
	CHECK 01/21/2000 TOTALS:				NET:	.00	85.25	2,051.02			2,051.02	1,063.22
Check Date: 01/21/2000												
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
			3532		1006011				3001	FIT-SD	44.70	0.00
			3532		1006011				9300	DIR DE	324.70	0.00
23140	21401		3532		1006011				1000	FICA	24.80	24.80
23140	21401		3532		1006011				1100	MEDICA	5.80	5.80
	CHECK 01/21/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 02/04/2000												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1008800	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1008800	240 HOLIDA	8.00	205.10				
			3532		1008800				2091	DEF CO	50.00	0.00
			3532		1008800				3000	FIT	405.76	0.00
			3532		1008800				8000	PBA -	16.25	0.00
			3532		1008800				9170	CRED U	245.00	0.00
			3532		1008800				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1008800				1000	FICA	127.16	127.16
13532	21401		3532		1008800				1100	MEDICA	29.74	29.74
13532	22402		3532		1008800				7005	HB	0.00	434.00
13532	23401		3532		1008800				9030	DLE DI	4.60	10.72
	CHECK 02/04/2000 TOTALS:				NET:	.00	80.00	2,051.02			2,051.02	601.62
Check Date: 02/04/2000												
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
			3532		1009417				3001	FIT-SD	89.70	0.00
			3532		1009417				9300	DIR DE	556.75	0.00
23140	21401		3532		1009417				1000	FICA	43.40	43.40
23140	21401		3532		1009417				1100	MEDICA	10.15	10.15
	CHECK 02/04/2000 TOTALS:				NET:	.00	35.00	700.00			700.00	53.55
Check Date: 02/18/2000												
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	115.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
			3532		1009847				3001	FIT-SD	106.95	0.00
			3532		1009847				9300	DIR DE	645.70	0.00
23140	21401		3532		1009847				1000	FICA	50.53	50.53
23140	21401		3532		1009847				1100	MEDICA	11.82	11.82
	CHECK 02/18/2000 TOTALS:				NET:	.00	40.00	815.00			815.00	62.35
Check Date: 02/18/2000												
13532	12401		3532	298	1012648	100 REGULA	80.00	2,051.02				
			3532		1012648				2091	DEF CO	50.00	0.00
			3532		1012648				3000	FIT	401.68	0.00
			3532		1012648				8000	PBA -	16.25	0.00
			3532		1012648				9170	CRED U	245.00	0.00
			3532		1012648				9300	DIR DE	1,163.14	0.00
13532	21401		3532		1012648				1000	FICA	126.26	126.26
13532	21401		3532		1012648				1100	MEDICA	29.53	29.53
13532	22402		3532		1012648				7005	HB	0.00	434.00
13532	23401		3532		1012648				2421	DHMO F	14.56	10.93

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1012648				2513	HUM HM	0.00	441.10
13532	23401		3532		1012648				9030	DLE DI	4.60	10.72
13532	23401		3532		1012648				9045	$24,00	0.00	10.68
	CHECK 02/18/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	1,063.22
Check Date: 03/03/2000												
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
			3532		1013263				3001	FIT-SD	104.70	0.00
			3532		1013263				9300	DIR DE	634.10	0.00
23140	21401		3532		1013263				1000	FICA	49.60	49.60
23140	21401		3532		1013263				1100	MEDICA	11.60	11.60
	CHECK 03/03/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/03/2000												
13532	12401		3532	298	1016139	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1016139	240 HOLIDA	8.00	205.10				
			3532		1016139				2091	DEF CO	50.00	0.00
			3532		1016139				3000	FIT	405.76	0.00
			3532		1016139				8000	PBA -	16.25	0.00
			3532		1016139				9170	CRED U	245.00	0.00
			3532		1016139				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1016139				1000	FICA	127.16	127.16
13532	21401		3532		1016139				1100	MEDICA	29.74	29.74
13532	22402		3532		1016139				7005	HB	0.00	434.00
13532	23401		3532		1016139				9030	DLE DI	4.60	10.72
	CHECK 03/03/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	601.62
Check Date: 03/17/2000												
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
			3532		1017489				3001	FIT-SD	104.70	0.00
			3532		1017489				9300	DIR DE	634.10	0.00
23140	21401		3532		1017489				1000	FICA	49.60	49.60
23140	21401		3532		1017489				1100	MEDICA	11.60	11.60
	CHECK 03/17/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/17/2000												
13532	12401		3532	298	1020339	100 REGULA	80.00	2,051.02				
			3532		1020339				2091	DEF CO	50.00	0.00
			3532		1020339				3000	FIT	401.68	0.00
			3532		1020339				8000	PBA -	16.25	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1020339				9170	CRED U	245.00	0.00
			3532		1020339				9300	DIR DE	1,163.14	0.00
13532	21401		3532		1020339				1000	FICA	126.26	126.26
13532	21401		3532		1020339				1100	MEDICA	29.53	29.53
13532	22402		3532		1020339				7005	HB	0.00	434.00
13532	23401		3532		1020339				2421	DHMO F	14.56	10.93
13532	23401		3532		1020339				2513	HUM HM	0.00	441.10
13532	23401		3532		1020339				9030	DLE DI	4.60	10.72
13532	23401		3532		1020339				9045	$24,00	0.00	10.68
	CHECK 03/17/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	1,063.22
Check Date: 03/31/2000												
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
			3532		1021822				3001	FIT-SD	104.70	0.00
			3532		1021822				9300	DIR DE	634.10	0.00
23140	21401		3532		1021822				1000	FICA	49.60	49.60
23140	21401		3532		1021822				1100	MEDICA	11.60	11.60
	CHECK 03/31/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/31/2000												
13532	12401		3532	298	1024822	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1024822	240 HOLIDA	8.00	205.10				
			3532		1024822				2091	DEF CO	50.00	0.00
			3532		1024822				3000	FIT	405.76	0.00
			3532		1024822				8000	PBA -	16.25	0.00
			3532		1024822				9170	CRED U	245.00	0.00
			3532		1024822				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1024822				1000	FICA	127.16	127.16
13532	21401		3532		1024822				1100	MEDICA	29.74	29.74
13532	22402		3532		1024822				7005	HB	0.00	434.00
13532	23401		3532		1024822				9030	DLE DI	4.60	10.72
	CHECK 03/31/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	601.62
Check Date: 04/14/2000												
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	296	1026296	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1026296	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	4.00	80.00				
			3532		1026296				3001	FIT-SD	95.70	0.00
			3532		1026296				9300	DIR DE	587.69	0.00
23140	21401		3532		1026296				1000	FICA	45.88	45.88
23140	21401		3532		1026296				1100	MEDICA	10.73	10.73
	CHECK 04/14/2000 TOTALS:				NET:		.00	37.00 740.00			740.00	56.61

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 04/14/2000												
13532	12401		3532	298	1029306	100 REGULA	80.00	2,051.02				
			3532		1029306				2091	DEF CO	50.00	0.00
			3532		1029306				3000	FIT	405.76	0.00
			3532		1029306				8000	PBA -	16.25	0.00
			3532		1029306				9170	CRED U	245.00	0.00
			3532		1029306				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1029306				1000	FICA	127.16	127.16
13532	21401		3532		1029306				1100	MEDICA	29.74	29.74
13532	22402		3532		1029306				7005	HB	0.00	434.00
13532	23401		3532		1029306				9030	DLE DI	4.60	10.72
	CHECK 04/14/2000 TOTALS:				NET:	.00	80.00	2,051.02			2,051.02	601.62
Check Date: 04/28/2000												
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
			3532		1030852				3001	FIT-SD	80.70	0.00
			3532		1030852				9300	DIR DE	510.34	0.00
23140	21401		3532		1030852				1000	FICA	39.68	39.68
23140	21401		3532		1030852				1100	MEDICA	9.28	9.28
	CHECK 04/28/2000 TOTALS:				NET:	.00	32.00	640.00			640.00	48.96
Check Date: 04/28/2000												
13532	12401		3532	298	1033863	100 REGULA	40.00	1,055.37				
13532	12401		3532	298	1033863	230 VACATI	40.00	1,055.38				
13532	12401		3532	298	1033863	300 COMP E	8.25	0.00				
			3532		1033863				2091	DEF CO	50.00	0.00
			3532		1033863				3000	FIT	418.40	0.00
			3532		1033863				8000	PBA -	16.25	0.00
			3532		1033863				9170	CRED U	245.00	0.00
			3532		1033863				9300	DIR DE	1,201.59	0.00
13532	21401		3532		1033863				1000	FICA	129.96	129.96
13532	21401		3532		1033863				1100	MEDICA	30.39	30.39
13532	22402		3532		1033863				7005	HB	0.00	446.63
13532	23401		3532		1033863				2421	DHMO F	14.56	10.93
13532	23401		3532		1033863				2513	HUM HM	0.00	441.10
13532	23401		3532		1033863				9030	DLE DI	4.60	10.72
13532	23401		3532		1033863				9045	$24,00	0.00	10.68
	CHECK 04/28/2000 TOTALS:				NET:	.00	88.25	2,110.75			2,110.75	1,080.41
Check Date: 05/12/2000												
23140	12402		3140	298	1035325	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
			3532		1035325				3001	FIT-SD	56.70	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1035325				9300	DIR DE	386.58	0.00
23140	21401		3532		1035325				1000	FICA	29.76	29.76
23140	21401		3532		1035325				1100	MEDICA	6.96	6.96
	CHECK 05/12/2000 TOTALS:				NET:		.00	24.00 480.00			480.00	36.72
Check Date: 05/12/2000												
13532	12401		3532	298	1038344	100 REGULA	80.00	2,110.75				
13532	12401		3532	298	1038344	300 COMP E	4.50	0.00				
			3532		1038344				2091	DEF CO	50.00	0.00
			3532		1038344				3000	FIT	422.48	0.00
			3532		1038344				8000	PBA -	16.25	0.00
			3532		1038344				9170	CRED U	245.00	0.00
			3532		1038344				9300	DIR DE	1,210.94	0.00
13532	21401		3532		1038344				1000	FICA	130.87	130.87
13532	21401		3532		1038344				1100	MEDICA	30.61	30.61
13532	22402		3532		1038344				7005	HB	0.00	446.63
13532	23401		3532		1038344				9030	DLE DI	4.60	10.72
	CHECK 05/12/2000 TOTALS:				NET:		.00	84.50 2,110.75			2,110.75	618.83
Check Date: 05/26/2000												
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
			3532		1039824				3001	FIT-SD	56.70	0.00
			3532		1039824				9300	DIR DE	386.58	0.00
23140	21401		3532		1039824				1000	FICA	29.76	29.76
23140	21401		3532		1039824				1100	MEDICA	6.96	6.96
	CHECK 05/26/2000 TOTALS:				NET:		.00	24.00 480.00			480.00	36.72
Check Date: 05/26/2000												
13532	12401		3532	298	1042816	100 REGULA	72.00	1,899.67				
13532	12401		3532	298	1042816	230 VACATI	8.00	211.08				
			3532		1042816				2091	DEF CO	50.00	0.00
			3532		1042816				3000	FIT	263.52	0.00
			3532		1042816				8000	PBA -	16.25	0.00
			3532		1042816				9170	CRED U	245.00	0.00
			3532		1042816				9300	DIR DE	1,356.47	0.00
13532	21401		3532		1042816				1000	FICA	129.96	129.96
13532	21401		3532		1042816				1100	MEDICA	30.39	30.39
13532	22402		3532		1042816				7005	HB	0.00	446.63
13532	23401		3532		1042816				2421	DHMO F	14.56	10.93
13532	23401		3532		1042816				2513	HUM HM	0.00	441.10
13532	23401		3532		1042816				9030	DLE DI	4.60	10.72
13532	23401		3532		1042816				9045	$24,00	0.00	10.68
	CHECK 05/26/2000 TOTALS:				NET:		.00	80.00 2,110.75			2,110.75	1,080.41
Check Date: 06/09/2000												
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
			3532		1044316				3001	FIT-SD	80.70	0.00
			3532		1044316				9300	DIR DE	510.34	0.00
23140	21401		3532		1044316				1000	FICA	39.68	39.68
23140	21401		3532		1044316				1100	MEDICA	9.28	9.28
	CHECK 06/09/2000 TOTALS:				NET:	.00	32.00	640.00			640.00	48.96
Check Date: 06/09/2000												
13532	12401		3532	298	1047268	100 REGULA	72.00	1,899.67				
13532	12401		3532	298	1047268	240 HOLIDA	8.00	211.08				
13532	12401		3532	298	1047268	300 COMP E	5.25	0.00				
			3532		1047268				2091	DEF CO	50.00	0.00
			3532		1047268				3000	FIT	267.60	0.00
			3532		1047268				8000	PBA -	16.25	0.00
			3532		1047268				9170	CRED U	245.00	0.00
			3532		1047268				9300	DIR DE	1,365.82	0.00
13532	21401		3532		1047268				1000	FICA	130.87	130.87
13532	21401		3532		1047268				1100	MEDICA	30.61	30.61
13532	22402		3532		1047268				7005	HB	0.00	446.63
13532	23401		3532		1047268				9030	DLE DI	4.60	10.72
	CHECK 06/09/2000 TOTALS:				NET:	.00	85.25	2,110.75			2,110.75	618.83
Check Date: 06/23/2000												
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
			3532		1048784				3001	FIT-SD	68.70	0.00
			3532		1048784				9300	DIR DE	448.46	0.00
23140	21401		3532		1048784				1000	FICA	34.72	34.72
23140	21401		3532		1048784				1100	MEDICA	8.12	8.12
	CHECK 06/23/2000 TOTALS:				NET:	.00	28.00	560.00			560.00	42.84
Check Date: 06/23/2000												
13532	12401		3532	298	1051838	100 REGULA	74.00	1,952.44				
13532	12401		3532	298	1051838	200 SICK	6.00	158.31				
			3532		1051838				2091	DEF CO	50.00	0.00
			3532		1051838				3000	FIT	263.52	0.00
			3532		1051838				8000	PBA -	16.25	0.00
			3532		1051838				9170	CRED U	80.00	0.00
			3532		1051838				9300	DIR DE	1,521.47	0.00
13532	21401		3532		1051838				1000	FICA	129.96	129.96
13532	21401		3532		1051838				1100	MEDICA	30.39	30.39
13532	22402		3532		1051838				7005	HB	0.00	446.63
13532	23401		3532		1051838				2421	DHMO F	14.56	10.93
13532	23401		3532		1051838				2513	HUM HM	0.00	441.10
13532	23401		3532		1051838				9030	DLE DI	4.60	10.72
13532	23401		3532		1051838				9045	$24,00	0.00	10.68

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 06/23/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	1,080.41
Check Date: 07/07/2000												
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
			3532		1053334				3001	FIT-SD	77.70	0.00
			3532		1053334				9300	DIR DE	494.87	0.00
23140	21401		3532		1053334				1000	FICA	38.44	38.44
23140	21401		3532		1053334				1100	MEDICA	8.99	8.99
	CHECK 07/07/2000 TOTALS:				NET:	.00	31.00	620.00			620.00	47.43
Check Date: 07/07/2000												
13532	12401		3532	298	1057407	100 REGULA	74.00	1,952.44				
13532	12401		3532	298	1057407	310 COMP T	6.00	158.31				
			3532		1057407				2091	DEF CO	50.00	0.00
			3532		1057407				3000	FIT	267.60	0.00
			3532		1057407				8000	PBA -	16.25	0.00
			3532		1057407				9170	CRED U	80.00	0.00
13532	21401		3532		1057407				1000	FICA	130.87	130.87
13532	21401		3532		1057407				1100	MEDICA	30.61	30.61
13532	22402		3532		1057407				7005	HB	0.00	428.27
13532	23401		3532		1057407				9030	DLE DI	4.60	10.72
	CHECK 07/07/2000 TOTALS:				NET:	1,530.82	80.00	2,110.75			579.93	600.47
Check Date: 07/21/2000												
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
			3532		1058008				3001	FIT-SD	68.70	0.00
23140	21401		3532		1058008				1000	FICA	34.72	34.72
23140	21401		3532		1058008				1100	MEDICA	8.12	8.12
	CHECK 07/21/2000 TOTALS:				NET:	448.46	28.00	560.00			111.54	42.84
Check Date: 07/21/2000												
13532	12401		3532	298	1061970	100 REGULA	48.00	1,266.45				
13532	12401		3532	298	1061970	240 HOLIDA	16.00	422.15				
13532	12401		3532	298	1061970	310 COMP T	16.00	422.15				
			3532		1061970				2091	DEF CO	50.00	0.00
			3532		1061970				3000	FIT	263.52	0.00
			3532		1061970				8000	PBA -	17.17	0.00
			3532		1061970				9170	CRED U	80.00	0.00
13532	21401		3532		1061970				1000	FICA	129.96	129.96
13532	21401		3532		1061970				1100	MEDICA	30.39	30.39
13532	22402		3532		1061970				7005	HB	0.00	428.27

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1061970				2421	DHMO F	14.56	10.93
13532	23401		3532		1061970				2513	HUM HM	0.00	441.10
13532	23401		3532		1061970				9030	DLE DI	4.60	10.72
13532	23401		3532		1061970				9045	$24,00	0.00	10.68
	CHECK 07/21/2000 TOTALS:				NET:	1,520.55	80.00	2,110.75			590.20	1,062.05
Check Date: 08/04/2000												
23140	12402		3140	298	1062562	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1062562	700 SPEC D	3.50	70.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
			3532		1062562				3001	FIT-SD	76.20	0.00
23140	21401		3532		1062562				1000	FICA	37.82	37.82
23140	21401		3532		1062562				1100	MEDICA	8.85	8.85
	CHECK 08/04/2000 TOTALS:				NET:	487.13	30.50	610.00			122.87	46.67
Check Date: 08/04/2000												
13532	12401		3532	298	1065494	100 REGULA	80.00	2,110.75				
			3532		1065494				2091	DEF CO	50.00	0.00
			3532		1065494				3000	FIT	267.60	0.00
			3532		1065494				8000	PBA -	17.17	0.00
			3532		1065494				9170	CRED U	80.00	0.00
			3532		1065494				9300	DIR DE	1,529.90	0.00
13532	21401		3532		1065494				1000	FICA	130.87	130.87
13532	21401		3532		1065494				1100	MEDICA	30.61	30.61
13532	22402		3532		1065494				7005	HB	0.00	428.27
13532	23401		3532		1065494				9030	DLE DI	4.60	10.72
	CHECK 08/04/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	600.47
Check Date: 08/18/2000												
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
			3532		1066976				3001	FIT-SD	92.70	0.00
			3532		1066976				9300	DIR DE	572.22	0.00
23140	21401		3532		1066976				1000	FICA	44.64	44.64
23140	21401		3532		1066976				1100	MEDICA	10.44	10.44
	CHECK 08/18/2000 TOTALS:				NET:	.00	36.00	720.00			720.00	55.08
Check Date: 08/18/2000												
13532	12401		3532	298	1070145	100 REGULA	40.00	1,055.37				
13532	12401		3532	298	1070145	230 VACATI	40.00	1,055.38				
			3532		1070145				2091	DEF CO	50.00	0.00
			3532		1070145				3000	FIT	263.52	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1070145				8000	PBA -	17.17	0.00
			3532		1070145				9170	CRED U	80.00	0.00
			3532		1070145				9300	DIR DE	1,520.55	0.00
13532	21401		3532		1070145				1000	FICA	129.96	129.96
13532	21401		3532		1070145				1100	MEDICA	30.39	30.39
13532	22402		3532		1070145				7005	HB	0.00	428.27
13532	23401		3532		1070145				2421	DHMO F	14.56	10.93
13532	23401		3532		1070145				2513	HUM HM	0.00	441.10
13532	23401		3532		1070145				9030	DLE DI	4.60	10.72
13532	23401		3532		1070145				9045	$24,00	0.00	10.68
	CHECK 08/18/2000 TOTALS:				NET:		.00	80.00	2,110.75		2,110.75	1,062.05
Check Date: 09/01/2000												
13532	12401		3532	298	1075308	100 REGULA	80.00	2,110.75				
			3532		1075308				2091	DEF CO	50.00	0.00
			3532		1075308				3000	FIT	267.60	0.00
			3532		1075308				8000	PBA -	17.17	0.00
			3532		1075308				9170	CRED U	80.00	0.00
			3532		1075308				9300	DIR DE	1,529.90	0.00
13532	21401		3532		1075308				1000	FICA	130.87	130.87
13532	21401		3532		1075308				1100	MEDICA	30.61	30.61
13532	22402		3532		1075308				7005	HB	0.00	428.27
13532	23401		3532		1075308				9030	DLE DI	4.60	10.72
	CHECK 09/01/2000 TOTALS:				NET:		.00	80.00	2,110.75		2,110.75	600.47
Check Date: 09/15/2000												
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
			3532		1076837				3001	FIT-SD	30.65	0.00
			3532		1076837				9300	DIR DE	486.51	0.00
23140	21401		3532		1076837				1000	FICA	34.72	34.72
23140	21401		3532		1076837				1100	MEDICA	8.12	8.12
	CHECK 09/15/2000 TOTALS:				NET:		.00	28.00	560.00		560.00	42.84
Check Date: 09/15/2000												
13532	12401		3532	298	1080013	100 REGULA	69.00	1,820.52				
13532	12401		3532	298	1080013	230 VACATI	3.00	79.15				
13532	12401		3532	298	1080013	240 HOLIDA	8.00	211.08				
			3532		1080013				2091	DEF CO	50.00	0.00
			3532		1080013				3000	FIT	263.52	0.00
			3532		1080013				8000	PBA -	17.17	0.00
			3532		1080013				9170	CRED U	80.00	0.00
			3532		1080013				9300	DIR DE	1,520.55	0.00
13532	21401		3532		1080013				1000	FICA	129.96	129.96
13532	21401		3532		1080013				1100	MEDICA	30.39	30.39
13532	22402		3532		1080013				7005	HB	0.00	428.27
13532	23401		3532		1080013				2421	DHMO F	14.56	10.93
13532	23401		3532		1080013				2513	HUM HM	0.00	441.10

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1080013				9030	DLE DI	4.60	10.72
13532	23401		3532		1080013				9045	$24,00	0.00	10.68
	CHECK 09/15/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	1,062.05
Check Date: 09/29/2000												
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
			3532		1081553				3001	FIT-SD	30.65	0.00
			3532		1081553				9300	DIR DE	486.51	0.00
23140	21401		3532		1081553				1000	FICA	34.72	34.72
23140	21401		3532		1081553				1100	MEDICA	8.12	8.12
	CHECK 09/29/2000 TOTALS:				NET:	.00	28.00	560.00			560.00	42.84
Check Date: 09/29/2000												
13532	12401		3532	298	1084808	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1084808	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1084808	800 INCENT	0.00	60.00				
			3532		1084808				2091	DEF CO	50.00	0.00
			3532		1084808				3000	FIT	267.60	0.00
			3532		1084808				8000	PBA -	17.17	0.00
			3532		1084808				9170	CRED U	80.00	0.00
			3532		1084808				9300	DIR DE	1,529.91	0.00
13532	21401		3532		1084808				1000	FICA	130.87	130.87
13532	21401		3532		1084808				1100	MEDICA	30.61	30.61
13532	22402		3532		1084808				7005	HB	0.00	428.27
13532	23401		3532		1084808				9030	DLE DI	4.60	10.72
	CHECK 09/29/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 10/13/2000												
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
			3532		1086339				3001	FIT-SD	6.65	0.00
			3532		1086339				9300	DIR DE	362.75	0.00
23140	21401		3532		1086339				1000	FICA	24.80	24.80
23140	21401		3532		1086339				1100	MEDICA	5.80	5.80
	CHECK 10/13/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 10/13/2000												
13532	12401		3532	298	1089489	100 REGULA	70.00	1,708.96				
13532	12401		3532	298	1089489	220 PERSON	8.00	195.31				
13532	12401		3532	298	1089489	230 VACATI	2.00	48.83				
13532	12401		3532	298	1089489	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1089489	800 INCENT	0.00	60.00				
			3532		1089489				2091	DEF CO	50.00	0.00
			3532		1089489				3000	FIT	267.60	0.00
			3532		1089489				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1089489				9170	CRED U	298.17	0.00
			3532		1089489				9300	DIR DE	1,311.74	0.00
13532	21401		3532		1089489				1000	FICA	130.87	130.87
13532	21401		3532		1089489				1100	MEDICA	30.61	30.61
13532	22402		3532		1089489				7005	HB	0.00	428.27
13532	23401		3532		1089489				9030	DLE DI	4.60	10.72
	CHECK 10/13/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 10/27/2000												
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	5.50	110.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
			3532		1091116				3001	FIT-SD	47.15	0.00
			3532		1091116				9300	DIR DE	571.59	0.00
23140	21401		3532		1091116				1000	FICA	41.54	41.54
23140	21401		3532		1091116				1100	MEDICA	9.72	9.72
	CHECK 10/27/2000 TOTALS:				NET:	.00	33.50	670.00			670.00	51.26
Check Date: 10/27/2000												
13532	12401		3532	298	1094286	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1094286	230 VACATI	8.00	195.31				
13532	12401		3532	298	1094286	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1094286	800 INCENT	0.00	60.00				
			3532		1094286				2091	DEF CO	50.00	0.00
			3532		1094286				3000	FIT	263.52	0.00
			3532		1094286				8000	PBA -	17.17	0.00
			3532		1094286				9170	CRED U	298.17	0.00
			3532		1094286				9300	DIR DE	1,302.39	0.00
13532	21401		3532		1094286				1000	FICA	129.96	129.96
13532	21401		3532		1094286				1100	MEDICA	30.39	30.39
13532	22402		3532		1094286				7005	HB	0.00	428.27
13532	23401		3532		1094286				2421	DHMO F	14.56	10.93
13532	23401		3532		1094286				2513	HUM HM	0.00	441.10
13532	23401		3532		1094286				9030	DLE DI	4.60	10.72
13532	23401		3532		1094286				9045	$24,00	0.00	10.68
	CHECK 10/27/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,062.05
Check Date: 11/09/2000												
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
			3532		1095894				3001	FIT-SD	24.65	0.00
			3532		1095894				9300	DIR DE	455.57	0.00
23140	21401		3532		1095894				1000	FICA	32.24	32.24
23140	21401		3532		1095894				1100	MEDICA	7.54	7.54
	CHECK 11/09/2000 TOTALS:				NET:	.00	26.00	520.00			520.00	39.78

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 11/09/2000												
13532	12401		3532	298	1099054	100 REGULA	58.00	1,416.00				
13532	12401		3532	298	1099054	230 VACATI	22.00	537.10				
13532	12401		3532	298	1099054	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1099054	800 INCENT	0.00	60.00				
			3532		1099054				2091	DEF CO	50.00	0.00
			3532		1099054				3000	FIT	271.72	0.00
			3532		1099054				8000	PBA -	17.17	0.00
			3532		1099054				9170	CRED U	298.17	0.00
			3532		1099054				9300	DIR DE	1,307.62	0.00
13532	21401		3532		1099054				1000	FICA	130.87	130.87
13532	21401		3532		1099054				1100	MEDICA	30.61	30.61
13532	22402		3532		1099054				7005	HB	0.00	428.27
13532	23401		3532		1099054				9030	DLE DI	4.60	10.72
	CHECK 11/09/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 11/22/2000												
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
			3532		1100682				3001	FIT-SD	0.00	0.00
			3532		1100682				9300	DIR DE	277.05	0.00
23140	21401		3532		1100682				1000	FICA	18.60	18.60
23140	21401		3532		1100682				1100	MEDICA	4.35	4.35
	CHECK 11/22/2000 TOTALS:				NET:	.00	15.00	300.00			300.00	22.95
Check Date: 11/22/2000												
13532	12401		3532	298	1103870	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1103870	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1103870	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1103870	800 INCENT	0.00	60.00				
			3532		1103870				2091	DEF CO	50.00	0.00
			3532		1103870				3000	FIT	271.72	0.00
			3532		1103870				8000	PBA -	17.17	0.00
			3532		1103870				9170	CRED U	298.17	0.00
			3532		1103870				9300	DIR DE	1,307.62	0.00
13532	21401		3532		1103870				1000	FICA	130.87	130.87
13532	21401		3532		1103870				1100	MEDICA	30.61	30.61
13532	22402		3532		1103870				7005	HB	0.00	428.27
13532	23401		3532		1103870				9030	DLE DI	4.60	10.72
	CHECK 11/22/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 12/08/2000												
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
			3532		1105522				3001	FIT-SD	6.65	0.00
			3532		1105522				9300	DIR DE	362.75	0.00
23140	21401		3532		1105522				1000	FICA	24.80	24.80
23140	21401		3532		1105522				1100	MEDICA	5.80	5.80
	CHECK 12/08/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 12/08/2000												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1108704	100 REGULA	62.00	1,513.65				
13532	12401		3532	298	1108704	230 VACATI	0.75	18.31				
13532	12401		3532	298	1108704	240 HOLIDA	16.00	390.62				
13532	12401		3532	298	1108704	310 COMP T	1.25	30.52				
13532	12401		3532	298	1108704	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1108704	800 INCENT	0.00	60.00				
			3532		1108704				3000	FIT	281.64	0.00
			3532		1108704				8000	PBA -	17.17	0.00
			3532		1108704				9170	CRED U	298.17	0.00
			3532		1108704				9300	DIR DE	1,334.27	0.00
13532	21401		3532		1108704				1000	FICA	129.96	129.96
13532	21401		3532		1108704				1100	MEDICA	30.39	30.39
13532	22402		3532		1108704				7005	HB	0.00	428.27
13532	23401		3532		1108704				2421	DHMO F	14.56	10.93
13532	23401		3532		1108704				2513	HUM HM	0.00	441.10
13532	23401		3532		1108704				9030	DLE DI	4.60	10.72
13532	23401		3532		1108704				9045	$24,00	0.00	10.68
	CHECK 12/08/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,062.05
Check Date: 12/22/2000												
23140	12402		3140	298	1110336	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
			3532		1110336				3001	FIT-SD	3.65	0.00
			3532		1110336				9300	DIR DE	347.28	0.00
23140	21401		3532		1110336				1000	FICA	23.56	23.56
23140	21401		3532		1110336				1100	MEDICA	5.51	5.51
	CHECK 12/22/2000 TOTALS:				NET:	.00	19.00	380.00			380.00	29.07
Check Date: 12/22/2000												
13532	12401		3532	298	1113552	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1113552	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1113552	800 INCENT	0.00	60.00				
			3532		1113552				3000	FIT	281.64	0.00
			3532		1113552				8000	PBA -	17.17	0.00
			3532		1113552				9170	CRED U	298.17	0.00
			3532		1113552				9300	DIR DE	1,334.27	0.00
13532	21401		3532		1113552				1000	FICA	129.96	129.96
13532	21401		3532		1113552				1100	MEDICA	30.39	30.39
13532	22402		3532		1113552				7005	HB	0.00	428.27
13532	23401		3532		1113552				2421	DHMO F	14.56	10.93
13532	23401		3532		1113552				2513	HUM HM	0.00	450.36
13532	23401		3532		1113552				9030	DLE DI	4.60	10.72
13532	23401		3532		1113552				9045	$24,00	0.00	10.68
	CHECK 12/22/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,071.31
	EMPLOYEE TOTALS:				NET:	5,376.17	2,830.25	68,956.73			63,580.56	21,940.97
	GRAND TOTALS:				NET:	5,376.17	2,830.25	68,956.73			63,580.56	21,940.97

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
004308 [redacted] PETERSON, SCOT					LOC: 3532 ORG: 13532							
Check Date: 01/05/2001												
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
			3532		1115116				3001	FIT-SD	6.65	0.00
			3532		1115116				9300	DIR DE	362.75	0.00
23140	21401		3532		1115116				1000	FICA	24.80	24.80
23140	21401		3532		1115116				1100	MEDICA	5.80	5.80
	CHECK 01/05/2001 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 01/05/2001												
13532	12401		3532	298	1118287	100 REGULA	40.00	976.55				
13532	12401		3532	298	1118287	230 VACATI	32.00	781.24				
13532	12401		3532	298	1118287	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1118287	300 COMP E	6.00	0.00				
13532	12401		3532	298	1118287	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1118287	800 INCENT	0.00	60.00				
			3532		1118287				3000	FIT	281.43	0.00
			3532		1118287				8000	PBA -	17.17	0.00
			3532		1118287				9170	CRED U	298.17	0.00
			3532		1118287				9300	DIR DE	1,347.91	0.00
13532	21401		3532		1118287				1000	FICA	130.87	130.87
13532	21401		3532		1118287				1100	MEDICA	30.61	30.61
13532	22402		3532		1118287				7005	HB	0.00	428.27
13532	23401		3532		1118287				9030	DLE DI	4.60	10.72
	CHECK 01/05/2001 TOTALS:				NET:	.00	86.00	2,110.76			2,110.76	600.47
Check Date: 01/19/2001												
13532	12401		3532	298	1123020	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1123020	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1123020	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1123020	800 INCENT	0.00	60.00				
			3532		1123020				3000	FIT	271.96	0.00
			3532		1123020				8000	PBA -	17.17	0.00
			3532		1123020				9170	CRED U	298.17	0.00
			3532		1123020				9300	DIR DE	1,343.95	0.00
13532	21401		3532		1123020				1000	FICA	129.96	129.96
13532	21401		3532		1123020				1100	MEDICA	30.39	30.39
13532	22402		3532		1123020				7005	HB	0.00	428.27
13532	23401		3532		1123020				2421	DHMO F	14.56	10.93
13532	23401		3532		1123020				2513	HUM HM	0.00	450.36
13532	23401		3532		1123020				9030	DLE DI	4.60	10.72
13532	23401		3532		1123020				9045	$24,00	0.00	10.68
	CHECK 01/19/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,071.31
Check Date: 02/02/2001												
23140	12402		3140	298	1124633	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1124633	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1124633	700 SPEC D	5.00	100.00				
			3532		1124633				3001	FIT-SD	0.00	0.00
			3532		1124633				9300	DIR DE	258.58	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1124633				1000	FICA	17.36	17.36
23140	21401		3532		1124633				1100	MEDICA	4.06	4.06
	CHECK 02/02/2001 TOTALS:				NET:	.00	14.00	280.00			280.00	21.42
Check Date: 02/02/2001												
13532	12401		3532	298	1127851	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1127851	300 COMP E	3.00	0.00				
13532	12401		3532	298	1127851	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1127851	800 INCENT	0.00	60.00				
			3532		1127851				3000	FIT	307.27	0.00
			3532		1127851				8000	PBA -	17.17	0.00
			3532		1127851				9170	CRED U	298.17	0.00
			3532		1127851				9300	DIR DE	1,322.07	0.00
13532	21401		3532		1127851				1000	FICA	130.87	130.87
13532	21401		3532		1127851				1100	MEDICA	30.61	30.61
13532	22402		3532		1127851				7005	HB	0.00	428.27
13532	23401		3532		1127851				9030	DLE DI	4.60	10.72
	CHECK 02/02/2001 TOTALS:				NET:	.00	83.00	2,110.76			2,110.76	600.47
Check Date: 02/16/2001												
23140	12402		3140	298	1129461	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1129461	700 SPEC D	5.00	100.00				
			3532		1129461				3001	FIT-SD	0.00	0.00
			3532		1129461				9300	DIR DE	184.70	0.00
23140	21401		3532		1129461				1000	FICA	12.40	12.40
23140	21401		3532		1129461				1100	MEDICA	2.90	2.90
	CHECK 02/16/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 02/16/2001												
13532	12401		3532	298	1132695	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1132695	300 COMP E	1.50	0.00				
13532	12401		3532	298	1132695	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1132695	800 INCENT	0.00	60.00				
			3532		1132695				3000	FIT	303.19	0.00
			3532		1132695				8000	PBA -	17.17	0.00
			3532		1132695				9170	CRED U	298.17	0.00
			3532		1132695				9300	DIR DE	1,312.72	0.00
13532	21401		3532		1132695				1000	FICA	129.96	129.96
13532	21401		3532		1132695				1100	MEDICA	30.39	30.39
13532	22402		3532		1132695				7005	HB	0.00	428.27
13532	23401		3532		1132695				2421	DHMO F	14.56	10.93
13532	23401		3532		1132695				2513	HUM HM	0.00	450.36
13532	23401		3532		1132695				9030	DLE DI	4.60	10.72
13532	23401		3532		1132695				9045	$24,00	0.00	10.68
	CHECK 02/16/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	1,071.31
Check Date: 03/02/2001												
23140	12402		3140	298	1134309	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1134309	700 SPEC D	5.00	100.00				
			3532		1134309				3001	FIT-SD	0.00	0.00
			3532		1134309				9300	DIR DE	184.70	0.00
23140	21401		3532		1134309				1000	FICA	12.40	12.40
23140	21401		3532		1134309				1100	MEDICA	2.90	2.90
	CHECK 03/02/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 03/02/2001												
13532	12401		3532	298	1137596	100 REGULA	66.00	1,611.31				
13532	12401		3532	298	1137596	230 VACATI	6.00	146.48				
13532	12401		3532	298	1137596	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1137596	300 COMP E	1.50	0.00				
13532	12401		3532	298	1137596	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1137596	800 INCENT	0.00	60.00				
			3532		1137596				3000	FIT	307.27	0.00
			3532		1137596				8000	PBA -	17.17	0.00
			3532		1137596				9170	CRED U	298.17	0.00
			3532		1137596				9300	DIR DE	1,322.07	0.00
			3532		1137596				9400	DLE DI	4.60	0.00
13532	21401		3532		1137596				1000	FICA	130.87	130.87
13532	21401		3532		1137596				1100	MEDICA	30.61	30.61
13532	22402		3532		1137596				7005	HB	0.00	428.27
13532	23401		3532		1137596				9030	DLE DI	0.00	10.72
	CHECK 03/02/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	600.47
Check Date: 03/16/2001												
23140	12402		3140	298	1139236	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1139236	700 SPEC D	5.00	100.00				
			3532		1139236				3001	FIT-SD	0.00	0.00
			3532		1139236				9300	DIR DE	184.70	0.00
23140	21401		3532		1139236				1000	FICA	12.40	12.40
23140	21401		3532		1139236				1100	MEDICA	2.90	2.90
	CHECK 03/16/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 03/16/2001												
13532	12401		3532	298	1142535	100 REGULA	78.00	1,904.27				
13532	12401		3532	298	1142535	300 COMP E	1.50	0.00				
13532	12401		3532	298	1142535	310 COMP T	2.00	48.83				
13532	12401		3532	298	1142535	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1142535	800 INCENT	0.00	60.00				
			3532		1142535				2701	DHMO F	14.56	0.00
			3532		1142535				3000	FIT	303.19	0.00
			3532		1142535				8000	PBA -	17.17	0.00
			3532		1142535				9170	CRED U	298.17	0.00
			3532		1142535				9300	DIR DE	1,312.72	0.00
			3532		1142535				9400	DLE DI	4.60	0.00
13532	21401		3532		1142535				1000	FICA	129.96	129.96
13532	21401		3532		1142535				1100	MEDICA	30.39	30.39
13532	22402		3532		1142535				7005	HB	0.00	428.27
13532	23401		3532		1142535				2421	DHMO F	0.00	10.93
13532	23401		3532		1142535				2513	HUM HM	0.00	450.36
13532	23401		3532		1142535				9030	DLE DI	0.00	10.72
13532	23401		3532		1142535				9045	$24,00	0.00	10.68
	CHECK 03/16/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	1,071.31
Check Date: 03/30/2001												
23140	12402		3140	298	1144127	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1144127	700 SPEC D	5.00	100.00				
			3532		1144127				3001	FIT-SD	0.00	0.00
			3532		1144127				9300	DIR DE	184.70	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1144127				1000	FICA	12.40	12.40
23140	21401		3532		1144127				1100	MEDICA	2.90	2.90
	CHECK 03/30/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 03/30/2001												
13532	12401		3532	298	1147430	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1147430	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1147430	800 INCENT	0.00	60.00				
			3532		1147430				3000	FIT	307.27	0.00
			3532		1147430				8000	PBA -	17.17	0.00
			3532		1147430				9170	CRED U	298.17	0.00
			3532		1147430				9300	DIR DE	1,322.07	0.00
			3532		1147430				9400	DLE DI	4.60	0.00
13532	21401		3532		1147430				1000	FICA	130.87	130.87
13532	21401		3532		1147430				1100	MEDICA	30.61	30.61
13532	22402		3532		1147430				7005	HB	0.00	428.27
13532	23401		3532		1147430				9030	DLE DI	0.00	10.72
	CHECK 03/30/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 04/13/2001												
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1149054	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
			3532		1149054				3001	FIT-SD	0.07	0.00
			3532		1149054				9300	DIR DE	332.39	0.00
23140	21401		3532		1149054				1000	FICA	22.32	22.32
23140	21401		3532		1149054				1100	MEDICA	5.22	5.22
	CHECK 04/13/2001 TOTALS:				NET:	.00	18.00	360.00			360.00	27.54
Check Date: 04/13/2001												
13532	12401		3532	298	1152396	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1152396	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1152396	800 INCENT	0.00	60.00				
			3532		1152396				3000	FIT	307.27	0.00
			3532		1152396				8000	PBA -	17.17	0.00
			3532		1152396				9170	CRED U	218.17	0.00
			3532		1152396				9300	DIR DE	1,402.07	0.00
			3532		1152396				9400	DLE DI	4.60	0.00
13532	21401		3532		1152396				1000	FICA	130.87	130.87
13532	21401		3532		1152396				1100	MEDICA	30.61	30.61
13532	22402		3532		1152396				7005	HB	0.00	428.27
13532	23401		3532		1152396				9030	DLE DI	0.00	10.72
	CHECK 04/13/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 04/27/2001												
23140	12402		3140	298	1153978	700 SPEC D	4.00	80.00				
			3532		1153978				3001	FIT-SD	0.00	0.00
			3532		1153978				9300	DIR DE	73.88	0.00
23140	21401		3532		1153978				1000	FICA	4.96	4.96
23140	21401		3532		1153978				1100	MEDICA	1.16	1.16
	CHECK 04/27/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 04/27/2001												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1157340	100 REGULA	48.00	1,207.01				
13532	12401		3532	298	1157340	220 PERSON	8.00	201.17				
13532	12401		3532	298	1157340	230 VACATI	24.00	603.51				
13532	12401		3532	298	1157340	300 COMP E	5.25	0.00				
13532	12401		3532	298	1157340	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1157340	800 INCENT	0.00	60.00				
			3532		1157340				2701	DHMO F	14.56	0.00
			3532		1157340				3000	FIT	320.41	0.00
			3532		1157340				8000	PBA -	17.17	0.00
			3532		1157340				9170	CRED U	218.17	0.00
			3532		1157340				9300	DIR DE	1,432.29	0.00
			3532		1157340				9400	DLE DI	4.60	0.00
13532	21401		3532		1157340				1000	FICA	133.78	133.78
13532	21401		3532		1157340				1100	MEDICA	31.29	31.29
13532	22402		3532		1157340				7005	HB	0.00	440.75
13532	23401		3532		1157340				2421	DHMO F	0.00	10.93
13532	23401		3532		1157340				2513	HUM HM	0.00	450.36
13532	23401		3532		1157340				9030	DLE DI	0.00	10.72
13532	23401		3532		1157340				9045	$24,00	0.00	10.68
	CHECK 04/27/2001 TOTALS:				NET:	.00	85.25	2,172.27			2,172.27	1,088.51
Check Date: 05/11/2001												
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
			3532		1158956				3001	FIT-SD	0.00	0.00
			3532		1158956				9300	DIR DE	221.64	0.00
23140	21401		3532		1158956				1000	FICA	14.88	14.88
23140	21401		3532		1158956				1100	MEDICA	3.48	3.48
	CHECK 05/11/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 05/11/2001												
13532	12401		3532	298	1162461	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1162461	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1162461	800 INCENT	0.00	60.00				
			3532		1162461				3000	FIT	324.49	0.00
			3532		1162461				8000	PBA -	17.17	0.00
			3532		1162461				9170	CRED U	218.17	0.00
			3532		1162461				9300	DIR DE	1,441.66	0.00
			3532		1162461				9400	DLE DI	4.60	0.00
13532	21401		3532		1162461				1000	FICA	134.68	134.68
13532	21401		3532		1162461				1100	MEDICA	31.50	31.50
13532	22402		3532		1162461				7005	HB	0.00	440.75
13532	23401		3532		1162461				9030	DLE DI	0.00	10.72
	CHECK 05/11/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	617.65
Check Date: 05/25/2001												
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
			3532		1164001				3001	FIT-SD	0.00	0.00
			3532		1164001				9300	DIR DE	221.64	0.00
23140	21401		3532		1164001				1000	FICA	14.88	14.88
23140	21401		3532		1164001				1100	MEDICA	3.48	3.48

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 05/25/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 05/25/2001												
13532	12401		3532	298	1167482	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1167482	300 COMP E	1.50	0.00				
13532	12401		3532	298	1167482	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1167482	800 INCENT	0.00	60.00				
			3532		1167482				2701	DHMO F	14.56	0.00
			3532		1167482				3000	FIT	320.41	0.00
			3532		1167482				8000	PBA -	17.17	0.00
			3532		1167482				9170	CRED U	218.17	0.00
			3532		1167482				9300	DIR DE	1,432.29	0.00
			3532		1167482				9400	DLE DI	4.60	0.00
13532	21401		3532		1167482				1000	FICA	133.78	133.78
13532	21401		3532		1167482				1100	MEDICA	31.29	31.29
13532	22402		3532		1167482				7005	HB	0.00	440.75
13532	23401		3532		1167482				2421	DHMO F	0.00	10.93
13532	23401		3532		1167482				2513	HUM HM	0.00	450.36
13532	23401		3532		1167482				9030	DLE DI	0.00	10.72
13532	23401		3532		1167482				9045	$24,00	0.00	10.68
	CHECK 05/25/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	1,088.51
Check Date: 06/08/2001												
23140	12402		3140	298	1169005	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1169005	700 SPEC D	4.00	80.00				
			3532		1169005				3001	FIT-SD	0.00	0.00
			3532		1169005				9300	DIR DE	147.76	0.00
23140	21401		3532		1169005				1000	FICA	9.92	9.92
23140	21401		3532		1169005				1100	MEDICA	2.32	2.32
	CHECK 06/08/2001 TOTALS:				NET:	.00	8.00	160.00			160.00	12.24
Check Date: 06/08/2001												
13532	12401		3532	298	1172489	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1172489	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1172489	310 COMP T	8.00	201.17				
13532	12401		3532	298	1172489	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1172489	800 INCENT	0.00	60.00				
			3532		1172489				3000	FIT	324.49	0.00
			3532		1172489				8000	PBA -	17.17	0.00
			3532		1172489				9170	CRED U	218.17	0.00
			3532		1172489				9300	DIR DE	1,441.66	0.00
			3532		1172489				9400	DLE DI	4.60	0.00
13532	21401		3532		1172489				1000	FICA	134.68	134.68
13532	21401		3532		1172489				1100	MEDICA	31.50	31.50
13532	22402		3532		1172489				7005	HB	0.00	440.75
13532	23401		3532		1172489				9030	DLE DI	0.00	10.72
	CHECK 06/08/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	617.65
Check Date: 06/22/2001												
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
			3532		1174041				3001	FIT-SD	0.00	0.00
			3532		1174041				9300	DIR DE	221.64	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1174041				1000	FICA	14.88	14.88
23140	21401		3532		1174041				1100	MEDICA	3.48	3.48
	CHECK 06/22/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 06/22/2001												
13532	12401		3532	298	1177554	100 REGULA	77.00	1,936.25				
13532	12401		3532	298	1177554	310 COMP T	3.00	75.44				
13532	12401		3532	298	1177554	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1177554	800 INCENT	0.00	60.00				
			3532		1177554				2701	DHMO F	14.56	0.00
			3532		1177554				3000	FIT	320.41	0.00
			3532		1177554				8000	PBA -	17.17	0.00
			3532		1177554				9170	CRED U	218.17	0.00
			3532		1177554				9300	DIR DE	1,432.29	0.00
			3532		1177554				9400	DLE DI	4.60	0.00
13532	21401		3532		1177554				1000	FICA	133.78	133.78
13532	21401		3532		1177554				1100	MEDICA	31.29	31.29
13532	22402		3532		1177554				7005	HB	0.00	440.75
13532	23401		3532		1177554				2421	DHMO F	0.00	10.93
13532	23401		3532		1177554				2513	HUM HM	0.00	450.36
13532	23401		3532		1177554				9030	DLE DI	0.00	10.72
13532	23401		3532		1177554				9045	$24,00	0.00	10.68
	CHECK 06/22/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,088.51
Check Date: 07/06/2001												
23140	12402		3140	298	1179564	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1179564	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1179564	700 SPEC D	3.00	60.00				
			3532		1179564				3001	FIT-SD	0.00	0.00
			3532		1179564				9300	DIR DE	203.17	0.00
23140	21401		3532		1179564				1000	FICA	13.64	13.64
23140	21401		3532		1179564				1100	MEDICA	3.19	3.19
	CHECK 07/06/2001 TOTALS:				NET:	.00	11.00	220.00			220.00	16.83
Check Date: 07/06/2001												
13532	12401		3532	298	1183067	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1183067	300 COMP E	1.50	0.00				
13532	12401		3532	298	1183067	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1183067	800 INCENT	0.00	60.00				
			3532		1183067				3000	FIT	324.49	0.00
			3532		1183067				8000	PBA -	17.17	0.00
			3532		1183067				9170	CRED U	218.17	0.00
			3532		1183067				9300	DIR DE	1,441.66	0.00
			3532		1183067				9400	DLE DI	4.60	0.00
13532	21401		3532		1183067				1000	FICA	134.68	134.68
13532	21401		3532		1183067				1100	MEDICA	31.50	31.50
13532	22402		3532		1183067				7005	HB	0.00	400.57
13532	23401		3532		1183067				9030	DLE DI	0.00	10.72
	CHECK 07/06/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	577.47
Check Date: 07/20/2001												
23140	12402		3140	298	1184572	700 SPEC D	4.00	80.00				
			3532		1184572				3001	FIT-SD	0.00	0.00
			3532		1184572				9300	DIR DE	73.88	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1184572				1000	FICA	4.96	4.96
23140	21401		3532		1184572				1100	MEDICA	1.16	1.16
	CHECK 07/20/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 07/20/2001												
13532	12401		3532	298	1188066	230 VACATI	72.00	1,810.52				
13532	12401		3532	298	1188066	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1188066	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1188066	800 INCENT	0.00	60.00				
			3532		1188066				2701	DHMO F	14.56	0.00
			3532		1188066				3000	FIT	314.34	0.00
			3532		1188066				8000	PBA -	17.17	0.00
			3532		1188066				9170	CRED U	218.17	0.00
			3532		1188066				9300	DIR DE	1,438.36	0.00
			3532		1188066				9400	DLE DI	4.60	0.00
13532	21401		3532		1188066				1000	FICA	133.78	133.78
13532	21401		3532		1188066				1100	MEDICA	31.29	31.29
13532	22402		3532		1188066				7005	HB	0.00	400.57
13532	23401		3532		1188066				2421	DHMO F	0.00	10.93
13532	23401		3532		1188066				2513	HUM HM	0.00	450.36
13532	23401		3532		1188066				9030	DLE DI	0.00	10.72
13532	23401		3532		1188066				9045	$24,00	0.00	10.68
	CHECK 07/20/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 08/03/2001												
13532	12401		3532	298	0901670	230 VACATI	72.00	1,810.52				
13532	12401		3532	298	0901670	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	0901670	905 LONGEV	0.00	100.58				
13532	15401		3532	298	0901670	800 INCENT	0.00	60.00				
			3532		0901670				2701	DHMO F	14.56	0.00
			3532		0901670				3000	FIT	315.10	0.00
			3532		0901670				6422	PETERS	1,060.04	0.00
			3532		0901670				8000	PBA -	17.17	0.00
			3532		0901670				9170	CRED U	218.17	0.00
			3532		0901670				9400	DLE DI	4.60	0.00
13532	21401		3532		0901670				1000	FICA	133.78	133.78
13532	21401		3532		0901670				1100	MEDICA	31.29	31.29
13532	22402		3532		0901670				7005	HB	0.00	400.57
13532	23401		3532		0901670				2421	DHMO F	0.00	10.93
13532	23401		3532		0901670				2513	HUM HM	0.00	450.36
13532	23401		3532		0901670				9030	DLE DI	0.00	10.72
13532	23401		3532		0901670				9045	$24,00	0.00	10.68
	CHECK 08/03/2001 TOTALS:				NET:	377.56	80.00	2,172.27			1,794.71	1,048.33
Check Date: 08/03/2001												
13532	12401		3532	298	1188066	230 VACATI	-72.00	-1,810.52				
13532	12401		3532	298	1188066	240 HOLIDA	-8.00	-201.17				
13532	12401		3532	298	1188066	905 LONGEV	0.00	-100.58				
13532	15401		3532	298	1188066	800 INCENT	0.00	-60.00				
			3532		1188066				2701	DHMO F	-14.56	0.00
			3532		1188066				3000	FIT	-314.34	0.00
			3532		1188066				8000	PBA -	-17.17	0.00
			3532		1188066				9170	CRED U	-218.17	0.00
			3532		1188066				9300	DIR DE	-1,438.36	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1188066				9400	DLE DI	-4.60	0.00
13532	21401		3532		1188066				1000	FICA	-133.78	-133.78
13532	21401		3532		1188066				1100	MEDICA	-31.29	-31.29
13532	22402		3532		1188066				7005	HB	0.00	-400.57
13532	23401		3532		1188066				2421	DHMO F	0.00	-10.93
13532	23401		3532		1188066				2513	HUM HM	0.00	-450.36
13532	23401		3532		1188066				9030	DLE DI	0.00	-10.72
13532	23401		3532		1188066				9045	$24,00	0.00	-10.68
	CHECK 08/03/2001 TOTALS:				NET:		.00	-80.00 -2,172.27			-2,172.27	-1,048.33
Check Date: 08/03/2001												
23140	12402		3140	298	1189580	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1189580	700 SPEC D	4.00	80.00				
			3532		1189580				3001	FIT-SD	0.00	0.00
			3532		1189580				9300	DIR DE	147.76	0.00
23140	21401		3532		1189580				1000	FICA	9.92	9.92
23140	21401		3532		1189580				1100	MEDICA	2.32	2.32
	CHECK 08/03/2001 TOTALS:				NET:		.00	8.00 160.00			160.00	12.24
Check Date: 08/03/2001												
13532	12401		3532	298	1193104	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1193104	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1193104	800 INCENT	0.00	60.00				
			3532		1193104				3000	FIT	318.27	0.00
			3532		1193104				6422	PETERS	1,192.00	0.00
			3532		1193104				8000	PBA -	17.17	0.00
			3532		1193104				9170	CRED U	218.17	0.00
			3532		1193104				9300	DIR DE	255.88	0.00
			3532		1193104				9400	DLE DI	4.60	0.00
13532	21401		3532		1193104				1000	FICA	134.68	134.68
13532	21401		3532		1193104				1100	MEDICA	31.50	31.50
13532	22402		3532		1193104				7005	HB	0.00	400.57
13532	23401		3532		1193104				9030	DLE DI	0.00	10.72
	CHECK 08/03/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 08/17/2001												
23140	12402		3140	298	1194594	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1194594	700 SPEC D	4.00	80.00				
			3532		1194594				3001	FIT-SD	0.00	0.00
			3532		1194594				9300	DIR DE	147.76	0.00
23140	21401		3532		1194594				1000	FICA	9.92	9.92
23140	21401		3532		1194594				1100	MEDICA	2.32	2.32
	CHECK 08/17/2001 TOTALS:				NET:		.00	8.00 160.00			160.00	12.24
Check Date: 08/17/2001												
13532	12401		3532	298	1198091	100 REGULA	38.00	955.56				
13532	12401		3532	298	1198091	230 VACATI	40.00	1,005.84				
13532	12401		3532	298	1198091	310 COMP T	2.00	50.29				
13532	12401		3532	298	1198091	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1198091	800 INCENT	0.00	60.00				
			3532		1198091				2701	DHMO F	14.56	0.00
			3532		1198091				3000	FIT	314.34	0.00
			3532		1198091				6422	PETERS	920.31	0.00
			3532		1198091				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1198091				9170	CRED U	218.17	0.00
			3532		1198091				9300	DIR DE	518.05	0.00
			3532		1198091				9400	DLE DI	4.60	0.00
13532	21401		3532		1198091				1000	FICA	133.78	133.78
13532	21401		3532		1198091				1100	MEDICA	31.29	31.29
13532	22402		3532		1198091				7005	HB	0.00	400.57
13532	23401		3532		1198091				2421	DHMO F	0.00	10.93
13532	23401		3532		1198091				2513	HUM HM	0.00	450.36
13532	23401		3532		1198091				9030	DLE DI	0.00	10.72
13532	23401		3532		1198091				9045	$24,00	0.00	10.68
	CHECK 08/17/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 08/31/2001												
23140	12402		3140	298	1199594	700 SPEC D	4.00	80.00				
			3532		1199594				3001	FIT-SD	0.00	0.00
			3532		1199594				9300	DIR DE	73.88	0.00
23140	21401		3532		1199594				1000	FICA	4.96	4.96
23140	21401		3532		1199594				1100	MEDICA	1.16	1.16
	CHECK 08/31/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 08/31/2001												
13532	12401		3532	298	1204133	100 REGULA	58.00	1,458.47				
13532	12401		3532	298	1204133	240 HOLIDA	16.00	402.34				
13532	12401		3532	298	1204133	310 COMP T	6.00	150.88				
13532	12401		3532	298	1204133	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1204133	800 INCENT	0.00	60.00				
			3532		1204133				3000	FIT	221.72	0.00
			3532		1204133				6422	PETERS	838.48	0.00
			3532		1204133				8000	PBA -	17.17	0.00
			3532		1204133				9170	CRED U	218.17	0.00
			3532		1204133				9400	DLE DI	4.60	0.00
13532	21401		3532		1204133				1000	FICA	134.68	134.68
13532	21401		3532		1204133				1100	MEDICA	31.50	31.50
13532	22402		3532		1204133				7005	HB	0.00	400.57
13532	23401		3532		1204133				9030	DLE DI	0.00	10.72
	CHECK 08/31/2001 TOTALS:				NET:	705.95	80.00	2,172.27			1,466.32	577.47
Check Date: 09/14/2001												
23140	12402		3140	298	1204737	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1204737	700 SPEC D	4.00	80.00				
			3532		1204737				3001	FIT-SD	0.00	0.00
23140	21401		3532		1204737				1000	FICA	9.92	9.92
23140	21401		3532		1204737				1100	MEDICA	2.32	2.32
	CHECK 09/14/2001 TOTALS:				NET:	147.76	8.00	160.00			12.24	12.24
Check Date: 09/14/2001												
13532	12401		3532	298	1208128	100 REGULA	70.00	1,760.23				
13532	12401		3532	298	1208128	230 VACATI	2.00	50.29				
13532	12401		3532	298	1208128	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1208128	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1208128	800 INCENT	0.00	60.00				
			3532		1208128				3000	FIT	318.27	0.00
			3532		1208128				6422	PETERS	843.91	0.00
			3532		1208128				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1208128				9170	CRED U	218.17	0.00
			3532		1208128				9300	DIR DE	603.97	0.00
			3532		1208128				9400	DLE DI	4.60	0.00
13532	21401		3532		1208128				1000	FICA	134.68	134.68
13532	21401		3532		1208128				1100	MEDICA	31.50	31.50
13532	22402		3532		1208128				7005	HB	0.00	400.57
13532	23401		3532		1208128				9030	DLE DI	0.00	10.72
	CHECK 09/14/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 09/28/2001												
23140	12402		3140	298	1209591	700 SPEC D	4.00	80.00				
			3532		1209591				3001	FIT-SD	0.00	0.00
			3532		1209591				9300	DIR DE	73.88	0.00
23140	21401		3532		1209591				1000	FICA	4.96	4.96
23140	21401		3532		1209591				1100	MEDICA	1.16	1.16
	CHECK 09/28/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 09/28/2001												
23140	12402		3140	298	1209955	700 SPEC D	4.00	80.00				
			3532		1209955				3001	FIT-SD	0.00	0.00
			3532		1209955				9300	DIR DE	73.88	0.00
23140	21401		3532		1209955				1000	FICA	4.96	4.96
23140	21401		3532		1209955				1100	MEDICA	1.16	1.16
	CHECK 09/28/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 09/28/2001												
13532	12401		3532	298	1213416	100 REGULA	68.00	1,709.94				
13532	12401		3532	298	1213416	230 VACATI	12.00	301.75				
13532	12401		3532	298	1213416	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1213416	800 INCENT	0.00	60.00				
			3532		1213416				2701	DHMO F	14.56	0.00
			3532		1213416				3000	FIT	314.34	0.00
			3532		1213416				6422	PETERS	1,192.00	0.00
			3532		1213416				8000	PBA -	17.17	0.00
			3532		1213416				9170	CRED U	218.17	0.00
			3532		1213416				9300	DIR DE	246.36	0.00
			3532		1213416				9400	DLE DI	4.60	0.00
13532	21401		3532		1213416				1000	FICA	133.78	133.78
13532	21401		3532		1213416				1100	MEDICA	31.29	31.29
13532	22402		3532		1213416				7005	HB	0.00	400.57
13532	23401		3532		1213416				2421	DHMO F	0.00	10.93
13532	23401		3532		1213416				2513	HUM HM	0.00	450.36
13532	23401		3532		1213416				9030	DLE DI	0.00	10.72
13532	23401		3532		1213416				9045	$24,00	0.00	10.68
	CHECK 09/28/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	1,048.33
Check Date: 10/12/2001												
23140	12402		3140	298	1215138	700 SPEC D	4.00	80.00				
			3532		1215138				3001	FIT-SD	0.00	0.00
			3532		1215138				9300	DIR DE	73.88	0.00
23140	21401		3532		1215138				1000	FICA	4.96	4.96
23140	21401		3532		1215138				1100	MEDICA	1.16	1.16
	CHECK 10/12/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 10/12/2001												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1218747	100 REGULA	72.00	1,810.52				
13532	12401		3532	298	1218747	230 VACATI	8.00	201.17				
13532	12401		3532	298	1218747	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1218747	800 INCENT	0.00	60.00				
			3532		1218747				3000	FIT	468.27	0.00
			3532		1218747				6422	PETERS	805.85	0.00
			3532		1218747				8000	PBA -	17.17	0.00
			3532		1218747				9170	CRED U	218.17	0.00
			3532		1218747				9300	DIR DE	492.03	0.00
			3532		1218747				9400	DLE DI	4.60	0.00
13532	21401		3532		1218747				1000	FICA	134.68	134.68
13532	21401		3532		1218747				1100	MEDICA	31.50	31.50
13532	22402		3532		1218747				7005	HB	0.00	400.57
13532	23401		3532		1218747				9030	DLE DI	0.00	10.72
	CHECK 10/12/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	577.47
Check Date: 10/26/2001												
23140	12402		3140	298	1220258	700 SPEC D	4.00	80.00				
			3532		1220258				3001	FIT-SD	0.00	0.00
			3532		1220258				9300	DIR DE	73.88	0.00
23140	21401		3532		1220258				1000	FICA	4.96	4.96
23140	21401		3532		1220258				1100	MEDICA	1.16	1.16
	CHECK 10/26/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 10/26/2001												
13532	12401		3532	298	1223909	100 REGULA	76.00	1,911.11				
13532	12401		3532	298	1223909	230 VACATI	4.00	100.58				
13532	12401		3532	298	1223909	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1223909	800 INCENT	0.00	60.00				
			3532		1223909				2701	DHMO F	14.56	0.00
			3532		1223909				3000	FIT	464.34	0.00
			3532		1223909				6422	PETERS	808.37	0.00
			3532		1223909				8000	PBA -	17.17	0.00
			3532		1223909				9170	CRED U	218.17	0.00
			3532		1223909				9300	DIR DE	479.99	0.00
			3532		1223909				9400	DLE DI	4.60	0.00
13532	21401		3532		1223909				1000	FICA	133.78	133.78
13532	21401		3532		1223909				1100	MEDICA	31.29	31.29
13532	22402		3532		1223909				7005	HB	0.00	400.57
13532	23401		3532		1223909				2421	DHMO F	0.00	10.93
13532	23401		3532		1223909				2513	HUM HM	0.00	450.36
13532	23401		3532		1223909				9030	DLE DI	0.00	10.72
13532	23401		3532		1223909				9045	$24,00	0.00	10.68
	CHECK 10/26/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 11/09/2001												
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
			3532		1225388				3001	FIT-SD	0.00	0.00
			3532		1225388				9300	DIR DE	221.64	0.00
23140	21401		3532		1225388				1000	FICA	14.88	14.88
23140	21401		3532		1225388				1100	MEDICA	3.48	3.48

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 11/09/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 11/09/2001												
13532	12401		3532	298	1229030	100 REGULA	67.00	1,684.79				
13532	12401		3532	298	1229030	230 VACATI	13.00	326.90				
13532	12401		3532	298	1229030	300 COMP E	3.00	0.00				
13532	12401		3532	298	1229030	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1229030	800 INCENT	0.00	60.00				
			3532		1229030				3000	FIT	468.27	0.00
			3532		1229030				6422	PETERS	879.73	0.00
			3532		1229030				8000	PBA -	17.17	0.00
			3532		1229030				9170	CRED U	218.17	0.00
			3532		1229030				9300	DIR DE	418.15	0.00
			3532		1229030				9400	DLE DI	4.60	0.00
13532	21401		3532		1229030				1000	FICA	134.68	134.68
13532	21401		3532		1229030				1100	MEDICA	31.50	31.50
13532	22402		3532		1229030				7005	HB	0.00	400.57
13532	23401		3532		1229030				9030	DLE DI	0.00	10.72
	CHECK 11/09/2001 TOTALS:				NET:	.00	83.00	2,172.27			2,172.27	577.47
Check Date: 11/21/2001												
23140	12402		3140	298	1230518	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1230518	700 SPEC D	4.00	80.00				
			3532		1230518				3001	FIT-SD	0.00	0.00
			3532		1230518				9300	DIR DE	147.76	0.00
23140	21401		3532		1230518				1000	FICA	9.92	9.92
23140	21401		3532		1230518				1100	MEDICA	2.32	2.32
	CHECK 11/21/2001 TOTALS:				NET:	.00	8.00	160.00			160.00	12.24
Check Date: 11/21/2001												
13532	12401		3532	298	1234150	100 REGULA	70.00	1,760.23				
13532	12401		3532	298	1234150	230 VACATI	2.00	50.29				
13532	12401		3532	298	1234150	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1234150	300 COMP E	1.50	0.00				
13532	12401		3532	298	1234150	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1234150	800 INCENT	0.00	60.00				
			3532		1234150				2701	DHMO F	14.56	0.00
			3532		1234150				3000	FIT	464.34	0.00
			3532		1234150				6422	PETERS	845.31	0.00
			3532		1234150				8000	PBA -	17.17	0.00
			3532		1234150				9170	CRED U	398.44	0.00
			3532		1234150				9300	DIR DE	262.78	0.00
			3532		1234150				9400	DLE DI	4.60	0.00
13532	21401		3532		1234150				1000	FICA	133.78	133.78
13532	21401		3532		1234150				1100	MEDICA	31.29	31.29
13532	22402		3532		1234150				7005	HB	0.00	400.57
13532	23401		3532		1234150				2421	DHMO F	0.00	10.93
13532	23401		3532		1234150				2513	HUM HM	0.00	450.36
13532	23401		3532		1234150				9030	DLE DI	0.00	10.72
13532	23401		3532		1234150				9045	$24,00	0.00	10.68
	CHECK 11/21/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	1,048.33
Check Date: 12/07/2001												
23140	12402		3140	298	1235725	700 SPEC D	4.00	80.00				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1235725				3001	FIT-SD	0.00	0.00
			3532		1235725				9300	DIR DE	73.88	0.00
23140	21401		3532		1235725				1000	FICA	4.96	4.96
23140	21401		3532		1235725				1100	MEDICA	1.16	1.16
	CHECK 12/07/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 12/07/2001												
13532	12401		3532	298	1239397	100 REGULA	62.00	1,559.06				
13532	12401		3532	298	1239397	230 VACATI	2.00	50.29				
13532	12401		3532	298	1239397	240 HOLIDA	16.00	402.34				
13532	12401		3532	298	1239397	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1239397	800 INCENT	0.00	60.00				
			3532		1239397				3000	FIT	221.72	0.00
			3532		1239397				6422	PETERS	929.13	0.00
			3532		1239397				8000	PBA -	17.17	0.00
			3532		1239397				9170	CRED U	398.44	0.00
			3532		1239397				9300	DIR DE	435.03	0.00
			3532		1239397				9400	DLE DI	4.60	0.00
13532	21401		3532		1239397				1000	FICA	134.68	134.68
13532	21401		3532		1239397				1100	MEDICA	31.50	31.50
13532	22402		3532		1239397				7005	HB	0.00	400.57
13532	23401		3532		1239397				9030	DLE DI	0.00	10.72
	CHECK 12/07/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 12/21/2001												
23140	12402		3140	298	1241444	700 SPEC D	4.00	80.00				
			3532		1241444				3001	FIT-SD	0.00	0.00
			3532		1241444				9300	DIR DE	73.88	0.00
23140	21401		3532		1241444				1000	FICA	4.96	4.96
23140	21401		3532		1241444				1100	MEDICA	1.16	1.16
	CHECK 12/21/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 12/21/2001												
13532	12401		3532	298	1245119	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1245119	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1245119	800 INCENT	0.00	60.00				
			3532		1245119				2701	DHMO F	14.56	0.00
			3532		1245119				2713	HUM HM	30.00	0.00
			3532		1245119				3000	FIT	215.03	0.00
			3532		1245119				6422	PETERS	934.18	0.00
			3532		1245119				8000	PBA -	17.17	0.00
			3532		1245119				9170	CRED U	398.44	0.00
			3532		1245119				9300	DIR DE	395.52	0.00
			3532		1245119				9400	DLE DI	4.60	0.00
13532	21401		3532		1245119				1000	FICA	131.92	131.92
13532	21401		3532		1245119				1100	MEDICA	30.85	30.85
13532	22402		3532		1245119				7005	HB	0.00	400.57
13532	23401		3532		1245119				2421	DHMO F	0.00	13.48
13532	23401		3532		1245119				2513	HUM HM	0.00	477.26
13532	23401		3532		1245119				9030	DLE DI	0.00	10.72
13532	23401		3532		1245119				9047	BASIC	0.00	14.58
13532	23401		3532		1245119				9906	VISION	0.00	9.59
	CHECK 12/21/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	1,088.97
	EMPLOYEE TOTALS:				NET:	1,231.27	2,333.25	60,526.94			59,295.67	21,437.33

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
004308 [redacted] PETERSON, SCOT						LOC: 3532 ORG: 13532						
Check Date: 01/04/2002												
13532	12401		3532	298	1253323	100 REGULA	32.00	804.68				
13532	12401		3532	298	1253323	230 VACATI	40.00	1,005.84				
13532	12401		3532	298	1253323	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1253323	300 COMP E	15.75	0.00				
13532	12401		3532	298	1253323	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1253323	800 INCENT	0.00	60.00				
			3532		1253323				3000	FIT	221.72	0.00
			3532		1253323				6422	PETERS	892.19	0.00
			3532		1253323				8000	PBA -	17.17	0.00
			3532		1253323				9170	CRED U	398.44	0.00
			3532		1253323				9300	DIR DE	471.97	0.00
			3532		1253323				9400	DLE DI	4.60	0.00
13532	21401		3532		1253323				1000	FICA	134.68	134.68
13532	21401		3532		1253323				1100	MEDICA	31.50	31.50
13532	22402		3532		1253323				7005	HB	0.00	400.57
13532	23401		3532		1253323				9030	DLE DI	0.00	10.72
	CHECK 01/04/2002 TOTALS:				NET:	.00	95.75	2,172.27			2,172.27	577.47
Check Date: 01/18/2002												
13532	12401		3532	298	1258470	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1258470	230 VACATI	8.00	201.17				
13532	12401		3532	298	1258470	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1258470	300 COMP E	4.50	0.00				
13532	12401		3532	298	1258470	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1258470	995 GTL	0.00	0.27				
13532	15401		3532	298	1258470	800 INCENT	0.00	60.00				
			3532		1258470				2701	DHMO F	14.56	0.00
			3532		1258470				2713	HUM HM	30.00	0.00
			3532		1258470				3000	FIT	215.03	0.00
			3532		1258470				6422	PETERS	897.36	0.00
			3532		1258470				8000	PBA -	17.17	0.00
			3532		1258470				9170	CRED U	398.44	0.00
			3532		1258470				9300	DIR DE	432.32	0.00
			3532		1258470				9400	DLE DI	4.60	0.00
13532	21401		3532		1258470				1000	FICA	131.93	131.93
13532	21401		3532		1258470				1100	MEDICA	30.86	30.86
13532	22402		3532		1258470				7005	HB	0.00	400.62
13532	23401		3532		1258470				2421	DHMO F	0.00	13.48
13532	23401		3532		1258470				2513	HUM HM	0.00	477.26
13532	23401		3532		1258470				9030	DLE DI	0.00	10.72
13532	23401		3532		1258470				9047	BASIC	0.00	14.58
13532	23401		3532		1258470				9906	VISION	0.00	9.59
	CHECK 01/18/2002 TOTALS:				NET:	.00	84.50	2,172.54			2,172.27	1,089.04
Check Date: 02/01/2002												
13532	12401		3532	298	1263579	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1263579	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1263579	300 COMP E	1.50	0.00				
13532	12401		3532	298	1263579	310 COMP T	8.00	201.17				
13532	12401		3532	298	1263579	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1263579	995 GTL	0.00	0.32				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	15401		3532	298	1263579	800 INCENT	0.00	60.00				
			3532		1263579				3000	FIT	221.72	0.00
			3532		1263579				6422	PETERS	892.33	0.00
			3532		1263579				8000	PBA -	17.17	0.00
			3532		1263579				9170	CRED U	398.44	0.00
			3532		1263579				9300	DIR DE	471.81	0.00
			3532		1263579				9400	DLE DI	4.60	0.00
13532	21401		3532		1263579				1000	FICA	134.70	134.70
13532	21401		3532		1263579				1100	MEDICA	31.50	31.50
13532	22402		3532		1263579				7005	HB	0.00	400.63
13532	23401		3532		1263579				9030	DLE DI	0.00	10.72
	CHECK 02/01/2002 TOTALS:				NET:	.00	81.50	2,172.59			2,172.27	577.55
Check Date: 02/15/2002												
13532	12401		3532	298	1268754	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1268754	300 COMP E	3.00	0.00				
13532	12401		3532	298	1268754	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1268754	995 GTL	0.00	0.32				
13532	15401		3532	298	1268754	800 INCENT	0.00	60.00				
			3532		1268754				2701	DHMO F	14.56	0.00
			3532		1268754				2713	HUM HM	30.00	0.00
			3532		1268754				3000	FIT	191.93	0.00
			3532		1268754				6422	PETERS	908.93	0.00
			3532		1268754				8000	PBA -	17.17	0.00
			3532		1268754				9170	CRED U	398.44	0.00
			3532		1268754				9300	DIR DE	443.84	0.00
			3532		1268754				9400	DLE DI	4.60	0.00
13532	21401		3532		1268754				1000	FICA	131.94	131.94
13532	21401		3532		1268754				1100	MEDICA	30.86	30.86
13532	22402		3532		1268754				7005	HB	0.00	400.63
13532	23401		3532		1268754				2421	DHMO F	0.00	13.48
13532	23401		3532		1268754				2513	HUM HM	0.00	477.26
13532	23401		3532		1268754				9030	DLE DI	0.00	10.72
13532	23401		3532		1268754				9047	BASIC	0.00	15.68
13532	23401		3532		1268754				9906	VISION	0.00	9.59
	CHECK 02/15/2002 TOTALS:				NET:	.00	83.00	2,172.59			2,172.27	1,090.16
Check Date: 03/01/2002												
13532	12401		3532	298	1273903	100 REGULA	72.00	1,810.52				
13532	12401		3532	298	1273903	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1273903	300 COMP E	1.50	0.00				
13532	12401		3532	298	1273903	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1273903	995 GTL	0.00	0.32				
13532	15401		3532	298	1273903	800 INCENT	0.00	60.00				
			3532		1273903				3000	FIT	196.31	0.00
			3532		1273903				6422	PETERS	905.04	0.00
			3532		1273903				8000	PBA -	17.17	0.00
			3532		1273903				9170	CRED U	398.44	0.00
			3532		1273903				9300	DIR DE	484.51	0.00
			3532		1273903				9400	DLE DI	4.60	0.00
13532	21401		3532		1273903				1000	FICA	134.70	134.70
13532	21401		3532		1273903				1100	MEDICA	31.50	31.50
13532	22402		3532		1273903				7005	HB	0.00	400.63
13532	23401		3532		1273903				9030	DLE DI	0.00	10.72

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 03/01/2002 TOTALS:				NET:	.00	81.50	2,172.59			2,172.27	577.55
Check Date: 03/15/2002												
13532	12401		3532	298	1278360	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1278360	300 COMP E	3.00	0.00				
13532	12401		3532	298	1278360	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1278360	995 GTL	0.00	0.18				
13532	15401		3532	298	1278360	800 INCENT	0.00	60.00				
			3532		1278360				2701	DHMO F	14.56	0.00
			3532		1278360				2713	HUM HM	30.00	0.00
			3532		1278360				3000	FIT	199.13	0.00
			3532		1278360				6422	PETERS	934.53	0.00
			3532		1278360				8000	PBA -	17.17	0.00
			3532		1278360				9170	CRED U	398.44	0.00
			3532		1278360				9300	DIR DE	469.58	0.00
			3532		1278360				9400	DLE DI	4.60	0.00
13532	21401		3532		1278360				1000	FICA	135.86	135.86
13532	21401		3532		1278360				1100	MEDICA	31.77	31.77
13532	22402		3532		1278360				7005	HB	0.00	412.29
13532	23401		3532		1278360				2421	DHMO F	0.00	13.48
13532	23401		3532		1278360				2513	HUM HM	0.00	477.26
13532	23401		3532		1278360				9030	DLE DI	0.00	10.72
13532	23401		3532		1278360				9047	BASIC	0.00	15.39
13532	23401		3532		1278360				9906	VISION	0.00	9.59
	CHECK 03/15/2002 TOTALS:				NET:	.00	83.00	2,235.82			2,235.64	1,106.36
Check Date: 03/29/2002												
13532	12401		3532	298	1280548	120 RETRO	0.00	633.68				
			3532		1280548				3002	FIT	171.09	0.00
13532	21401		3532		1280548				1000	FICA	39.29	39.29
13532	21401		3532		1280548				1100	MEDICA	9.19	9.19
13532	22402		3532		1280548				7005	HB	0.00	116.85
	CHECK 03/29/2002 TOTALS:				NET:	414.11	0.00	633.68			219.57	165.33
Check Date: 03/29/2002												
13532	12401		3532	298	1284919	100 REGULA	78.00	2,020.24				
13532	12401		3532	298	1284919	300 COMP E	3.00	0.00				
13532	12401		3532	298	1284919	310 COMP T	2.00	51.80				
13532	12401		3532	298	1284919	905 LONGEV	0.00	103.60				
13532	15401		3532	298	1284919	800 INCENT	0.00	60.00				
			3532		1284919				3000	FIT	280.82	0.00
			3532		1284919				6422	PETERS	1,098.95	0.00
			3532		1284919				8000	PBA -	17.17	0.00
			3532		1284919				9170	CRED U	398.44	0.00
			3532		1284919				9300	DIR DE	264.63	0.00
			3532		1284919				9400	DLE DI	4.60	0.00
13532	21401		3532		1284919				1000	FICA	138.61	138.61
13532	21401		3532		1284919				1100	MEDICA	32.42	32.42
13532	22402		3532		1284919				7005	HB	0.00	412.25
13532	23401		3532		1284919				9030	DLE DI	0.00	10.72
	CHECK 03/29/2002 TOTALS:				NET:	.00	83.00	2,235.64			2,235.64	594.00
Check Date: 04/12/2002												
13532	12401		3532	298	1290122	100 REGULA	24.00	621.62				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1290122	220 PERSON	8.00	207.20				
13532	12401		3532	298	1290122	230 VACATI	24.00	621.61				
13532	12401		3532	298	1290122	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1290122	300 COMP E	3.00	0.00				
13532	12401		3532	298	1290122	310 COMP T	16.00	414.41				
13532	12401		3532	298	1290122	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1290122	995 GTL	0.00	0.18				
13532	15401		3532	298	1290122	800 INCENT	0.00	60.00				
			3532		1290122				3000	FIT	280.82	0.00
			3532		1290122				6422	PETERS	891.98	0.00
			3532		1290122				8000	PBA -	17.17	0.00
			3532		1290122				9170	CRED U	398.44	0.00
			3532		1290122				9300	DIR DE	471.59	0.00
			3532		1290122				9400	DLE DI	4.60	0.00
13532	21401		3532		1290122				1000	FICA	138.62	138.62
13532	21401		3532		1290122				1100	MEDICA	32.42	32.42
13532	22402		3532		1290122				7005	HB	0.00	412.29
13532	23401		3532		1290122				9030	DLE DI	0.00	10.72
	CHECK 04/12/2002 TOTALS:				NET:	.00	83.00	2,235.82			2,235.64	594.05
Check Date: 04/26/2002												
13532	12401		3532	298	1295322	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1295322	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1295322	995 GTL	0.00	0.18				
13532	15401		3532	298	1295322	800 INCENT	0.00	60.00				
			3532		1295322				2701	DHMO F	14.56	0.00
			3532		1295322				2713	HUM HM	30.00	0.00
			3532		1295322				3000	FIT	274.13	0.00
			3532		1295322				6422	PETERS	897.03	0.00
			3532		1295322				8000	PBA -	17.17	0.00
			3532		1295322				9170	CRED U	398.44	0.00
			3532		1295322				9300	DIR DE	432.08	0.00
			3532		1295322				9400	DLE DI	4.60	0.00
13532	21401		3532		1295322				1000	FICA	135.86	135.86
13532	21401		3532		1295322				1100	MEDICA	31.77	31.77
13532	22402		3532		1295322				7005	HB	0.00	412.29
13532	23401		3532		1295322				2421	DHMO F	0.00	13.48
13532	23401		3532		1295322				2513	HUM HM	0.00	477.26
13532	23401		3532		1295322				9030	DLE DI	0.00	10.72
13532	23401		3532		1295322				9047	BASIC	0.00	15.39
13532	23401		3532		1295322				9906	VISION	0.00	9.59
	CHECK 04/26/2002 TOTALS:				NET:	.00	80.00	2,235.82			2,235.64	1,106.36
Check Date: 05/10/2002												
13532	12401		3532	298	1300587	100 REGULA	72.00	1,864.84				
13532	12401		3532	298	1300587	200 SICK	8.00	207.20				
13532	12401		3532	298	1300587	300 COMP E	1.50	0.00				
13532	12401		3532	298	1300587	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1300587	995 GTL	0.00	0.18				
13532	15401		3532	298	1300587	800 INCENT	0.00	60.00				
			3532		1300587				3000	FIT	280.82	0.00
			3532		1300587				6422	PETERS	950.00	0.00
			3532		1300587				8000	PBA -	17.17	0.00
			3532		1300587				9170	CRED U	398.44	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1300587				9300	DIR DE	413.57	0.00
			3532		1300587				9400	DLE DI	4.60	0.00
13532	21401		3532		1300587				1000	FICA	138.62	138.62
13532	21401		3532		1300587				1100	MEDICA	32.42	32.42
13532	22402		3532		1300587				7005	HB	0.00	412.29
13532	23401		3532		1300587				9030	DLE DI	0.00	10.72
	CHECK 05/10/2002 TOTALS:				NET:	.00	81.50	2,235.82			2,235.64	594.05
Check Date: 05/24/2002												
13532	12401		3532	298	1305832	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1305832	300 COMP E	4.50	0.00				
13532	12401		3532	298	1305832	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1305832	995 GTL	0.00	0.18				
13532	15401		3532	298	1305832	800 INCENT	0.00	60.00				
			3532		1305832				2701	DHMO F	14.56	0.00
			3532		1305832				2713	HUM HM	30.00	0.00
			3532		1305832				3000	FIT	274.13	0.00
			3532		1305832				6422	PETERS	839.01	0.00
			3532		1305832				8000	PBA -	17.17	0.00
			3532		1305832				9170	CRED U	398.44	0.00
			3532		1305832				9300	DIR DE	490.10	0.00
			3532		1305832				9400	DLE DI	4.60	0.00
13532	21401		3532		1305832				1000	FICA	135.86	135.86
13532	21401		3532		1305832				1100	MEDICA	31.77	31.77
13532	22402		3532		1305832				7005	HB	0.00	412.29
13532	23401		3532		1305832				2421	DHMO F	0.00	13.48
13532	23401		3532		1305832				2513	HUM HM	0.00	477.26
13532	23401		3532		1305832				9030	DLE DI	0.00	10.72
13532	23401		3532		1305832				9047	BASIC	0.00	15.39
13532	23401		3532		1305832				9906	VISION	0.00	9.59
	CHECK 05/24/2002 TOTALS:				NET:	.00	84.50	2,235.82			2,235.64	1,106.36
Check Date: 06/07/2002												
13532	12401		3532	298	1311069	100 REGULA	64.00	1,657.64				
13532	12401		3532	298	1311069	230 VACATI	8.00	207.20				
13532	12401		3532	298	1311069	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1311069	300 COMP E	1.50	0.00				
13532	12401		3532	298	1311069	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1311069	995 GTL	0.00	0.18				
13532	15401		3532	298	1311069	800 INCENT	0.00	60.00				
			3532		1311069				3000	FIT	280.82	0.00
			3532		1311069				6422	PETERS	891.98	0.00
			3532		1311069				8000	PBA -	17.17	0.00
			3532		1311069				9170	CRED U	398.44	0.00
			3532		1311069				9300	DIR DE	471.59	0.00
			3532		1311069				9400	DLE DI	4.60	0.00
13532	21401		3532		1311069				1000	FICA	138.62	138.62
13532	21401		3532		1311069				1100	MEDICA	32.42	32.42
13532	22402		3532		1311069				7005	HB	0.00	412.29
13532	23401		3532		1311069				9030	DLE DI	0.00	10.72
	CHECK 06/07/2002 TOTALS:				NET:	.00	81.50	2,235.82			2,235.64	594.05
Check Date: 06/21/2002												
13532	12401		3532	298	1316326	100 REGULA	80.00	2,072.04				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1316326	300 COMP E	1.50	0.00				
13532	12401		3532	298	1316326	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1316326	995 GTL	0.00	0.18				
13532	15401		3532	298	1316326	800 INCENT	0.00	60.00				
			3532		1316326				2701	DHMO F	14.56	0.00
			3532		1316326				2713	HUM HM	30.00	0.00
			3532		1316326				3000	FIT	274.13	0.00
			3532		1316326				6422	PETERS	897.03	0.00
			3532		1316326				8000	PBA -	17.17	0.00
			3532		1316326				9170	CRED U	398.44	0.00
			3532		1316326				9300	DIR DE	432.08	0.00
			3532		1316326				9400	DLE DI	4.60	0.00
13532	21401		3532		1316326				1000	FICA	135.86	135.86
13532	21401		3532		1316326				1100	MEDICA	31.77	31.77
13532	22402		3532		1316326				7005	HB	0.00	412.29
13532	23401		3532		1316326				2421	DHMO F	0.00	13.48
13532	23401		3532		1316326				2513	HUM HM	0.00	477.26
13532	23401		3532		1316326				9030	DLE DI	0.00	10.72
13532	23401		3532		1316326				9047	BASIC	0.00	15.39
13532	23401		3532		1316326				9906	VISION	0.00	9.59
	CHECK 06/21/2002 TOTALS:				NET:	.00	81.50	2,235.82			2,235.64	1,106.36
Check Date: 07/05/2002												
13532	12401		3532	298	1321568	100 REGULA	77.00	1,994.34				
13532	12401		3532	298	1321568	300 COMP E	4.50	0.00				
13532	12401		3532	298	1321568	310 COMP T	3.00	77.70				
13532	12401		3532	298	1321568	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1321568	995 GTL	0.00	0.18				
13532	15401		3532	298	1321568	800 INCENT	0.00	60.00				
			3532		1321568				3000	FIT	280.82	0.00
			3532		1321568				6422	PETERS	950.00	0.00
			3532		1321568				8000	PBA -	17.17	0.00
			3532		1321568				9170	CRED U	398.44	0.00
			3532		1321568				9300	DIR DE	413.57	0.00
			3532		1321568				9400	DLE DI	4.60	0.00
13532	21401		3532		1321568				1000	FICA	138.62	138.62
13532	21401		3532		1321568				1100	MEDICA	32.42	32.42
13532	22402		3532		1321568				7005	HB	0.00	357.95
13532	23401		3532		1321568				9030	DLE DI	0.00	10.72
	CHECK 07/05/2002 TOTALS:				NET:	.00	84.50	2,235.82			2,235.64	539.71
Check Date: 07/19/2002												
13532	12401		3532	298	1326870	100 REGULA	62.00	1,605.83				
13532	12401		3532	298	1326870	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1326870	300 COMP E	4.50	0.00				
13532	12401		3532	298	1326870	310 COMP T	10.00	259.01				
13532	12401		3532	298	1326870	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1326870	995 GTL	0.00	0.18				
13532	15401		3532	298	1326870	800 INCENT	0.00	60.00				
			3532		1326870				2701	DHMO F	14.56	0.00
			3532		1326870				2713	HUM HM	30.00	0.00
			3532		1326870				3000	FIT	274.13	0.00
			3532		1326870				6422	PETERS	839.01	0.00
			3532		1326870				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1326870				9170	CRED U	398.44	0.00
			3532		1326870				9300	DIR DE	490.10	0.00
			3532		1326870				9400	DLE DI	4.60	0.00
13532	21401		3532		1326870				1000	FICA	135.86	135.86
13532	21401		3532		1326870				1100	MEDICA	31.77	31.77
13532	22402		3532		1326870				7005	HB	0.00	357.95
13532	23401		3532		1326870				2421	DHMO F	0.00	13.48
13532	23401		3532		1326870				2513	HUM HM	0.00	477.26
13532	23401		3532		1326870				9030	DLE DI	0.00	10.72
13532	23401		3532		1326870				9047	BASIC	0.00	15.39
13532	23401		3532		1326870				9906	VISION	0.00	9.59
	CHECK 07/19/2002 TOTALS:				NET:		.00	84.50	2,235.82		2,235.64	1,052.02
Check Date: 08/02/2002												
13532	12401		3532	298	1332163	100	REGULA	80.00	2,072.04			
13532	12401		3532	298	1332163	905	LONGEV	0.00	103.60			
13532	12401		3532	298	1332163	995	GTL	0.00	0.18			
13532	15401		3532	298	1332163	800	INCENT	0.00	60.00			
			3532		1332163				3000	FIT	280.82	0.00
			3532		1332163				6422	PETERS	891.98	0.00
			3532		1332163				8000	PBA -	17.17	0.00
			3532		1332163				9170	CRED U	398.44	0.00
			3532		1332163				9300	DIR DE	471.59	0.00
			3532		1332163				9400	DLE DI	4.60	0.00
13532	21401		3532		1332163				1000	FICA	138.62	138.62
13532	21401		3532		1332163				1100	MEDICA	32.42	32.42
13532	22402		3532		1332163				7005	HB	0.00	357.95
13532	23401		3532		1332163				9030	DLE DI	0.00	10.72
	CHECK 08/02/2002 TOTALS:				NET:		.00	80.00	2,235.82		2,235.64	539.71
	EMPLOYEE TOTALS:				NET:		416.96	1,333.25	36,090.10		35,672.96	13,010.13
	GRAND TOTALS:				NET:		416.96	1,333.25	36,090.10		35,672.96	13,010.13

*** END OF REPORT ***

Form W-4 (2002)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2002 expires February 16, 2003. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line **E** below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2002. See Pub. 919, especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* **Pub. 503**, *Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($15,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

RECEIVED MAR 1 2002 HUMAN RESOURCES

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form W-4 Department of the Treasury Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

2002

1	Type or print your first name and middle initial: Scot R. Last name: Peterson	2 Your social security number: [redacted]
	[redacted] ute)	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. **Note:** *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*
	[redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐
5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $75.00
7	I claim exemption from withholding for 2002, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of all Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of all Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] **Date** ▶ 3-11-02

8	Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

4308 MAR 29 2002

EOG-01322

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2002 tax return.*

1	Enter an estimate of your 2002 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2002, you may have to reduce your itemized deductions if your income is over $137,300 ($68,650 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,850 if married filing jointly or qualifying widow(er); $6,900 if head of household; $4,700 if single; $3,925 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2002 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919.	5	$
6	Enter an estimate of your 2002 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet,** line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the lowest paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed	8	$
9	Divide line 8 by the number of pay periods remaining in 2002. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2001. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 95,000	8
4,001 - 9,000	1	50,001 - 55,000	9	6,001 - 11,000	1	95,001 - 110,000	9
9,001 - 15,000	2	55,001 - 65,000	10	11,001 - 17,000	2	110,001 and over	10
15,001 - 20,000	3	65,001 - 80,000	11	17,001 - 23,000	3		
20,001 - 25,000	4	80,001 - 95,000	12	23,001 - 28,000	4		
25,001 - 32,000	5	95,001 - 110,000	13	28,001 - 38,000	5		
32,001 - 38,000	6	110,001 - 125,000	14	38,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	900	70,001 - 140,000	900
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,150	300,001 and over	1,150

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **Do not** send the tax form to this address. Instead, give it to your employer.

EOG-01323

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		3000	FIT	[redacted]		.00	YYYYY	[redacted]	

Tot emp count: 0001

** END OF REPORT **

DATE: **March 5, 2002**

TO: DEPUTY SHERIFF/CC SCOT PETERSON CCN - 4308
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: Wage Increase

Successful negotiations between the Police Benevolent Association (PBA) and the Sheriff's Office have resulted in a finalized contract for Department of Law Enforcement Deputies and Sergeants. According to Article 19 of the contract, the pay scale for Deputies and Sergeants will be increased by three percent (3%) effective the first full pay period in October 2001. This adjustment will be processed for those employees whose salary falls within the established BSO pay range.

This salary adjustment will be reflected in paychecks received on March 15, 2002. A separate check will also be distributed on March 29, 2002 for the retroactive amount.

Should you require additional information, please contact Compensation Manager Joanna Hely at 321-4418 or Senior Human Resources Analyst Jennifer Wheeler at 321-4416.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel Harold Wilber, Executive Director, Department of Detention & Community Control
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Assistant Director Elijah Williams, Department of Legal Affairs

11/20/2001 Broward County Sheriff's Office PAGE 1
13:22:13 DEDUCTION LIST - By Employee premdrpt

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		[redacted]							
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	950.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	398.44	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
Bank Acct: [redacted]		Bank: 002 [redacted]							
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

DEC 07 2001

MB

Form W-4 (2001)

Purpose. Complete Form W-4 so your emplo can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using F 1040-ES, Estimated Tax for Individuals. C se, you may owe additional tax.

T mers/two jobs. If you have a working s or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* ***Pub. 503,*** *Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, **or** if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give **Form W-4 to your employer. Keep the top part for your records.**

Form **W-4** (2001)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

2001

1 Type or print your first name and middle initial: SCOT R | Last name: PETERSEN | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] NOV 20 2001

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 11-20-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

#4308

NOV 21 2001
DEC 07 2001

EOG-01327

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2001 tax return.*

1 Enter an estimate of your 2001 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2001, you may have to reduce your itemized deductions if your income is over $132,950 ($66,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,600 if married filing jointly or qualifying widow(er) / $6,650 if head of household / $4,550 if single / $3,800 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0- . . . . . 3 $

4 Enter an estimate of your 2001 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total (include any amount for credits from **Worksheet 7** in Pub. 919.) . 5 $

6 Enter an estimate of your 2001 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than -0- . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here 2

3 If line 1 **is more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2001. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2000. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $4,000	0	42,001 - 47,000	8	$0 - $6,000	0	65,001 - 80,000	8
4,001 - 8,000	1	47,001 - 55,000	9	6,001 - 12,000	1	80,001 - 105,000	9
8,001 - 14,000	2	55,001 - 65,000	10	12,001 - 17,000	2	105,001 and over	10
14,001 - 19,000	3	65,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 90,000	12	22,001 - 28,000	4		
25,001 - 32,000	5	90,001 - 105,000	13	28,001 - 40,000	5		
32,001 - 38,000	6	105,001 - 115,000	14	40,001 - 50,000	6		
38,001 - 42,000	7	115,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $50,000	$440	$0 - $30,000	$440
50,001 - 100,000	800	30,001 - 60,000	800
100,001 - 130,000	900	60,001 - 120,000	900
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

EOG-01328

Form W-4 (2001)

Purpose. Complete Form W-4 so your emp can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the Two-Earner/Two-Job Worksheet on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E ____
F	Enter "1" if you have at least $1,500 of child or dependent care expenses for which you plan to claim a credit (Note: *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single**, have **more than one job** and your combined earnings from all jobs exceed $35,000, **or** if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

1 Type or print your first name and middle initial: Scot — Last name: Peterson — OCT - 3 2001 — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $ 150.00
7	I claim exemption from withholding for 2001, and I certify that I meet both of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-03-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

#4308

OCT 12 2001

KB

EOG-01329

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S, PETERSON	1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		3000	FIT	06	150.00	.00	YYYYY	S	4
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	950.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	218.17	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
Bank Acct:		Bank: 002							
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

OCT 12 2001

09/04/2001 Broward County Sheriff's Office PAGE 1
13:26:01 DEDUCTION LIST - By Employee premdrpt

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		[redacted]							
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	1192.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	218.17	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
	Bank Acct: [redacted]		Bank: 002 [redacted]						
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

SEP 14 2001

EOG-01331

Form W-4 (2001)

Purpose. Complete Form W-4 so your emp can withhold the correct Federal income from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* ***Pub. 503, Child and Dependent Care Expenses,*** *for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, or if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** (2001)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

1	Type or print your first name and middle initial: SCOT R — Last name: PETERSON	2 Your social security number: [redacted]
	Home address (number and street or rural route): [redacted]	3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*
	City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐
5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability and • This year I expect a refund of all Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot R Peterson — Date ▶ 08-27-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

#4308

SEP 14 2001

MB

EOG-01332

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Scot Peterson

CCN: 4308 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: SRO

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☐ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☑ MARITAL STATUS CHANGE

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME: _____

STREET ADDRESS: _____

CITY, STATE: _____

ZIP CODE: _____

TELEPHONE NUMBER: _____

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson — SIGNATURE

4308 — CNN

8-13-01 — DATE

Distribution: White - Human Resources **Green - District/Division** **Yellow - Communications** **Pink – Employee Benefits** **Goldenrod - Employee**

BSO A#44 (Revised Jun 2000)

FOG-01333

AUG 3 1 2001

Department of Health • Vital Statistics

STATE OF FLORIDA
MARRIAGE RECORD

TYPE IN UPPER CASE
USE BLACK INK

This license not valid unless seal of Clerk, Circuit or County Court, appears thereon.

(STATE FILE NUMBER)

DATE RETURNED: [redacted]

RECORDED: BOOK [redacted] PAGE [redacted]

HOWARD C. FORMAN CLERK OF COU

BY .... DEPUTY CLE

[redacted]
(APPLICATION NUMBER)

APPLICATION TO MARRY

1. GROOM'S NAME (First, Middle, Last)			2. DATE OF BIRTH (Month, Day, Year)
SCOT RALPH PETERSON			[redacted]
3a. RESIDENCE - CITY, TOWN, OR LOCATION	3b. COUNTY	3c. STATE	4. BIRTHPLACE (State or Foreign Country)
[redacted]	BROWARD	FLORIDA	ILLINOIS
5a. BRIDE'S NAME (First, Middle, Last)	5b. MAIDEN SURNAME (If different)		6. DATE OF BIRTH (Month, Day, Year)
[redacted]	[redacted]		[redacted]
7a. RESIDENCE - CITY, TOWN, OR LOCATION	7b. COUNTY	7c. STATE	8. BIRTHPLACE (State or Foreign Country)
[redacted]	BROWARD	FLORIDA	FLORIDA

WE THE APPLICANTS NAMED IN THIS CERTIFICATE, EACH FOR HIMSELF OR HERSELF, STATE THAT THE INFORMATION PROVIDED ON THIS RECORD IS CORRECT TO THE BEST OF OUR KNOWLEDGE AND BELIEF, THAT NO LEGAL OBJECTION TO THE MARRIAGE NOR THE ISSUANCE OF A LICENSE TO AUTHORIZE THE SAME IS KNOWN TO US AND HEREBY APPLY FOR LICENSE TO MARRY.

9. SIGNATURE OF GROOM (Sign full name using black ink)	10. SUBSCRIBED AND SWORN TO BEFORE ME ON (DATE)
▶ Scot Ralph Peterson	JUL 12, 2001
11. TITLE OF OFFICIAL	12. SIGNATURE OF OFFICIAL (Use black ink)
DEPUTY CLERK	▶ J. T. Gray
13. SIGNATURE OF BRIDE (Sign full name using black ink)	14. SUBSCRIBED AND SWORN TO BEFORE ME ON (DATE)
▶ [redacted]	JUL 12, 2001
15. TITLE OF OFFICIAL	16. SIGNATURE OF OFFICIAL (Use black ink)
DEPUTY CLERK	▶ J. T. Gray

CIRCUIT & COUNTY COURTS 17th JUDICIAL CIRCUIT SEAL Broward County, Florida

LICENSE TO MARRY

AUTHORIZATION AND LICENSE IS HEREBY GIVEN TO ANY PERSON DULY AUTHORIZED BY THE LAWS OF THE STATE OF FLORIDA TO PERFORM A MARRIAGE CEREMONY WITHIN THE STATE OF FLORIDA AND TO SOLEMNIZE THE MARRIAGE OF THE ABOVE NAMED PERSONS. THIS LICENSE MUST BE USED ON OR AFTER THE EFFECTIVE DATE AND ON OR BEFORE THE EXPIRATION DATE IN THE STATE OF FLORIDA IN ORDER TO BE RECORDED AND VALID.

17. COUNTY ISSUING LICENSE	18. DATE LICENSE ISSUED	18a. DATE LICENSE EFFECTIVE	19. EXPIRATION DATE
BROWARD	JUL 12, 2001	JUL 15, 2001	SEP 12, 200

20a. SIGNATURE OF COURT CLERK OR JUDGE	20b. TITLE	20c. BY D.C.
▶ J. T. Gray	DEPUTY CLERK	

CIRCUIT & COUNTY COURTS 17th JUDICIAL CIRCUIT SEAL Broward County, Florida

CERTIFICATE OF MARRIAGE

I HEREBY CERTIFY THAT THE ABOVE NAMED GROOM AND BRIDE WERE JOINED BY ME IN MARRIAGE IN ACCORDANCE WITH THE LAWS OF THE STATE OF FLORIDA.

21. DATE OF MARRIAGE (Month, Day, Year)	22. CITY, TOWN, OR LOCATION OF MARRIAGE
August 5 2001	Margate
23a. SIGNATURE OF PERSON PERFORMING CEREMONY (Use black ink)	[redacted]
▶ Jeffrey B Conover	
23b. NAME AND TITLE OF PERSON PERFORMING CEREMONY (Or notary stamp)	24. SIGNATURE OF WITNESS TO CEREMONY (Use black ink)
Jeffrey B Conover Minister	▶ [redacted]
SEAL	25. SIGNATURE OF WITNESS TO CEREMONY (Use black ink)
	▶ [redacted]

INFORMATION BELOW FOR USE BY VITAL STATISTICS ONLY - NOT TO BE RECORDED

IF ANSWER TO ITEM 26 IS "YES" THEN COMPLETE ITEMS 26a, 26b and 26c

EOG-01334

08/17/2001 Broward County Sheriff's Office PAGE 1
12:36:07 DEDUCTION LIST - By Employee premdrpt

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3900	FIT	05	.00	.00	YYYYY	M	4

Tot emp count: 0001

** END OF REPORT **

AUG 3 1 2001

Form W-4 (2001)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919, How Do I Adjust My Tax Withholding?** for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

3

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or AUG 14 2001 • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E ____
F	Enter "1" if you have at least $1,500 of child or dependent care expenses for which you plan to claim a credit (**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single**, have **more than one job** and your combined earnings from all jobs exceed $35,000, or if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

1	Type or print your first name and middle initial: Scot — Last name: Peterson	2 Your social security number: [redacted]
	Home address (number and street or rural route): [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*
	City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐
5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson — Date ▶ 8-14-01

8	Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

#4308

EOG-01336

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Dep Scot Peterson

CCN: 4308 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: SRO Countywide Operations

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☐ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☒ MARITAL STATUS CHANGE Divorce

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME: _____

STREET ADDRESS: _____

CITY, STATE: _____

ZIP CODE: _____

TELEPHONE NUMBER: _____

I hereby authorize release of the above to BSO department/divisions requiring this information. okay EC

SIGNATURE	CNN	DATE
[signature]	4308	7-19-01

Distribution: White - Human Resources Green - District/Division Yellow - Communications Pink – Employee Benefits Goldenrod - Employee

BSO A#44 (Revised Jun 2000)

EOG-01337

AUG 0 3 2001

IN THE CIRCUIT COURT OF THE SEVENTEENTH JUDICIAL CIRCUIT
IN AND FOR BROWARD COUNTY, FLORIDA

IN RE: THE MARRIAGE OF:

CASE NO. FMCE[redacted]
Florida Bar #: [redacted]

SCOT R. PETERSON,
Petitioner/Husband,

and

[redacted]
Respondent/Wife.
_____/

FINAL JUDGMENT OF DISSOLUTION OF MARRIAGE

The final hearing in this case was heard before the Court on April 4th and 5th 2001. On the evidence presented, the Court finds and orders as follows:

BACKGROUND AND JURISDICTIONAL FINDINGS

1. The parties were married on September 19, 1986 in Broward County Florida and separated on April 2, 2000..

2. The Petition for Dissolution of Marriage was filed by the Husband on June 28, 2000 ; an answer and Counterpetition were filed by the Wife on October 26, 2000.

3. Both parties have resided in Broward County for six (6) months prior to the filling of the Petition and Counterpetion for Dissolution of Marriage.

4. Florida is the home state of the minor children and is the sole jurisdictional state to determine child custody and visitation under the Uniform Child Custody Jurisdiction Act.

5. This Court has jurisdiction of the parties, children, and of the subject matter herein.

6. Four children were born of this marriage:

[redacted], D/O/B/[redacted], SS#[redacted].
[redacted]D/O/B/[redacted]
D/O/B[redacted]
[redacted] D/O/B[redacted]

EOG-01338

DATE: **April 2, 2001**

TO: **DEPUTY/CC SCOT PETERSON CCN: 4308**
SCHOOL RES OFFC

FROM: **Sheriff Ken Jenne**

SUBJECT: PBA Deputy and Sergeant Salary Adjustment – April 2001

I am pleased to announce effective the first full pay period in April 2001 (April 7 – April 20) the pay schedule for PBA Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on April 27, 2001.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Director William MacDonald, Bureau of Finance and Budget
Elijah Williams, Assistant Director, Department of Legal Affairs
Employee Personnel File

H:\Classification and Compensation\MEMOS\PBA Deputy and Sergeant 2001 Increase.doc

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	S	5

Tot emp count: 0001

** END OF REPORT **

Form W-4 (2001)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **1040-ES,** Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do **not** include child support payments. See **Pub. 503,** Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (**Note:** *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, **or** if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

RECEIVED JAN 24 2002 HUMAN RESOURCES

1 Type or print your first name and middle initial: SCOT — Last name: PETERSON — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☑ Single ☐ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) — 5: 14

6 Additional amount, if any, you want withheld from each paycheck — 6: $

7 I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption:
- Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and**
- This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability.

If you meet both conditions, write "Exempt" here ▶ 7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] 4308 Date ▶ 1-24-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

FEB 0 2 2001

EOG-01341

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2001 tax return.*

1	Enter an estimate of your 2001 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2001, you may have to reduce your itemized deductions if your income is over $132,950 ($66,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,600 if married filing jointly or qualifying widow(er) $6,650 if head of household $4,550 if single $3,800 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 2001 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total (Include any amount for credits from **Worksheet 7** in Pub. 919.)	5	$
6	Enter an estimate of your 2001 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet,** line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4			
5	Enter the number from line 1 of this worksheet	5			
6	**Subtract** line 5 from line 4			6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here			7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed			8	$
9	Divide line 8 by the number of pay periods remaining in 2001. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2000. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck			9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $4,000	0	42,001 - 47,000	8	$0 - $6,000	0	65,001 - 80,000	8
4,001 - 8,000	1	47,001 - 55,000	9	6,001 - 12,000	1	80,001 - 105,000	9
8,001 - 14,000	2	55,001 - 65,000	10	12,001 - 17,000	2	105,001 and over	10
14,001 - 19,000	3	65,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 90,000	12	22,001 - 28,000	4		
25,001 - 32,000	5	90,001 - 105,000	13	28,001 - 40,000	5		
32,001 - 38,000	6	105,001 - 115,000	14	40,001 - 50,000	6		
38,001 - 42,000	7	115,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $50,000	$440	$0 - $30,000	$440
50,001 - 100,000	800	30,001 - 60,000	800
100,001 - 130,000	900	60,001 - 120,000	900
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

Form W-4 (2000)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2000 expires February 16, 2001.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see **Pub. 919,** How Do I Adjust My Tax Withholding?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using **Form 1040-ES,** Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2000. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married and have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $34,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** (2000)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

1 Type or print your first name and middle initial: SCOT R.	Last name: PETERSON	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☑ Single ☐ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*	
City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. **You must call 1-800-772-1213 for a new card.** ▶ ☐	
5 Total number of allowances you are claiming (from line H above **OR** from the applicable worksheet on page 2)		5 5
6 Additional amount, if any, you want withheld from each paycheck		6 $
7 I claim exemption from withholding for 2000, and I certify that I meet **BOTH** of the following conditions for exemption: • Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND** • This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability. If you meet both conditions, write "EXEMPT" here ▶		7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ [signature] Date ▶ 10-31-00

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
4308		

EOG-01343

Cat. No. 10220Q

RECEIVED NOV 10 2000

RECEIVED OCT 27 2000 HUMAN RESOURCES

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 2000 tax return.*

1 Enter an estimate of your 2000 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2000, you may have to reduce your itemized deductions if your income is over $128,950 ($64,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: $7,350 if married filing jointly or qualifying widow(er); $6,450 if head of household; $4,400 if single; $3,675 if married filing separately . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0- . . . . . 3 $

4 Enter an estimate of your 2000 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total (include any amount for credits from **Worksheet 7** in Pub. 919.) . 5 $

6 Enter an estimate of your 2000 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than -0- . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet,** line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **MORE THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **LESS THAN** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2000. For example, divide by 26 if you are paid every other week and you complete this form in December 1999. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	41,001 - 45,000	8	$0 - $5,000	0	65,001 - 80,000	8
4,001 - 7,000	1	45,001 - 55,000	9	5,001 - 11,000	1	80,001 - 100,000	9
7,001 - 13,000	2	55,001 - 63,000	10	11,001 - 17,000	2	100,001 and over	10
13,001 - 19,000	3	63,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 85,000	12	22,001 - 27,000	4		
25,001 - 31,000	5	85,001 - 100,000	13	27,001 - 40,000	5		
31,001 - 37,000	6	100,001 - 110,000	14	40,001 - 50,000	6		
37,001 - 41,000	7	110,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$420	$0 - $30,000	$420
50,001 - 100,000	780	30,001 - 60,000	780
100,001 - 130,000	870	60,001 - 120,000	870
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a **properly** completed form will result in your being treated as a single person who claims no withholding allowances; **providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and for use in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping** 46 min., **Learning about the law or the form** 13 min., **Preparing the form** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

EOG-01344

Printed on recycled paper

U.S. Government Printing Office: 1999 — 456-119

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	S	4

Tot emp count: 0001

** END OF REPORT **

FEB 0 2 2001

ROWARD SHERIFF'S OFFIC

CHANGE OF EMPLOYEE INFORMATION

NAME: SCOT PETERSON
CCN: 4308
JOB TITLE: DEPUTY SHERIFF
CURRENT ASSIGNMENT: SRO COMMUNITY OPS

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☑ ADDRESS CHANGE
- ☑ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

RECEIVED
JUL 13 2000
HUMAN RESOURCES

REVISED PERSONAL INFORMATION:

NAME:
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

[signature]
SIGNATURE / CCN

7-13-00
DATE

AUG 04 2000

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EOG-01346

BSO A#44 (NEW 9/89)

07/27/2000 Broward County Sheriff's Office PAGE 1
14:56:30 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 004308 3532 SCOT PETERSON Stat: A Pos#: 050019
S.S.#: [redacted] BU: PBA GRST: 15 -09
298 DEPUTY SHE
Hire : 07/22/1985 [redacted] 13532 SCHOOL RES
Birth: [redacted] Rate: 26.3844 Per-Sal: 2,110.75 Ann-Sal: 54,879.50
Perm : 07/22/1985

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
05/11/96	2094		PBA	00000	52094	15	08	0.00001	669.45	0.00
Action: COLA				Reason:				Title: 298 DEPUTY SHE		
04/12/97	3532		PBA	00000	13532	15	09	0.00001	752.93	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
10/11/97	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
02/23/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
02/23/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
09/29/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
11/21/98	3532		PBA	00000	13532	15	09	0.00001	868.18	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
04/10/99	3532		PBA	00000	13532	15	09	0.00001	896.21	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		

AUG 0 4 2000

SCOT PETERSON # 4308
DEPUTY SHERIFF - DLE/CC
SCHOOL RES OFFC

DATE: **April 3, 2000**

TO: **PBA Deputies and Sergeants**

FROM: **Sheriff Ken Jenne**

SUBJECT: PBA Deputy and Sergeant Salary Adjustment – April 2000

I am pleased to announce effective the first full pay period in April 2000 (April 8 – April 21) the pay schedule for PBA Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in pay checks received on April 28, 2000.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Executive Director, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Director Homer J. Reid, Bureau of Human Resources
Director William MacDonald, Bureau of Management, Finance and Budget
General Counsel Lynn Futch, Director, Department of Legal Affairs
Employee Personnel File

H:\Classification and Compensation\MEMOS\PBA Deputy and Sergeant 2000 Increase.doc

Form W-4 (2000)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2000 expires February 16, 2001.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see Pub. 919, How Do I Adjust My Tax Withholding?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2000. Get Pub. 919 especially if you used the Two-Earner/Two-Job Worksheet on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children	G ____
H	Add lines A through G and enter total here. Note: *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single, have more than one job** and your combined earnings from all jobs exceed $34,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2000

1 Type or print your first name and middle initial: Scot R — Last name: Peterson — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] — 3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: If married, but legally separated, or spouse is a nonresident alien, check the Single box.

City or town, state, and ZIP code: [redacted] — 4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card . . . ▶ ☐

5	Total number of allowances you are claiming (from line H above OR from the applicable worksheet on page 2)	5 1
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2000, and I certify that I meet **BOTH** of the following conditions for exemption: • Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND** • This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability. If you meet both conditions, write "EXEMPT" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ Scot Peterson 4308 — Date ▶ 5-8-00

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		MAY 26 2000

EOG-01349

Cat. No. 10220Q

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 2000 tax return.*

1	Enter an estimate of your 2000 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2000, you may have to reduce your itemized deductions if your income is over $128,950 ($64,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: { $7,350 if married filing jointly or qualifying widow(er); $6,450 if head of household; $4,400 if single; $3,675 if married filing separately }	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 2000 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total (Include any amount for credits from **Worksheet 7** in Pub. 919.)	5	$
6	Enter an estimate of your 2000 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here	2	
3	If line 1 is **MORE THAN OR EQUAL TO** line 2, **subtract** line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **LESS THAN** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4		
5	Enter the number from line 1 of this worksheet	5		
6	**Subtract** line 5 from line 4		6	
7	Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here		7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed		8	$
9	Divide line 8 by the number of pay periods remaining in 2000. For example, divide by 26 if you are paid every other week and you complete this form in December 1999. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck		9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	41,001 - 45,000	8
4,001 - 7,000	1	45,001 - 55,000	9
7,001 - 13,000	2	55,001 - 63,000	10
13,001 - 19,000	3	63,001 - 70,000	11
19,001 - 25,000	4	70,001 - 85,000	12
25,001 - 31,000	5	85,001 - 100,000	13
31,001 - 37,000	6	100,001 - 110,000	14
37,001 - 41,000	7	110,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $5,000	0	65,001 - 80,000	8
5,001 - 11,000	1	80,001 - 100,000	9
11,001 - 17,000	2	100,001 and over	10
17,001 - 22,000	3		
22,001 - 27,000	4		
27,001 - 40,000	5		
40,001 - 50,000	6		
50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$420
50,001 - 100,000	780
100,001 - 130,000	870
130,001 - 250,000	1,000
250,001 and over	1,100

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$420
30,001 - 60,000	780
60,001 - 120,000	870
120,001 - 270,000	1,000
270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and for use in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: Recordkeeping 46 min., Learning about the law or the form 13 min., Preparing the form 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. DO NOT send the tax form to this address. Instead, give it to your employer.

EOG-01350

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	M	1

Tot emp count: 0001

** END OF REPORT **

MAY 2 0 2000

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

DATE: April 15, 1999

TO: PETERSON,SCOT R CON 4308
SCHOOL RES OFFC

FROM: Sheriff Ken Jenne

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for Law Enforcement Deputies and Sergeants, effective the first full pay period after April 1, 1999 (April 10 - April 23), you will receive a one and one-half percent (1 1/2%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on April 30.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

cc: Colonel Thomas Carney, Department of Law Enforcement
Director William MacDonald, Bureau of Management, Finance and Budget
Director Homer J. Reid, Bureau of Human Resources
Employee Personnel File

h:\docs\classcomp\memos\pba99

3532 SCHOOL RES OFFC
PETERSON,SCOT R CCN 4308

(954) 831-8900

DATE: November 30, 1998

TO: Law Enforcement Deputies and Sergeants

FROM: Sheriff Ken Jenne

SUBJECT: **Wage Increase**

I am pleased to advise you that effective the first full pay period after October 1, 1998 (October 10 - October 23), you will receive a pay increase of one and one-half percent (1 ½%) to your base salary. This increase will be reflected in your pay check distributed on December 11, 1998. This is consistent with our collective bargaining agreement for law enforcement deputies and sergeants.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

KJ/jh
cc: Lynn Futch, Counsel to the Sheriff
Colonel Thomas Carney, Department of Law Enforcement
Director William MacDonald, Bureau of Management, Finance and Budget
Director Homer J. Reid, Human Resources
Employee File

h:\docs\classcomp\pba98

3532 SCHOOL RES OFFC
PETERSON, SCOT R

ERIFF
rd County
Box 9507
le, FL 33310-9507

DATE: September 15, 1997

TO: Crime Prevention Deputies and Sergeants

FROM: Susan W. McCampbell, Chief Deputy

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period after October 1, 1997 (October 11 - October 24), you will receive a five percent (5%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on October 31.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

SWMcC/jh
cc: Henry L. Templeton, Chief of Staff
Charles Whitelock, Counsel to the Sheriff
Lt. Colonel Thomas Carney, Department of Crime Prevention
William MacDonald, Bureau of Management,Finance and Budget
Director Homer J. Reid, Human Resources
Employee File

LOC: 3532 SCHOOL RES OFFC
ORG: 13532 SCHOOL RESOURCE OFFICER

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
10/11/97	00000104	UCA	Union Contract Amendment	PBA	15 9	23.0072	298 DEPUTY SHERIFF - DCP/CC
04/12/97	00000103	UCA	Union Contract Amendment	PBA	15 9	21.9116	298 DEPUTY SHERIFF - DCP/CC
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8		298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6		298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6		298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5		298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5		0000 NOT ASSIGNED
00/00/00	00000102			PBA	15 8		298 DEPUTY SHERIFF - DCP/CC

OCT 31 1997

LOC: 3532 SCHOOL RES OFFC
ORG: 13532 SCHOOL RESOURCE OFFICER

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
04/12/97	00000103	UCA	Union Contract Amendment	PBA	15 9	21.9116	298 DEPUTY SHERIFF - DCP/CC
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8		298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6		298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6		298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5		298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5		0000 NOT ASSIGNED
00/00/00	00000102			PBA	15 8		298 DEPUTY SHERIFF - DCP/CC

07/22/97 $87.65 Biweekly Supplement (12yr Longevity)

AUG 8 1997

1997 ANNUAL & HOLIDAY LEAVE ACCRUALS
PAY PERIOD ENDING JUNE 20, PAY DATE JUNE 27

DEPT#	LOCATION	CCN	NAME	PERIOD ENDING JUNE 20 ANNUAL	HOLIDAY	BALANCE	1997 CAP	6/27 EXCESS
3532	SCHOOL RES OFFC	4308	PETERSON,SCOT R	215.08	8.00	223.08	320.00	

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# CC97-078

DATE: July 10, 1997

TO: Distribution

FROM: Christine B. Holley, Human Resources Analyst
Classification and Compensation

SUBJECT: **Annual and Holiday Leave Accruals**

In a continued effort to assist employees in monitoring the above referenced accruals, attached is a list of leave balances for employees in your area(s) of command for pay period ending June 20, 1997. There will be an amount shown in the column titled "excess" for those employees who are currently over their annual/holiday leave accrual cap. Please distribute the enclosed accrual statements.

There are fourteen (14) more pay periods (period beginning June 21, 1997 to period ending January 2, 1998) in which employees may accrue and/or use annual leave time. There are six (6) holidays (Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving and Christmas) which may also be accrued/used. Please be aware that December 31 falls in pay period ending January 2, 1998; therefore, all hours over the 320 or a grandfathered cap must be exhausted by Friday, January 2 or be forfeited by the employee.

Requests to carry forward excess accruals into 1998 should be made by the employee through his or her chain of command to the department director level prior to submission to Personnel. As always, such requests should show that the employee made reasonable attempts to use annual/holiday leave and was subsequently denied because of operational necessity. This documentation should be forwarded to Personnel no later than Friday, January 2, 1998.

Please feel free to contact me at 321-4417 if you require additional information.

cc: Employee
Employee Personnel File

I:\ACCRUALS\6-97STAT

3532 SCHOOL RES OFFC
PETERSON, SCOT R

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: April 1, 1997

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Pay Range Extension**

Consistent with our collective bargaining agreement, effective the first full pay period after April 1, 1997, an additional step will be added to the existing pay range for deputies and sergeants. As stated in Article 20, "Those bargaining unit members who have been at...step H for at least one (1) year effective October 1, 1996, i.e. from October 1, 1995 (or earlier) and who are in good standing will.. (be placed in the new)... five percent (5%) pay step."

I am pleased to advise you that the above step increase will be effective pay period beginning April 12, 1997. The new "I" step at either the hourly rate of $21.9116 for deputies or $26.6509 for sergeants will be reflected in your pay check distributed on Friday, May 2.

Should you require additional information, please feel free to contact Compensation Manager Joanna Hely at 321-4418 or Human Resources Analyst Christine Holley at 321-4417 in Personnel's Classification and Compensation Section.

RC/cbh

cc: Lt. Colonel Thomas Carney, Crime Prevention
Director William MacDonald, Bureau of Management, Finance and Budget
Employee Personnel File

I:\UNION\APRIL97.PBA

EOG-01359

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: October 8, 1996

MEMO TO: **Carole Barnhart, Director**
Human Resources

FROM: **Linda Brooks, Director**
Administrative Management and Intelligence

SUBJECT: **PERSONNEL ORDER NO.** 96-141 **EFFECTIVE DATE: October 12, 1996.**

RECEIVED
ACCOUNTING
96 OCT 10 PM 1:10

520194

The following personnel action shall become effective on the date indicated above.

The following personnel need to be transferred from Budget 3532 School Resource Officers to Budget 2094 Community Policing reporting to Captain Farley.

[redacted]

The following personnel need to be transferred from Budget 2094 Community Policing to Budget 3532 School Resource Officers reporting to Captain Farley.

3532

[redacted]

Scot Peterson, CCN 4308

[redacted]

NT 11-1-96 Keyed

Reviewed and Recommended by:

Linda Brooks, Director — Date: 10-8-96

Colonel Norm Botsford
Director, D.C.P. — Date: 10-8-96

Carole Barnhart, Director
Human Resources Division — Date: 10-9-96

[redacted] [redacted]

ACCRUALS: PAY PERIOD ENDING 6/7, PAY DATE 6/14

LOC #	LOCATION	CCN	NAME	PERIOD ENDING 6/7 ANNUAL	HOLIDAY	BALANCE	CAP	6/7 EXCESS
2094	COMM POLICING	4308	PETERSON,SCOT R	203.66	8.00	211.66	320.00	

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# CC96 - 53

DATE: June 20, 1996

TO: Distribution

FROM: Christine B. Holley, Human Resources Analyst
Classification & Compensation

SUBJECT: **Annual/Holiday Leave Accruals**

To assist employees in monitoring this valuable benefit, attached is a list of leave balances for employees in your area(s) of command for pay period ending June 7. Those employees who are currently over their cap are so indicated. Please distribute the enclosed copies.

When reviewing leave hours, please keep in mind that there are fifteen (15) more pay periods (pay period ending 6/21/96 through period ending 1/3/97) in which employees can accrue and/or use annual leave time. There are six (6) more holidays(Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving and Christmas) which may also be accrued/used. Please note that since December 31 falls in pay period ending January 3, 1997, all hours over the 320 or a grandfathered cap must be exhausted by January 3. New Year's Day 1997 also falls in pay period ending January 3, 1997, but it will not be included in the review of excess accruals until the end of 1997.

Please feel free to contact me at 321-4417 if you require additional information.

cc: Employee
Employee File

LOC: 2094 COMM POLICING
ORG: 52094 COMM ORIENT POLICE SERVIC

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	%INCR.	BASE PAY	JOB TITLE
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	2.000	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	2.000	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8	0.000	20.0578	298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	5.800	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	0.000	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	2.500	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	2.500	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	5.856	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6	0.000	17.0464	298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	5.849	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6	0.000	16.1045	298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5	0.000	16.1045	298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5	0.000	16.1045	0000 NOT ASSIGNED

MAY 31 1996

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: May 1, 1996

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period after May 1, 1996 (May 11 - May 24), you will receive a two percent (2%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on May 31.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

cc: Employee Personnel File

EOG-01365

CRI[redacted]EVENTION DEPUTIES & SERGE[redacted]S
2% Wage Increase – May 11, 1996

DEPT#	LOCATION	NAME	CLASSIFICATION
2094	COMM POLICING	PETERSON,SCOT R	DEPUTY SHERIFF – DCP/CC

EMPLOYEE PROFILE REPORT as of 01/24/96

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV:

BIOGRAPHIC INFORMATION:

[redacted]

[redacted]

Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET. [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1995
NEXT REVIEW: 02/01/1996
NEXT REVIEW:

STATUS: 100 DEPT: 520940
SEX: M LOC:
RACE: 1
NATIONALITY: USA MAIL:
DISABLED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

[redacted] INFORMATION:

[redacted]DE.: 298 SCHEDULED: SHIFT:
[redacted]O..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff-DCP/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
11/11/1995	AJ	Adjustment	115 H	2.00	0.40	20.46	MAX	1.345	BSO1	298	Deputy Sheriff-DCP/CC
08/05/1995	DT	Department Transfer	115 H	0.00	0.00	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
07/08/1995	AJ	Adjustment	115 H	5.80	1.10	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
06/10/1995	CR	Correction	115 G	0.00	0.00	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
10/01/1994	CA	COLA	115 G	2.50	0.46	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
04/01/1994	CA	COLA	115 G	2.50	0.45	18.50	MAX	1.216	BSO1	298	Deputy Sheriff-DCP/CC
[redacted]/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

PBA DEPUTIES & SERGEANTS
Leave Accruals

DEPT	NAME	APRIL 14
135320	Peterson,Scot R	207.90

EMPLOYEE PROFILE REPORT as of 07/24/95

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]

[redacted]

Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted] STATUS: 100 DEPT: 610250
HIRED: 07/22/1985 SEX: M LOC: 7515 N.W. 88
SENIORITY: / / RACE: 1
RETIREMENT: / / NATIONALITY: USA MAIL: Tamarac
EARLY RET.: [redacted] DISABLED: N TEL: ( ) -
TERMINATED: / / EXT:
(REASON):
RE-HIRED: / / MARITAL: S SPOUSE:
SVC.AWARD: 07/22/1995 DEPENDENTS: 0 DOB: / /
LAST REVIEW: 02/01/1994
NEXT REVIEW: 02/01/1996 EDUC. LEVEL: Bachelor's
NEXT REVIEW:

INFORMATION:

[redacted]ODE.: 298 SCHEDULED: SHIFT: CLOCK.: B
[redacted]O..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff-DCP/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
07/08/1995	AJ	Adjustment	115 H	5.80	1.10	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
06/10/1995	CR	Correction	115 G	0.00	0.00	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
10/01/1994	CA	COLA	115 G	2.50	0.46	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
04/01/1994	CA	COLA	115 G	2.50	0.45	18.50	MAX	1.216	BSO1	298	Deputy Sheriff-DCP/CC
02/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

[redacted] [redacted]

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
JUL 11 1995

DATE: July 7, 1995

MEMO TO: **Carole Barnhart, Director**
Human Resources

FROM: Lt. Colonel Walter Laun, Deputy Director
Department of Crime Prevention

SUBJECT: **Personnel Order No.** 95-127 **Effective Date: August 5, 1995**

The following personnel action shall become effective on the date indicated above.

Name	Transfer From	To	Reporting To
[redacted]	District 1 Budget 3210 PF0391	SRO Budget 2094 PG2586	Capt. Farley
	District 1 Budget 3210 PF0389	SRO Budget 2094 PG2588	Capt. Farley
	District 4 Budget 3260 PF0584	SRO Budget 2094 PG2580	Capt. Farley
	District 4 Budget 3260 PF0587	SRO Budget 2094 PG2582	Capt. Farley
	District 4 Budget 3260 PF0611	SRO Budget 2094 PG2584	Capt. Farley
	District 4 Budget 3260 PF0598	SRO Budget 2094 PG2590	Capt. Farley
	District 5 Budget 3270 PF0688	SRO Budget 2094 PG2581	Capt. Farley

[redacted]	District 5 Budget 3270 PF0650	SRO Budget 2094 PG2583	Capt. Farley
	District 5 Budget 3270 PF0661	SRO Budget 2094 PG2587	Capt. Farley
	District 5 Budget 3270 PF0685	SRO Budget 2094 PG2591	Capt. Farley
	District 5 Budget 3270 PF0673	SRO Budget 2094 PG2592	Capt. Farley
	District 5 Budget 3270 PF0647	SRO Budget 2094 PG2593	Capt. Farley
	District 7 Budget 3420 PF0858	SRO Budget 2094 PG2601	Capt. Farley
	District 8 Budget 3440 PF0901	SRO Budget 2094 PG2579	Capt. Farley
	District 8 Budget 3440 PF0918	SRO Budget 2094 PG2589	Capt. Farley
	District 10 Budget 3460 PF1041	SRO Budget 2094 PG2585	Capt. Farley
	District 10 Budget 3460 PF1068	SRO Budget 2094 PG2598	Capt. Farley
	SRO Budget LETF PG1305	SRO Budget 2094 PG2594	Capt. Farley
Scot Peterson CCN4308	SRO Budget LETF PG1306	SRO Budget 2094 PG2595	Capt. Farley
[redacted]	SRO Budget LETF PG1307	SRO Budget 2094 PG2596	Capt. Farley

[redacted]	SRO Budget LETF PG1308	SRO Budget 2094 PG2602	Capt. Farley
	SRO Budget 3532 PF1304	SRO Budget 2094 PG2597	Capt. Farley
	SRO Budget 3532 PF1300	SRO Budget 2094 PG2599	Capt. Farley
	SRO Budget 3532 PF1299	SRO Budget 2094 PG2600	Capt. Farley
	SRO Budget 3532 PF2522	District 4 Budget 3260 PF0585	Chief Adams

Reviewed and Recommended by:

Linda Brooks — 7-10-95
Linda Brooks
Director
Date:

Colonel Norm Botsford — 7-10-95
Colonel Norm Botsford
Director, D.C.P.
Date:

Carole Barnhart — 7-13-95
Carole Barnhart, Director
Human Resources Division
Date:

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: July 13, 1995

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Step Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period beginning after July 1, 1995, an additional step will be added to the existing pay range for deputies and sergeants. "Those deputies and sergeants who have been at the...top of the pay (range) for at least one year, i.e from July 1, 1994 or earlier, and who are in good standing will receive...(a step) increase... of five and eight-tenths percent (5.8%)."

I am pleased to advise you that the above step increase will be effective during pay period ending July 21, 1995. Either the new "H" step at the hourly rate of $20.0578 for deputies or $24.3963 for sergeants will be reflected in your pay check distributed on Friday, July 28.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

EOG-01373

CRIME PREVE[redacted]ON DEPUTIES & SERGEA[redacted]
At Top of Ra[redacted]ge – Before or On July 1, 1994

DEPT#	NAME	CLASSIFICATION
610250	Peterson,Scot R	Deputy Sheriff–DCP/CC

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# 95 - 383B

DATE: May 3, 1995

TO: Crime Prevention Deputies and Sergeants

FROM: Carole Z. Barnhart, Director
Bureau of Human Resources

SUBJECT: **Accrued Annual and Holiday Leave**

As a result of an agreement reached between BSO and the Police Benevolent Association, please be aware that Article 40 of the Collective Bargaining Agreement has been amended. For purposes of holiday and annual leave accruals, "fiscal year" has been changed to "calendar year." Combined annual and holiday leave accruals in excess of a grandfathered cap or the 320 cap will be reviewed December 31, 1995, which is included in pay period ending January 5, 1996.

To illustrate the above, please review the following examples:

* A deputy has 400 hours of annual leave and 80 hours of holiday leave on the accrual report for pay date October 7, 1994. This is over the 320 cap maximum. This deputy would be grandfathered in at 480 hours. Before December 31, 1995, the deputy will need to use any excess time over 480 or forfeit the time.

* On the October 7, 1994 accrual report, a sergeant has 280 hours annual leave and 40 hours holiday leave. The cumulative total of 320 hours is at the cap maximum. Any annual/holiday leave accrued before the end of this calendar year will need to be used, or the sergeant will forfeit the time.

* A deputy has a grandfathered cap of 900 hours, but at the end of the calendar year, the deputy's cumulative annual and holiday leave total is 800 hours. The deputy's new grandfathered cap is 800 hours.

Please make every effort to use excess vacation and/or holiday accruals so as not to lose this valuable benefit. If you have made reasonable attempts to use excess accruals, yet your request has been denied due to operational necessity, please notify me in writing via chain of command for authorization to carry excess accruals into the next calendar year.

See attached for your annual/holiday leave balance as of pay period ending April 14, 1995.

Should you have any questions or require additional information, please contact Joanna Hofer at 321-4418 or Christine Holley at 321-4417 in Human Resources' Classification and Compensation Section.

Thank you.

CZB/cbh

cc: Henry L. Templeton, Chief of Staff
Colonel Norm Botsford, Director/Crime Prevention
Lt. Colonel Walter J. Laun, Deputy Director/Crime Prevention
William MacDonald, Director/Management Finance & Budget
Major Tom Brennan, Region I
Major Sherman Brown, Community Policing
Major Tom Carney, Region II
Major Frank LeBlanc, Special Services
Major Ray Saxon, Criminal Investigations
Charles Whitelock, Legal Counsel

I:\UNION\ACCRPBA2.320

EMPLOYEE MASTER PROF

Employee ID **

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B4		298	50	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	15.3376		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	586.06	
V	285.30	32.00
H	60.00	8.00
C	25.50	8.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: SS/MED Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Tabl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Block Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup	Codes: OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/21/92	1762.59	5.8	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/92	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB. DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2136	15	04/10/92	400	125310	070103	PETERSON

EMPLOYEE MASTER PRO

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Div. Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	15.3376		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Workshest Print Last Group	Workshest Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	574.99	
V	271.44	32.00
H	60.00	
C	25.50	8.00

Taxes

Federal

Marital Status	Exempts	FWT Block	SS/MED Block
S	00		

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl.
		42			

Sor%	Extra Federal Tax Amount	Cam Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42	00		

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/21/92	1762.59	5.8	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
** 02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
** 02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/92	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2115	09	02/28/92	250	125310	070103	PETERSON

EMPLOYEE PROFILE REPORT as of 02/18/94

Scot R Peterson

ID: [redacted] SSN: [redacted]
SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]
[redacted]
Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET.: [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1994
NEXT REVIEW: 02/01/1995
NEXT REVIEW:

STATUS: 100 DEPT: 135320
SEX: M LOC: 7515 N.W. 88
RACE: 1
NATIONALITY: USA MAIL: Tamarac
DISABLED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

INFORMATION:
CODE..: 298 SCHEDULED: SHIFT: CLOCK..: B
EEO..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff - DLE/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
02/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/
10/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/
02/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

FEB 25 1994

EMPLOYEE PROFILE REPORT as of 02/22/93

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]
[redacted]
Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET.: [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1993
NEXT REVIEW: 02/01/1994
NEXT REVIEW:

STATUS: 100 DEPT: 125310
SEX: M LOC: 7515 N.W. 88
RACE: 1
NATIONALITY: USA MAIL: Tamarac
HANDICAPPED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

JOB INFORMATION:

[redacted].: 298 SCHEDULED: SHIFT: CLOCK.: B
[redacted].: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff - DLE/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
02/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

FEB 26 1993

EOG-01380

EMPLOYEE MASTER PRO[illegible]

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off	Dept	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B5		298	LE	070103	SCOT R PETERSON

Street Address: [redacted] City and State: Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	16.1045		

Gross Calc.	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	670.93	
V	239.56	8.00
H	60.00	8.00
C	25.50	24.00

Taxes

Federal Marital Status	Exempts	FWT Block	SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00			000	

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Card Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp Stat	Term Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2	0	1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

	Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
*	02/21/92	1762.59	5.6	M	115	F	14.4902	H	2
*	02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
**	02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
**	02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
**	02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	8.50	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/92	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2139	07	02/19/93	90	125310	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID	Comp Code	Clock #	Home Dept	Social Security No.	Personnel Div.	Organization Code Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	125310	[redacted]	B5		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State | Zip Code

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	16.1045		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	604.51	
V	308.40	56.00
H	76.00	24.00
C	25.50	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl.	Exempts	Tax Block	Resp/county Code
		42						

Spec%	Extra Federal Tax Amount	Corp Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Acting Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/21/92	1762.59	5.6	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	8.50	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/92	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2181	25	06/19/92	240	125310	070103	PETERSON

EOG-01382

EMPLOYEE MASTER PROFILE

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Workshest Print Last Group	Workshest Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	568.23	8.00
V	300.96	16.00
H	140.00	80.00
C	25.50	

Taxes

Federal

Marital Status	Exempts	PWT Block	SS/MED Block	Earned Income Credit Status	FUTA Block	Sch.%	Extra Federal Tax Amount	Garn Class
S	00							

State

State 1 Code	State 2 Code	Exemptions	Head of Household	SUI/DIS Code	$WT	Tax Blocks SUI Tax	Tax Blocks SUI Tax2	Extra State Tax Amount	Non-Res %	Comb. Income	Reciprocity Code	Puerto Rico Allow.
42		00		42								

Local

City 1 Code	City 2 Code	Exempts	Tax Block	Reciprocity Code	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Rea/Rehire Status	FLSA Code	Employee Type	Assign Shift	Area	Home Telephone Number
M	ACT			FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/91	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	5143	01	01/03/92	1207	125310	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Oil	Dept.	Sect.	File Number	Employee Name
**	WLH	B 125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State | Zip Code

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suprss	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	542.40	8.00
V	268.62	
H	100.00	56.00
C	7.50	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Scr%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Rcsip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT			FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct. No. 1 BADGE NUMBER	**Spec. Acct. No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	WE No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2113	39	09/27/91	2270	125310	070103	PETERSON

EMPLOYEE MASTER PR[redacted]

Employee ID

**

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Code	Weekly Standard Hours	Factors Meals	Tips	Worksheet Print Last Group Suppress	Permanent Exclude	Fifth Field Earnings Amount	Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	505.50	
V	222.42	
H	76.00	32.00

Taxes

Federal Marital Status	Exempts	FWT Block	SS/MED Block	State 1 Code	State 2 Code	State Exemptions	Head of Household	Local City 1 Code	City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	SUI Tax	SUI Tabl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Reside Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data 1	Control 2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2117	19	05/10/91	433	125310	070103	PETERSON

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 3, 1991

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #91-078, EFFECTIVE APRIL 20, 1991

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF SCOT PETERSON, CGN #4308, IS HEREBY TRANSFERRED FROM THE DEPARTMENT OF LAW ENFORCEMENT FIELD SERVICES/DISTRICT #4, TO THE DEPARTMENT OF COMMUNITY INVOLVEMENT/SCHOOL RESOURCE OFFICER PROGRAM, REPORTING TO MAJOR DAVID YURCHUCK.

[redacted]

RP

EOG-01386

Nick Navarro
SHERIFF NICK NAVARRO

EMPLOYEE MASTER PRO[illegible]E

Employee ID

Comp Code	Clock #	Home Dept	Soc. Sec. Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	498.12	
V	213.18	
H	68.00	32.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI TxbL	Exempts	Tax Block	Reciprocity Code
		42						

Sec/%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Resip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 032391	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7
					Y	

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3125	15	04/12/91	487	224300	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Div	Personnel Organization Code: Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

**

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Supress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	487.05	
V	199.32	
H	60.00	16.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: SS/MED Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Spc%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Resp Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Form Req. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup.	Codes: O.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

S[illegible] Hist.

	Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
[illegible]	02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
**	02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
**	02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
**	02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
**	02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 092890	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	W/C No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2115	09	03/01/91	305	224300	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]E

Employee ID **

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File No.	Employee Name
WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data **

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factory Meals	Factory Tips	Worksheet Print Last Group Suprss	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	479.67	
V	190.08	
H	60.00	8.00

Taxes

Federal Marital Status	Exempts	FWT Block	FICA Block	State 1 Code	State 2 Code	State Exemptions	Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sp%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Public Emp Allow	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT			FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Annual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 092890	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2117	05	02/01/91	378	224300	070103	PETERSON

EMPLOYEE MASTER PR[illegible] LI[illegible]

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	484.60	8.00
V	360.22	144.00
H	96.00	52.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

**

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 082490	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2199	51	12/21/90	2126	224300	070103	PETERSON

EMPLOYEE MASTER PRC[illegible]E

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Cross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	473.53	8.00
V	346.36	144.00
H	72.00	44.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
S	00		

Earned Income Credit Status	FUTA Block

Scr%	Extra Federal Tax Amount	Gen Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	Tax Blocks SUI Tax	SUI Table
42			

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

S[illegible] Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

**

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 082490	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2131	45	11/09/90	283	224300	070103	PETERSON

EOG-01391

EMPLOYEE MASTER PROFILE

Employee ID **

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Div.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data **

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	462.46	8.00
V	332.50	80.00
H	64.00	44.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Public Rate Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 082490	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3155	39	09/28/90	672	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Code	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Suppress	Permanent: Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	447.70	
V	314.02	60.00
H	56.00	44.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: FICA Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

Scr%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat	Term Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Home Telephone: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	O.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No. 2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2118	31	08/03/90	2069	224300	070103	PETERSON

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	125310				Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 School Resource Officer	Deputy Sheriff/DLE	02	08	92

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT DIVISION NAME	OCCUP. CODE
6	

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 115E			15.3376	

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS	
12		

13

14

15

16

REMARKS:

17

18	LAST NAME	FIRST NAME	INIT.

19	STREET ADDRESS

20	CITY	STATE	ZIP

21	HOME TELEPHONE	WORK TELEPHONE

22

23

24	SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25		EDUCATIONAL LEVEL		ANNIVERSARY DATE

26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28	INDEX CODE	SUB. OBJECT	

29

30

31 TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

FEB 28 1992

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		R. Peterson

9SO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01394

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	224300				Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff DLE CC	03	23	91

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ OTHER: ~~FTO supplement~~ $23.08 biweekly

APR 1 2 1991

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4
NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.
5

DEPARTMENT | DIVISION NAME | OCCUP. CODE
6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7				

Occupational Title:
8

EXCEPTIONS
CODE | REASON
9

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13
14
15
16

17
18 LAST NAME | FIRST NAME | INIT.
19 STREET ADDRESS
20 CITY | STATE | ZIP
21 HOME TELEPHONE | WORK TELEPHONE
22
23

	SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24				
25		EDUCATIONAL LEVEL		ANNIVERSARY DATE
26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
28	INDEX CODE	SUB. OBJECT		

29
30

31 TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		K. Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG 01295

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT. DIV. LOC OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	224300	Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff DLE CC	02	09	91

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3

TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire ☐ Rehire ☐ Reinstatement ☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased MAR 1 1991
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7115D			$14.4902	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Rose Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG 01396

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
[redacted]	224300			Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff/DLE-CC	09	28	90

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire ☐ Rehire ☐ Reinstatement ☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ xx OTHER: Incentive $60.00 biweekly

FEB 01 1991

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4 NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.

5 DEPARTMENT | DIVISION NAME | OCCUP. CODE

6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7				

Occupational Title:

8

EXCEPTIONS

CODE | REASON

9

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE | CLASS

13

14

15

16

REMARKS:

17

18 LAST NAME | FIRST NAME | INIT.

19 STREET ADDRESS

20 CITY | STATE | ZIP

21 HOME TELEPHONE | WORK TELEPHONE

22

23

	SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24				
25		EDUCATIONAL LEVEL		ANNIVERSARY DATE
26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
28	INDEX CODE	SUB. OBJECT		

29

30

31 TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		K. Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EXCO01387

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300				Peterson	Scott	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff - DLE/CC	8	24	90

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ OTHER: Incentive $55.38 Bi-Weekly

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7				

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

REMARKS:

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

SEP 28 1990

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Rosie Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01398

BROWARD SHERIFF'S OFFICE

CHANGE OF EMPLOYEE INFORMATION

NAME: Scot Peterson
CCN: 4308
JOB TITLE: DEPUTY SHERIFF
CURRENT ASSIGNMENT: District 4

90 JUL -3 AM 8:42

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☑ ADDRESS CHANGE
- ☑ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

JUL 20 1990

REVISED PERSONAL INFORMATION:

NAME: Scot Peterson
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson 4308
SIGNATURE / CCN

07-03-90
DATE

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EOG-01399

BSO A#44 (NEW 9/89)

EMPLOYEE MASTER PRO[illegible]E

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors: Meals	Tips	Worksheet Print: Last Group	Supress	Permanent: Exclude	Fifth Field Earnings: Amount	Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	444.01	
V	309.40	44.00
H	48.00	44.00

Taxes

Federal: Marital Status	Exempts	FWT Block	FICA Block	State: State 1 Code	State 2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	SUI Tax	SUI Subj.	Exempts	Tax Block	Reciprocity Code
		42						

Sur%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes: Occup.	O.J.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2135	29	07/20/90	215	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.4212		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	426.18	
V	277.06	20.00
H	32.00	32.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT Tax Block	SUI Tax Block	SUI Txbl Block	Exempts	Tax Block	Reciprocity Code
		42						

Sort%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rea/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Home Telephone Number
M	ACT			FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Date	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2173	15	04/12/90	281	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	13.4212		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Supress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	415.11	
V	263.20	
H	24.00	24.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: FICA Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
** S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

Sup%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	Home Telephone Number: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
** 02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
** 02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2198	09	03/02/90	255	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID **

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Dlt.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	407.73	
V	253.96	
H	24.00	8.00

Taxes

Federal				State				Local	
Marital Status	Exempts	FWT Block	FICA Block	State 1 Code	State 2 Code	Exemptions	Head of Household	City 1 Code	City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Co%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel **

Gender	Emp. Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	O/T	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	05	02/02/90	836	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div	Off	Dept	Sect	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	411.42	
V	258.58	
H	24.00	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	O/T	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
**							
C	CRUNON	300.00	D	A	PBA	6.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3113	07	02/16/90	333	224300	070103	PETERSON

1990 Form W-4

Department of the Treasury
Internal Revenue Service

Purpose. Complete Form W-4 so that your employer can withhold the correct amount of Federal income tax from your pay.

Exemption From Withholding. Read line 6 of the certificate below to see if you can claim exempt status. *If exempt, complete line 6; but do not complete lines 4 and 5.* No Federal income tax will be withheld from your pay. This exemption expires February 15, 1991.

Basic Instructions. Employees who are not exempt should complete the Personal Allowances Worksheet. Additional worksheets are provided on page 2 for employees to adjust their withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply to your situation. The worksheets will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer allowances than this.

Head of Household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals.

Nonwage Income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES. Otherwise, you may find that you owe additional tax at the end of the year.

Two-Earner/Two-Jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. This total should be divided among all jobs. Your withholding will usually be most accurate when all allowances are claimed on the W-4 filed for the highest paying job and zero allowances are claimed for the others.

Advance Earned Income Credit. If you are eligible for this credit, you can receive it added to your paycheck throughout the year. For details, obtain Form W-5 from your employer.

Check Your Withholding. After your W-4 takes effect, you can use **Publication 919,** Is My Withholding Correct for 1990?, to see how the dollar amount you are having withheld compares to your estimated total annual tax. Call 1-800-424-3676 (in Hawaii and Alaska, check your local telephone directory) to order this publication. Check your local telephone directory for the IRS assistance number if you need further help.

Personal Allowances Worksheet

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
1. You are single and have only one job; or
2. You are married, have only one job, and your spouse does not work; or
3. Your wages from a second job or your spouse's wages (or the total of both) are $2,500 or less. . . . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "0" if you are married and have either a working spouse or more than one job (this may help you avoid having too little tax withheld) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) whom you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as a **head of household** on your tax return (see conditions under "Head of Household," above) . . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . . . F ____

G Add lines A through F and enter total here . . . . . ▶ G ____

For accuracy, do all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, turn to the Deductions and Adjustments Worksheet on page 2.
- If you are **single** and have **more than one job** and your combined earnings from all jobs exceed $25,000 OR if you are **married** and have a **working spouse or more than one job,** and the combined earnings from all jobs exceed $44,000, then turn to the Two-Earner/Two-Job Worksheet on page 2 if you want to avoid having too little tax withheld.
- If **neither** of the above situations applies to you, **stop here** and enter the number from line G on line 4 of Form W-4 below.

---------- **Cut here and give the certificate to your employer. Keep the top portion for your records.** ----------

MAR 02 1990

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see reverse.**

OMB No. 1545-0010
1990

1 Type or print your first name and middle initial: Scot | Last name: Peterson | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 Marital status:
- ☐ Single ☐ Married
- ☒ Married, but withhold at higher Single rate.

Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 Total number of allowances you are claiming (from line G above or from the Worksheets on back if they apply) . . . | 4 | 0

5 Additional amount, if any, you want deducted from each pay . . . | 5 | $

6 I claim exemption from withholding and I certify that I meet **ALL** of the following conditions for exemption:
- Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability; **AND**
- This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability; **AND**
- This year if my income exceeds $500 and includes nonwage income, another person cannot claim me as a dependent.

If you meet all of the above conditions, enter the year effective and "EXEMPT" here . . . . . ▶ | 6 | 19

7 Are you a full-time student? (**Note:** *Full-time students are not automatically exempt.*) . . . . . | 7 | ☐ Yes ☐ No

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate or entitled to claim exempt status.

Employee's signature ▶ Scot Peterson Date ▶ 02-08 , 19 90

8 Employer's name and address (**Employer:** Complete 8 and 10 **only if sending to IRS**) | 9 Office code (optional) | 10 Employer identification number

EOG-01405

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 1990 tax return.*

1 Enter an estimate of your 1990 itemized deductions. These include: qualifying home mortgage interest, 10% of personal interest, charitable contributions, state and local taxes (but not sales taxes), medical expenses in excess of 7.5% of your income, and miscellaneous deductions (most miscellaneous deductions are now deductible only in excess of 2% of your income) . . . . . 1 $

2 Enter: { $5,450 if married filing jointly or qualifying widow(er) / $4,750 if head of household / $3,250 if single / $2,725 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter zero . . . . . 3 $

4 Enter an estimate of your 1990 adjustments to income. These include alimony paid and deductible IRA contributions . . 4 $

5 **Add** lines 3 and 4 and enter the total . . . . . 5 $

6 Enter an estimate of your 1990 nonwage income (such as dividends or interest income) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than zero . . . . . 7 $

8 **Divide** the amount on line 7 by $2,000 and enter the result here. Drop any fraction 8

9 Enter the number from Personal Allowances Worksheet, line G, on page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the Two-Earner/Two-Job Worksheet, also enter the total on line 1, below. Otherwise, **stop here** and enter this total on Form W-4, line 4 on page 1 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions at line G on page 1 direct you here.*

1 Enter the number from line G on page 1 (or from line 10 above if you used the Deductions and Adjustments Worksheet) . 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **GREATER THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "0") and on Form W-4, line 4, on page 1. **DO NOT** use the rest of this worksheet 3

Note: *If line 1 is **LESS THAN** line 2, enter "0" on Form W-4, line 4, on page 1. Complete lines 4–9 to calculate the additional dollar withholding necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding amount needed 8 $

9 Divide line 8 by the number of pay periods each year. (For example, divide by 26 if you are paid every other week.) Enter the result here and on Form W-4, line 5, page 1. This is the additional amount to be withheld from each paycheck . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
0 - $4,000	0	0 - $4,000	0
4,001 - 8,000	1	4,001 - 8,000	1
8,001 - 19,000	2	8,001 - 14,000	2
19,001 - 23,000	3	14,001 - 16,000	3
23,001 - 25,000	4	16,001 - 21,000	4
25,001 - 27,000	5	21,001 and over	5
27,001 - 29,000	6		
29,001 - 35,000	7		
35,001 - 41,000	8		
41,001 - 46,000	9		
46,001 and over	10		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
0 - $44,000	$310	0 - $25,000	$310
44,001 - 90,000	570	25,001 - 52,000	570
90,001 and over	680	52,001 and over	680

Privacy Act and Paperwork Reduction Act Notice.—We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to cities, states, and the District of Columbia for use in administering their tax laws. You are required to give this information to your employer.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping** 46 min., **Learning about the law or the form** 10 min., **Preparing the form** 70 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form more simple, we would be happy to hear from you. You can write to the **Internal Revenue Service**, Washington, DC 20224, Attn: IRS Reports Clearance Officer, T:FP; or the **Office of Management and Budget**, Paperwork Reduction Project (1545-0010), Washington, DC 20503.

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EOG-01406

FEB 2 1990

BROWARD SHERIFF'S OFFICE

CHANGE OF EMPLOYEE INFORMATION

90 JAN 19 AM 9:02

NAME: SCOT PETERSON
CCN: 4308
JOB TITLE: DEP. SHERIFF
CURRENT ASSIGNMENT: D.L.C, DIST 4

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☒ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

REVISED PERSONAL INFORMATION:

NAME: Scot Peterson
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson — SIGNATURE / CCN

01-06-90 — DATE

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EMPLOYEE MASTER PROFILE

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div	Oil	Dept	Sect	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc.	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					46.15	I

Accruals

Code	Allowed	Taken
S	396.66	
V	328.10	88.00
H	136.00	120.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block

Sort	Extra Federal Tax Amount	Garn Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.
42			

Extra State Tax Amount	Non Res %	Comb. Income	Reciprocity Code	Puerto Rico Alloy.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3128	51	12/22/89	1833	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID **

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date **

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					46.15	I

Accruals

Code	Allowed	Taken
S	385.59	
V	314.24	8.00
H	112.00	96.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block	SUI/DIS Code
		42

Soc%	Extra Federal Tax Amount	Garn Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42	00		

SWT	SUI Tax	SUI Txbl.

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	1150	45	11/09/89	231	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address: [redacted] City and State: Zip Code:

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress		Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	386.21	
V	305.00	8.00
H	104.00	88.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Taxbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Res/Rehire Code	Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A'			

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

PER FDLE'S LIST OF CORRECTIONS, DATED 09/21/89, COPY ATTACHED, IN ERROR I ADDED BS DEGREE INCENTIVE PAY TO HIS AS DEGREE, CORRECTION WILL BE IMPLEMENTED AS FOLLOWS:

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

22 - 10/21/89
36A - 1B
49I - $46.15 BIWEEKLY

PER COMMANDER MONTGOMERY, EMPLOYEE WILL NOT HAVE TO PAY BACK OVERPAYMENT.

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct. No. 1	**Spec. Acct. No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

R-FORM - 11/01/89 MM

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3188	41	10/13/89	186	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	375.14	
V	291.14	
H	96.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Taxl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependants	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 031089	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3135	35	09/01/89	122	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Last Group	Print Supress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	371.45	
V	286.52	
H	96.00	64.00

Taxes

Federal: Marital Status	Exempts	FWT Block	FICA Block	State: State 1 Code	State 2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Spr%	Extra Federal Tax Amount	Geo Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Home Telephone: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes: Occup.	Codes: OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	0000	31	08/04/89	1056	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	OIL	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address: [redacted] | City and State | Zip Code

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	367.76	
V	281.90	
H	96.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWI	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat.	Term Rec Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 031089	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Persemage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3152	31	08/04/89	85	224300	070103	PETERSON

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

89 JUL 28 PM 12:14

DATE: 7-28-89

MEMO TO: Maritza Rodriquez

FROM: Scot Peterson

SUBJECT: Telephone Number

This is to notify you of a change in my telephone number. My correct telephone number is: [redacted]. Please make the necessary change. Thank-you for your cooperation in this matter

Sincerely,

Scot Peterson
[redacted]

Y-Card ✓ 7/27/89
Risk mgmt ✓ 7/27/89
Teasheet ✓ 7/27/89

Employee Master Profile

ADP

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	353.00	
V	263.42	
H	80.00	48.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

CORRECTED PHONE NUMBER PER THE ATTACHED MEMO FROM RORIE PETERSON.

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home	36K =	431-4359		
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	TEARSHEET PROCESSED 7/27/89			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3178	23	06/09/89	94	224300	070103	PETERSON

EOG-01415

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	224300	[redacted]	BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						50.77	I

Accruals

Code	Allowed	Taken
S	330.86	
V	235.70	
H	72.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
F	FOP#32	6.00	D				

INCENTIVE MONEY: "020" + "047" = 80 Hrs
$9.23 BIWKLY.
22 -- 03/10/89
36A -- 1BF
49I -- $60.00 BIWKLY.

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 010189	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

D/S 04/01/89 mm

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3157	11	03/17/89	149	224300	070103	PETERSON

EOG-01416

PR 189-1 (7/86)

Employee Master Pro

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	327.17	
V	231.08	
H	64.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
** 02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
** 02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
** 02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
**				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

INCENTIVE MONEY: "BS DEGREE" $36.92 BIWKLY. EFFEC. 01/01/89.
36A -- "BF"
49I -- $50.77 BIWKLY (TOTAL).

Custom Data Areas

**

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three: LAST INCREASE 02/01/89	Date Four: BIRTH DATE [redacted]
Title Desc.: RETRO DATES 020189	Date Five: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home	PER ELIGIBILITY	CJSTC	EDUC. SALARY INCENTIVE FORM.	
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	T/S 03/09/89 mm			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3191	09	03/03/89	210	224300	070103	PETERSON

REGAL0017

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
INTERVIEWS AND INTERROGATIONS
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MARCH 10, 1989

[redacted]

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-89-047-02

EOG-01418

"047" + "20" = 67 Hrs. = $9.22 Biweekly. SMSC 03/10/89. TTS 06/01/89 mm

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
CASE PREPARATION AND COURT PRESENTATION
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

JANUARY 27, 1989

[redacted]

03-89-020-01

EOG-01419

"020" + "047" = 80 Hrs. = $9.23 Hourly Effec. 03/10/89. TIS 06/01/89(mi

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address: [redacted] City and State: [redacted] Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	316.72	
V	223.98	8.00
H	136.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
U	UNTDWY	1.00	D	F	FOP#32	6.00	D

MERIT - 11SB = $12.1920 HRLY.
EFFEC. - 02/01/89.

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/88	BIRTH DATE [redacted]
Title Desc	**Date Five**
RETRO DATES 062088	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB OSOLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3		YES 02/23/89 MM		

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	51	12/23/88	135	224300	070103	PETERSON

PR 189-1 (7/86)

Employee Master Pro[redacted]

[redacted]

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	305.65	
V	210.12	8.00
H	112.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

	Code	Name	Amount	$/%	Code	Name	Amount	$/%
**	U	UNTDWY	1.00	D	F	FOP#32	6.00	D

Corrected Union Code From XXX To "FOP".

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB OSOLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

T/S 12/15/88 MM

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	2191	45	11/10/88	67	224300	070103	PETERSON

EOG 01421

PR 189-1 (7/86)

Employee Master Pro[redacted]

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	301.96	
V	205.50	8.00
H	104.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
K	NACO	25.00	D	U	UNTDWY	1.00	D
F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Date RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec Area #1 BADGE NUMBER	**Spec Area #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3130	43	10/28/88	173	224300	070103	PETERSON

E63-01422

PR 189-1 (7/86)

Employee Master Pro[redacted]

[redacted]

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	290.89	
V	191.64	8.00
H	96.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

	Code	Name	Amount	$/%	Code	Name	Amount	$/%
**	K	NACO	25.00	D	U	UNTDWY	1.00	D
	F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Date Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE DSDLE-CC	
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3195	37	09/16/88	54	224300	070103	PETERSON

EOG-01423

Employee Master Pro[redacted]

ADP

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	224300	[redacted]	F		29B	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Lst Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	272.44	
V	170.08	8.00
H	88.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State State1 Code	State State2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor.%	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
K	NACO	25.00	D	U	UNTDWY	1.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. # BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3136	27	07/08/88	93	224300	070103	PETERSON

EOG 01424

PR 189-1 (7/86)

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: JUNE 07, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-130, EFFECTIVE JUNE 20, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION [redacted], BCN #4308 IS HEREBY TRANSFERRED TO THE DEPARTMENT OF LAW ENFORCEMENT AS DEPUTY SHERIFF, ASSIGNED TO DISTRICT #4, REPORTING TO CAPT. RONALD BANTA.

[redacted]

Nick Navarro
SHERIFF NICK NAVARRO

PD 3/3

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300			28	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DIST. 4	DSDLE-CC	02	01	89

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4
NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.
5
DEPARTMENT | DIVISION NAME | OCCUP. CODE
6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 115B	80		$12.19	

Occupational Title:
8

EXCEPTIONS
CODE | REASON
9

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS	
12		

13
14
15
16

17
18 LAST NAME | FIRST NAME | INIT.
19 STREET ADDRESS
20 CITY | STATE | ZIP
21 HOME TELEPHONE | WORK TELEPHONE
22
23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH
25	EDUCATIONAL LEVEL		ANNIVERSARY DATE 2/90
26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
28 INDEX CODE	SUB. OBJECT		

29
30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Alice Argati

7

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01426

BR[illegible] COUNTY SHERIFF['s] [D]E[PARTMENT]

ADVICE OF PERSONNEL ACTION

P.D. 7/08/88

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300			298	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DISTRICT #4	DEPUTY SHERIFF CC D.L.E.	06	20	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ XXX Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase — Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence — From: _____ To: _____
- ☐ Return from Leave of Absence — Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension — W/O ☐ W/P ☐ — From: _____ To: _____
- ☐ Return from Suspension — Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____
- ☐ Recommended for Rehire — YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 15A	80	890.30	11.12	

Occupational Title:

8 TRANSFER FROM DETENTION TO D.L.E.
LATERAL MOVE/SAME SALARY.

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13

14

15

16

17

LAST NAME	FIRST NAME	INIT.
18		

STREET ADDRESS		
19		

CITY	STATE	ZIP
20		

HOME TELEPHONE	WORK TELEPHONE
21	

22

23

SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24			

	EDUCATIONAL LEVEL		ANNIVERSARY DATE
25			2/01/88

MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
26			

EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
27			

INDEX CODE	SUB. OBJECT	
28		

29

30

TERMINAL TIME AND LEAVE

	KIND	HOURS	PERCENT	PAID HRS.
31	ANNUAL			
	SICK			
	COMP			
	HOLIDAY			
32				

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL

950 AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01427

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1988 JUN -8 PM 12:42

DATE: JUNE 07, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-130, EFFECTIVE JUNE 20, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION SCOTT PETERSON, CCN #4308 IS HEREBY TRANSFERRED TO THE DEPARTMENT OF LAW ENFORCEMENT AS DEPUTY SHERIFF, ASSIGNED TO DISTRICT #4, REPORTING TO CAPT. RONALD BANTA.

Lateral Move
Transfer
6/8/88 BM

[redacted]

Nick Navarro
SHERIFF NICK NAVARRO

PETERSON - Currently 13C = $ 11.1288 92.
DPY SHF - DLE - CC - 15A = $ 11.1288 } LATERAL MOVE Same Salary
36F = XXX
36C = 298
36X = DSDLE - CC

[redacted]

Employee Master Profile [redacted] [redacted]

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	261.37	
V	160.84	8.00
H	80.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEN	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
** K	NACO	25.00	D	U	UNTDWY	1.00	D

REASSIGNED TO DIST 4 - Cross-Certified Deputy
EFFECTIVE 6/20/88
SEE ORDER #88-130

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 020188	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				

2 15A = $11.1288 (LATERAL MOVE/SAME SALARY)
3 36F = XXX
4 36C = 298
5 36X = DSDLE-CC
6
7
8

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	TEARSHEET 6/29/88			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3115	21	05/27/88	108	427111	070103	PETERSON

EXHIBIT 420

Employee Master Profile [redacted] [redacted]

ADP

Employee ID **

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427701	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.12.88		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	257.68	
V	157.76	8.00
H	80.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gem. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				B	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/88	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 020188	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3142	19	05/13/88	96	427701	070103	PETERSON

EOG-01430

PR 189-1 (7/86)

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three: LAST INCREASE 02/01/88	Date Four: BIRTH DATE [redacted]
Title Desc.: RETRO DATES 020188	Date Five: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3190	15	04/15/88	240	427111	070103	PETERSON

EOG-01431

PR 189-1 (7/86)

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 14, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-085, EFFECTIVE APRIL 14, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION [redacted] SCOTT PETERSON, CCN #4308, IS HEREBY GRADUATED FROM CROSS CERTIFICATION ACADEMY #5, AND RETURNING TO DEPARTMENT OF DETENTION, REPORTING TO DIRECTOR WILLIS ROBERTS.

[redacted]

SHERIFF NICK NAVARRO

Employee Master Profile

ADP

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427111	[redacted]	F		349	98	070103	SCOT R PETERSON

Street Address: [redacted] City and State: [redacted] Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State State1 Code	State State2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT
1 WHT		

Organization Code:

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTOWY	1.00	D				

GRADUATED CROSS CERTIFICATION
ACADEMY #5 EFFEC 4/14/88

Custom Data Areas

Data One	Data Two
HIRE DATE 07/22/85	TERM DATE
Data Three: LAST INCREASE 02/01/88	Data Four: BIRTH DATE [redacted]
Data Five: RETRO DATES 020188	Data Five: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DPYSHFDETN	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2	~~15A~~ =	8/1088 (Same Hrly Rate		
3				
4	13C =	(Lateral Move		
5		~~Same Grade Step~~		
6	36C = 349			
7				
8	~~36E = WW~~	36X = DSDETN-CC		

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Teensheet 4/21/88 RMR

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3150	14	04/08/88	1095	427111	070103	PETERSON

EOG-01433

189-1 (7/86)

4/21/88 BATCH

4-CARD - 05/09/88 mm

PROOFED - 05/10/88 mm

APA -

Personnel Change Notice

HERE

Employee Name | Co. Code | File Number

PETERSON, SCOTT R | KLH | 070103 | 1

C	D	E	F	G	H1
M=MALE F=FEMALE	HOME DEPT.	SOCIAL SECURITY NO.	CLOCK NO. IDENT.	PAY FREQ. TYPE	FIRST RATE (DECIMAL IS HERE FOR HOURLY/DAILY; DECIMAL IS HERE FOR SALARY)
35	36-41	42-50	51-55	56, 57	58-64
					1 11288

H2	H3	I	J	K	L	M
TYPE	SECOND HOURLY RATE	TYPE	THIRD HOURLY RATE	Gross Calc	Marital St	EXEMPTIONS IF DIFFERENT FROM FED: FED	STATE	CITY	TAX CODES: STATE	CITY	SUI SDI
57	58-64	57	58-64	65	66	67-68	69-70	71-72	73-74	75-78	79-80
2		3									

N	O	P	Q	R	S	T	U	V	Y
EXTRA TAXES (IF B: MINIMUM $01. - $1.00, MAXIMUM $99. - $99.00; IF X ENTER P IN COL. 17 OR 20 OR 23 FOLLOWED BY PERCENTAGE, MINIMUM P01. - 1%, MAXIMUM P99. - 99%): FED	STATE	CITY	NO TAXES: FED	FICA	SUI	STATE	CITY	NON-RESIDENT PARTIAL TAXES: % OF STATE	% OF CITY	LOCAL TAX %	PAY GRD LVL	PENSION FACTORS: BASIS	%	MEAL	TIP	X=EXCLUDE P=QUAL. PENS.	F=FED. GARN. G=REG. GARN.	T=TERM L=LOA R=REHIRE C
17-19	20-22	23-25	26	27	28	29	30	31-32	33-34	35-36	37	38	39-42	43-44	45-47	48	49	80

Standard Codes

Type	CD	Data	Type	CD	Data	Type	CD	Data
50-51	52	53-69	60-61	62	63-69	70-71	72	73-79
22		04/18/88	36	C				
32	U		A-T Short					
32	X		1.3					
32	Y		C					

Custom Codes

Type	CD	Data
50-51	52	53-72
36	X	D.S.D.EITN - C.C.

NAME 38-67 (5B) LAST (COMMA) FIRST (SPACE) MIDDLE INITIAL

STREET ADDRESS 16-35 | CITY AND STATE 36-55

ZIP 56-64 | ADDITIONAL STREET ADDRESS 16-35 (5B)

HERE

STANDARD CODE LIST

NOTE—Enter change in right hand positions of the data area

Field Name	Type	CD	Data
Employee ID			
P.O.C.—Div.	36	A	XXX
P.O.C.—Dlt.	36	B	XXX
P.O.C.—Dept.	36	C	XXX
P.O.C.—Sect.	36	D	XX
Pay Data			
Std. Hours			

Field Name	Type	CD	Data
Salary History			
Date of Increase	37	Z	MMDDYY
Annual Amt. of Inc.	37	T	$$$$$cc
Type Increase	37	U	XX
Pay Grade	37	X	XXX
Pay Step	37	Y	XX
Previous Rate—Salary	37	S	$$$$$cc
Previous Rate—Hrly.	37	H	$$$cccc
Previous Rate—Daily	37	D	

Field Name	Type	CD	Data
EEOC			
Race Code	57	1	
Occup Code	57	2	X
OJT Code	57	3	
Maj. Org. Cd.	57	5	
Inter. Org. Cd.	57	6	
Minor Org. Cd.	57	7	
Job Class	38	5	XX
Job Class ext.	38	Y	YY

EOG-01434

Employee Master Profile

[redacted] [redacted]

ADP

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		349	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block.	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

GRADUATED Cross CERTIFICATION
Academy #5 EFFEC 4/14/88

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Date RETRO DATES 020188	**Date Five** ADJ HIRE DATE
Spec Acct. #1 BADGE NUMBER	**Spec Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DPYSHFDETN	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2	~~15A~~ = 8/1/88			Same Hrly RATE
3	13C = 7			(Lateral Move
4				~~Merit Increase~~
5				
6	36C = 349			
7				
8	~~36E~~ WH			36X = DSDETN-CC

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	Transfer 4/21/88			MMR

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3150	14	04/08/88	1095	427111	070103	PETERSON

EOG-01433

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1988 APR 18 PM 1:55 MMR

DATE: APRIL 14, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-085, EFFECTIVE APRIL 14, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION SCOTT PETERSON, CCN #4308 IS HEREBY GRADUATED FROM CROSS CERTIFICATION ACADEMY #5, AND RETURNING TO DEPARTMENT OF DETENTION, REPORTING TO DIRECTOR WILLIS ROBERTS.

[redacted]

√ = Teonsheet 4/21/88 MMR

for SHERIFF NICK NAVARRO

GRADE 15 = Lateral move - per sheriff's policy MMR

EOG-01436

Employee Master Profi

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427111	[redacted]	F		401	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	[redacted]

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	10.3937		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	1

Accruals

Code	Allowed	Taken
S	232.47	8.00
V	130.04	
H	136.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

	Code	Name	Amount	S/%	Code	Name	Amount	S/%
**	G	FEDPUB	7.48	D	K	NACO	25.00	D
	U	UNTDWY	1.00	D				

Merit - 13C = 8/10-9/06
(BARGAINING UNIT)
Effec 02/01/88

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/87	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 020187	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT DPY	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Union Dues $ 7.85

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Timesheet 02/15/88 MM

Co. Code	Company Name	Batch	WK. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3114	01	01/08/88	465	427111	070103	PETERSON

EOG 01437

PR 189-1 (7/86)

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427700	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	9.9041		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	143.91	
V	56.12	
H	64.00	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01013	

EEOC

Race Codes	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	25.7	PR	13 B	A A	7.3092	H	2

Deductions

	Code	Name	Amount	S/%	Code	Name	Amount	S/%
**	G	FEDPUB	7.13	D	K	NACO	100.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/86	**Date Four** BIRTH DATE [redacted]
Title Date RETRO DATES 020586	**Date Five** ADJ HIRE DATE
Spec Acct. #1 BADGE NUMBER	**Spec Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT DPY	TRANSFER TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

New Address

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	06	02/06/87	112	427700	070103	PETERSON

EOG-01438

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	8	427700	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-8	H	9.9041		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	136.53	
V	113.96	64.00
H	144.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01013	

EEOC

Codes Race	Codes Occup.	Codes OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	25.7	PR	13 8	A A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	7.13	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/86	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 020586	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT JOB DPY	TRANSFER TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	1160	52	12/24/86	484	427700	070103	PETERSON

EOG-01439

PR 189-1 (7/84)

Employee Master Profil

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
	WLH	B	427504	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	9.6156		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	92.25	
V	77.00	
H	88.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Sal History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	26.7	PR	13 8	A A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	6.92	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/86	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 020586	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT DPY	TRANSFER TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

	Code	Percentage	Department	Percentage	Job Number
Home					
2					
3					
4					
5					
6					
7					
8					

Married 9/19/86 Change to Dep. Death 10/23/86 CWJS

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3177	30	07/25/86	78	427504	070103	PETERSON

EOG-01440

PR 189-1 (7/84)

Employee Master Profil

Employee ID **

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427503	[redacted]			401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	7.3092		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00							

Accruals

Code	Allowed	Taken
S	22.14	
V	18.48	
H	8.00	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2							AEN	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 08/01/85	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE NC DET DPY	TRANSFER DATES
Area Three	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3185	44	11/01/85	562	427503	070103	PETERSON

EOG-01441

PR 189-1 (7/84)

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's [redacted]thholding Allowance Certificate

► For Privacy [redacted]nd Paperwork Reduction Act Notice, see inst[redacted]

OMB No. 1545-0010

1987

1 Type or print your full name
Scot Ralph Peterson

2 Your social security number
[redacted]

Home address (number and street or rural route)
[redacted]

3 Marital Status
☐ Single ☑ Married
☐ Married, but withhold at higher Single rate
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

City or town, state, and ZIP code
[redacted]

4 Total number of allowances you are claiming (from the Worksheet on page 3) 0

5 Additional amount, if any, you want deducted from each pay (see Step 4 on page 2) . . . . . $ 0

6 I claim exemption from withholding because (see Step 2 above and check boxes below that apply):

a ☐ Last year I did not owe any Federal income tax and had a right to a full refund of **ALL** income tax withheld, **AND**

b ☐ This year I do not expect to owe any Federal income tax and expect to have a right to a full refund of **ALL** income tax withheld. If both a and b apply, enter the year effective and "EXEMPT" here . . . ► Year 19

c If you entered "EXEMPT" on line 6b, are you a full-time student? . . . . . ☐ Yes ☐ No

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate or, if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's signature ► Scot Peterson **Date** ► 2/22, 19 87

7 Employer's name and address **(Employer: Complete 7, 8, and 9 only if sending to IRS)**

8 Office code

9 Employer identification number

EOG-01442

allowed only as an itemized deduction)

- Qualified alimony payments made
- Deductible business and investment losses
- Penalty on early withdrawal of savings
- Qualified contributions to an IRA account or Keogh plan. If either you or your spouse, if applicable, have an IRA and are covered by an employer's pension plan, your 1987 IRA deduction may be reduced or eliminated if your adjusted gross income is at least $40,000 ($25,000 if single, or $0 if married filing separately). Get **Publication 590**, Individual Retirement Arrangements (IRAs), for details.

next whole number. For example, 3 becomes 3, and 4.61 becomes 5.

Lines Q through T—Working Spouse? More Than One Job? Nonwage Income?—So that you will have enough tax withheld, you MUST complete any lines that apply to you.

Line U—Total Withholding Allowances.—If the number on line T is larger than the number on line P, you will probably owe more tax when you file your return and may have to pay a penalty unless you take further

$54,641 and over	$

Privacy Act and Paperwork Reduction Act Notice.—We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to cities, states, and the District of Columbia for use in administering their tax laws. You are required to give this information to your employer.

EOG-01443

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427500	[redacted]			401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	7.3092		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00							

Accruals

Code	Allowed	Taken
S	3.69	
V	3.08	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2							AEN		

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 08/01/85	**Date Four** BIRTH DATE [redacted]
Date Desc. RETRO DATES	**Date Five** ADJ HIRE DATE
Spec Acct. #1 BADGE NUMBER	**Spec Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE NC DET DPY	TRANSFER DATES
Area Three	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3137	32	08/09/85	171	427500	070103	PETERSON

EOG-01444

BROWARD COUNTY SHERIFF'S OFFICE APPLICANT CHECK LIST

APPLICANT'S NAME Peterson, Scot POSTION CC Deputy

APPLICATION RECEIVED BY Mills DATE RECEIVED 2-3-88

BIRTH CERTIFICATE	✓	SOCIAL SECURITY CARD	✓
HIGH SCHOOL DIPLOMA	✓	VALID DRIVERS LICENSE	✓
COLLEGE DIPLOMA	AA	MILITARY DISCHARGE	
NATURALIZATION #			

AUTHORIZATION TO RELEASE ✓
INFORMATION-NOTARIZED ✓
STATE CERTIFICATE ✓ CORK
OUT OF STATE CERTIFICATION

CJTC TEST ID# 116-17
WRITTEN 94.68% DATE TAKEN 2-16-88
AGILITY PASSED FAILED
DATE OF AGILITY 2-16-88
VERIFICATION DATE 2-16-88 written slip
BY
SON/DENNY RESULTS-

OTHER TEST (TYPING, ETC.)
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE

PRE-SCREEN INTERVIEW
POSITION
DATE TIME
APPROVED YES NO
BY

INTERVIEW
POSITION
DATE TIME
APPROVED YES NO
BY
Dr Singer needs

POLYGRAPH
DATE 2-18-88 TIME 2 P.M
RECOMMENDED ✓ YES NO
BY Tom Watkins
Need the results, report Friday

LAW ENFORCEMENT PROFILE
DATE 2-22-88 TIME 9:00 Am.
RECOMMENDED YES NO
Verbal OK

MEDICAL EXAMINATION
DATE 2-25-88 TIME 11:15
PASSED ✓ FAILED
Verbal

BACKGROUND INVESTIGATION
DATE
APPROVED YES NO
BY

ORAL REVIEW BOARD 11:30 AM
DATE 2-19-88 YES NO
DATE YES NO
DATE YES NO

NCIC/FCIC DRIVERS LICENSE CHECK ASAP
DATE 3/1/88
RECORD NO RECORD
BY Valid Chase 3/1/88

FINGERPRINTS TAKEN
DATE TAKEN BY

C/C
STARTING DATE 3-07-88 ACADEMY #5
JOB TITLE CC DEPUTY
DEPARTMENT DETENTION
STATUS ACADEMY
SALARY STAYS SAME
CCN # 4308

ADDITIONAL COMMENTS
Pls continue process ltr 2/19/88

Pls set up psych w/ Dr Singer. (He went to Scholastic Inn) Also set up physical
Cmds McCallat
2/19/88

ACTING Diane Arquati
COMMANDER, PERSONNEL DIVISION

EOG-01445

2 EMPLOYER REVIEW AND VERIFIC (To be completed and signed by employer.)

Instructions:

Examine one document from List A and check the appropriate box, ***OR*** examine one document from List B ***and*** one from List C and check the appropriate boxes. Provide the ***Document Identification Number*** and ***Expiration Date*** for the document checked.

List A Documents that Establish Identity and Employment Eligibility		List B Documents that Establish Identity	and	List C Documents that Establish Employment Eligibility
☐ 1. United States Passport		☐ 1. A State-issued driver's license or a State-issued I.D. card with a photograph, or information, including name, sex, date of birth, height, weight, and color of eyes. (Specify State)_____)		☐ 1. Original Social Security Number Card (other than a card stating it is not valid for employment)
☐ 2. Certificate of United States Citizenship		☐ 2. U.S. Military Card		☐ 2. A birth certificate issued by State, county, or municipal authority bearing a seal or other certification
☐ 3. Certificate of Naturalization		☐ 3. Other (Specify document and issuing authority)		☐ 3. Unexpired INS Employment Authorization Specify form
☐ 4. Unexpired foreign passport with attached Employment Authorization				#
☐ 5. Alien Registration Card with photograph				
Document Identification		***Document Identification***		***Document Identification***
#		#		#
Expiration Date (if any)		***Expiration Date (if any)***		***Expiration Date (if any)***

CERTIFICATION: I attest, under penalty of perjury, that I have examined the documents presented by the above individual, that they appear to be genuine and to relate to the individual named, and that the individual, to the best of my knowledge, is eligible to work in the United States.

Signature	Name (Print or Type)	Title
Employer Name	Address	Date

Form I-9 (05/07/87)
OMB No. 1115-0136

U.S. Department of Justice
Immigration and Naturalization Service

EOG-01446

BROWA[illegible] COUNTY SHERIFF'S OF[illegible]CE

ADVICE OF PERSONNEL ACTION

P.D. - 04/29/88

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
[redacted]	427111			349	Peterson	Scot	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Det. - Class. / N.B.D.C.	Deputy Sheriff Detention	04	14	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- XXX Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  From: _____
  To: _____
- ☐ Return from Leave of Absence
  Actual
  Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  W/O ☐ W/P ☐
  From: _____
  To: _____
- ☐ Return from Suspension
  Actual
  Date: _____
- ☐ Pay Adjustment
  _____
- ☐ Special Action
  _____
  _____
- ☐ Recommended for Rehire
  YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13C	80	890.30	11.12	

Occupational Title:

8 Deputy Sheriff - Detn/CC
Graduated Cross Certification
Academy #5.

Lateral Move - No Change in salary

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			04/89

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL

BSO AP ♦ 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01447

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427111			401	Peterson	Scot	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Det. - Class. / N.B.D.C.	Detention Deputy	02	01	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
713C	80	872.85	10.91	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			02/89

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Lee

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01448

BR[redacted]RD COUNTY SHERIFF'[redacted]FICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427503			401	Peterson	Scot	R

DEPARTMENT. DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Detention	NC Detention Deputy	2	5	86

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☒ Transfer
- ☒ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6 Detention		401

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13A	80	746.84	9.3355	13.85

Occupational Title:

8 C Detention Deputy

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			2/1/87

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			
32			

REMARKS:

COMPLETED CORRECTIONS ACADEMY

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
Margaret H. Bosarge		

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01449

BR[redacted]D COUNTY SHERIFF'[redacted]CE

ADVICE OF PERSONNEL ACTION

P/D 2/20/87

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427700			401	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DETENTION/ MAIN JAIL	C. DETENTION DEPUTY	2	1	87

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3

TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- xxxx Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13B	80	831.50	10.39	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13

14

15

16

17

LAST NAME	FIRST NAME	INIT.
18		

STREET ADDRESS
19

CITY	STATE	ZIP
20		

HOME TELEPHONE	WORK TELEPHONE
21	

22

23

SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24			

	EDUCATIONAL LEVEL		ANNIVERSARY DATE
25			2/17/88

MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
26			

EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
27			

INDEX CODE	SUB. OBJECT	
28		

29

30

TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
31 ANNUAL			
SICK			
COMP			
HOLIDAY			
32			

MARKS:

TY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Ann Lee

BSO AP ♦ 22 12/82

EOG-01450

Personnel Green/Finance Blue/Employee Canary/Department or Division

Form **W-4**
(Rev. January 1982)

Department of the Treasury—Internal Revenue Ser

Employee's Withholding Allowance Certificate

OMB No. 1545-0010
Expires 4-30-83

1 Type or print your full name
Scot R. Peterson

2 Your social security number
[redacted]

Home address (number and street or rural route)
[redacted]

City or town, State and ZIP code
[redacted]

3 Marital Status
- [x] Single
- [ ] Married
- [ ] Married, but withhold at higher Single rate

Note: If married, but legally separated, or spouse is a nonresident alien, check the Single box.

4 Total number of allowances you are claiming (from line F of the worksheet on page 2) 0

5 Additional amount, if any, you want deducted from each pay . . . . . $

6 I claim exemption from withholding because (see instructions and check boxes below that apply):

a [ ] Last year I did not owe any Federal income tax and had a right to a full refund of ALL income tax withheld, AND

b [ ] This year I do not expect to owe any Federal income tax and expect to have a right to a full refund of ALL income tax withheld. If both a and b apply, enter "EXEMPT" here . . . . . ▶

c If you entered "EXEMPT" on line 6b, are you a full-time student? . . . . . [ ] Yes [ ] No

Under the penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's signature ▶ Scot Peterson Date ▶ 7-22-85, 19 85

7 Employer's name and address (including ZIP code) (FOR EMPLOYER'S USE ONLY)
Brewerton Sheriff's office
EOG-01451

8 Office code

9 Employer identification number

Line 6 of Form W–4

Exemption from withholding.—You can claim exemption from withholding only if last year you did not owe any Federal income tax and had a right to a refund of all income tax withheld, and this year you do not expect to owe any Federal income tax and expect to have a right to a refund of all income tax withheld. If you qualify, check boxes 6a and b, write "EXEMPT" on line 6b and answer Yes or No to the question on line 6c.

If you want to claim exemption from withholding next year, you must file a new Form W–4 with your employer on or before February 15 of next year. If you are not having Federal income tax withheld this year, but expect to have a tax liability next year, the law requires you to give your employer a new Form W–4 by December 1 of this year.

If you are covered by the Federal Insurance Contributions Act, your employer must withhold social security tax.

A fine of $500 may be charged if you file a Form W–4 which decreases the tax withheld with no reasonable basis at the time for the decrease. In addition, criminal penalties apply for willfully supplying false or fraudulent information or failing to supply information requiring an increase in withholding.

Your employer must send to IRS any Form W–4 claiming more than 14 withholding allowances or claiming exemption from withholding if the wages are expected to usually exceed $200 a week.

Privacy Act and Paperwork Reduction Act Notice.—If you do not give your employer a certificate, you will be treated as a single person with no withholding allowances as required by Internal Revenue Code sections 3402(l) and 3401(e).

We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to the States and the District of Columbia for use in administering their tax laws.

Table for Figuring Your Withholding Allowances For Estimated Tax Credits and Income Averaging

Estimated Salaries and Wages from all Sources	Single Employees		Head of Household Employees		Married Employees (When Spouse not Employed)		Married Employees (When Both Spouses are Employed)	
	(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)
Under $10,000	$ 100	$160	$ 20	$160	$ 75	$ 80	$ 105	$ 65
10,000–15,000	140	175	50	175	85	150	295	75
15,001–20,000	155	240	0	240	110	180	410	150
20,001–25,000	160	310	0	310	115	220	605	165
25,001–30,000	165	355	0	355	150	245	885	180

EOG-01452

BROW[redacted]COUNTY SHERIFF'[redacted]FICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427500			401	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DETENTION	NC DET. DPY.	7	22	85

REASON FOR CHANGE

COMPENSATION STATUS
- [X] Full Time
- [ ] Part Time

3 TYPE OF APPOINTMENT
- [ ] Permanent
- [ ] Exempt
- [ ] Substitute
- [X] Provisional
- [ ] Temporary
- [ ] Emergency
- [X] Trainee
- [ ] Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
XX	☐	☐

- [ ] Transfer
- [ ] Promotion
- [ ] Reclassification
- [ ] Grant Transition
- [ ] Merit Increase
  - Numerical Rating _____
- [ ] Retirement
- [ ] Dismissal
- [ ] Resignation
- [ ] Deceased
- [ ] Leave of Absence
  - From: _____
  - To: _____
- [ ] Return from Leave of Absence
  - Actual Date: _____
- [ ] OTHER: _____

- [ ] Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- [ ] Return from Suspension
  - Actual Date: _____
- [ ] Pay Adjustment
  - _____
- [ ] Special Action
  - _____
  - _____
- [ ] Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4 NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.

5 DEPARTMENT | DIVISION NAME | OCCUP. CODE

6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
8A	80	584.73	7.30	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE | CLASS

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS [redacted]

20 CITY	STATE	ZIP
[redacted]	[redacted]	[redacted]

21 HOME TELEPHONE	WORK TELEPHONE
[redacted]	

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH
MALE	WHITE	USA	[redacted]

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			8/1/86

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
SINGLE	00		

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT
	HIGH	

28 INDEX CODE	SUB. OBJECT	

29 CCN# 4308

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		8/8/85

BSO AP #22

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01453

BROWARD SHERIFF'S OFFICE APPLICANT T

APPLICANT'S NAME Peterson, Scot POSITION DD

APPLICATION RECEIVED BY M Paolone DATE RECEIVED 4/17/85

BIRTH CERTIFICATE	X	SOCIAL SECURITY CARD	X	AUTHORIZATION TO RELEASE	
HIGH SCHOOL DIPLOMA	X	VALID DRIVERS LICENSE	X	INFORMATION - NOTARIZED	4-16-85
COLLEGE DIPLOMA		MILITARY DISCHARGE	X	STATE CERTIFICATE	

LETC TEST C 33-23
Date 6-13-85 Time 98%
Passed ✓ Failed
6-12-85 Agility

OTHER TESTS (TYPING, ETC.)
Date Time
Passed Failed

INTERVIEW
Date 4/19/85 Time 2PM
Approved Yes X No
By Dep. C. Thomas

POLYGRAPH
Date 5-23-85 Time 2PM per memo
Passed ✓ mB Failed
By Nelson

LAW ENFORCEMENT PROFILE EXAMINATION
Date 6-20-85 Time 7 AM
Passed ✓ Failed
Gary Jodrey LaBonte

MEDICAL EXAMINATION
Date 6-20-85 Time 7 AM
Passed ✓ Failed

NCIC/FCIC/DRIVERS LICENSE CHECK
Date 6/11/85
Record No Record
By Valid License C.P. Thomas

BACKGROUND INVESTIGATION
Date Sent 7-1-85 Time
Approved Yes No
By C.P. Thomas 7/9/85

REVIEW BOARD

Date Recommended Not Recommended By
Date Recommended Not Recommended By
Date Recommended Not Recommended By

FINGERPRINTS TAKEN
Date By
Submitted To FDCLE-Date
Return Date
Record No Record

APPLICANT NOTIFIED BY
Letter
Telephone
Personally
Date

PHOTOGRAPH TAKEN
Date By

Starting Date 7/22/85
Job Title Cadet
Department Detention
Status Probationary
Salary 08
CCN NO. 4308

CRIMINAL JUSTICE REGISTRATION
Prepared By
Date
Return Date
Results

7/10/85 Tom Rock
COMMANDER, PERSONNEL DIVISION

D.

EOG-01454

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE:

IN REPLY REFER TO:

AUTHORIZATION TO RELEASE INFORMATION

As an applicant for a position with the Broward Sheriff's Office, I am required to furnish information concerning my moral, physical, educational and mental qualifications. In this regard, I hereby appropriate inquiries regarding the above enumerated qualifications. Moreover, I authorize those people or organizations selected by the Broward Sheriff's Office to release any and all information that they may have concerning me, including information of a confidential or privileged nature.

I hereby release you, your organization or others from any liability or damage which may result from furnishing the information requested.

Signed Scott Peterson

Dated 4-16-85

Subscribed and sworn to before me this 16 day of April, 1985.

Wendy A. Siegermeier
NOTARY PUBLIC

...OF FLORIDA
MY COMMISSION EXPIRES APR 26 1986
BONDED THRU GENERAL INS., UNDERWRITERS

Date Commission Expires

EOG-01455

BROWARD COUNTY SHERIFF'S OFFICE

NAME: Scot Peterson

DATE: 4-15-85

HAVE YOU EVER BEEN DETAINED, HELD, ARRESTED, INDICTED OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE; (Include minor traffic violations and court martials while in the military service.)
YES ( ) NO (X) (If "yes," list in remarks section: the date, nature of offense or penalty imposed or other disposition of each case.)

REMARKS:

Ticket Speeding 1983 Paid Fine Ct

I CERTIFY THAT THE ABOVE ENTRIES ARE TRUE, COMPLETE, AND CORRECT TO THE BEST OF MY KNOWLEDGE, AND BELIEF AND ARE MADE IN GOOD FAITH.

CURRENT DRIVER'S LICENSE NO.: [redacted]

STATE: FL

DATE OF BIRTH: [redacted]

SIGNATURE: Scot Peterson

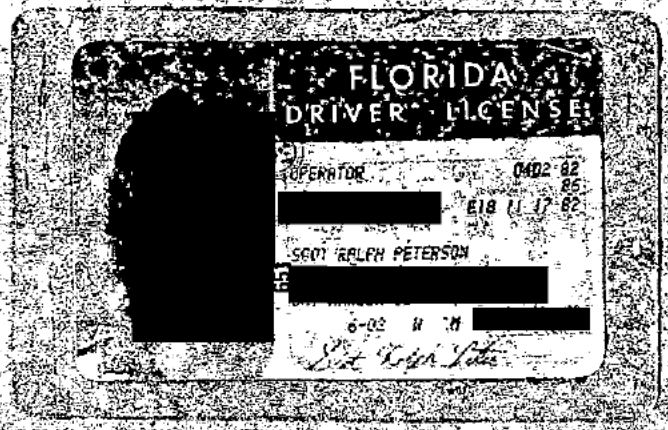
ADDRESS: [redacted]

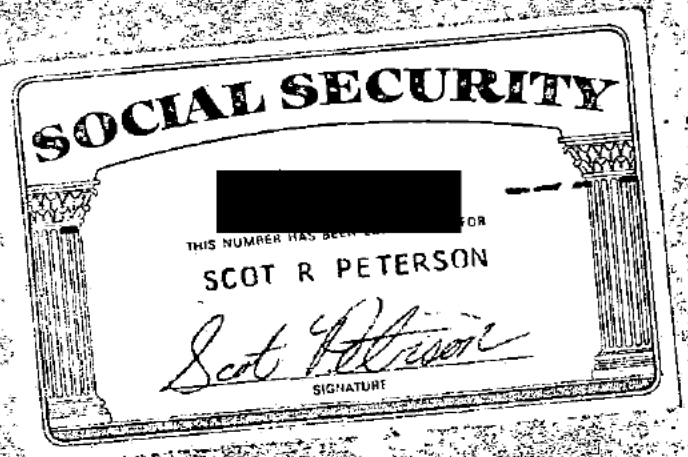
City State Zip

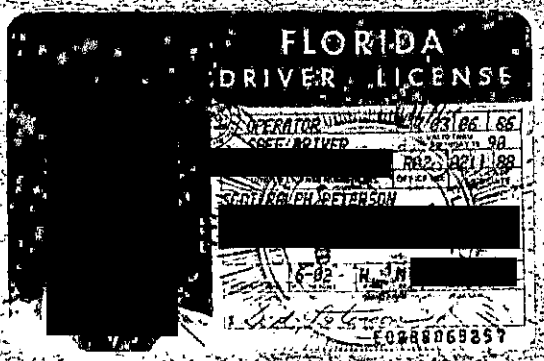
FILE NUMBER / DEPT NUMBER	NAME / CLOCK NUMBER / PER. NO. / RATE	HOURS REGULAR 1	HOURS OVERTIME 2	HOURS EARNINGS 3&4	EARNINGS REGULAR 1	EARNINGS OVERTIME 2	EARNINGS EARNINGS 3&4	EARNINGS DATA ROW	GROSS PAY	STATUTORY DEDUCTIONS FEDERAL TAX	STATUTORY DEDUCTIONS FICA FED DIS	STATUTORY DEDUCTIONS STATE CITY TAX AMOUNT	STATUTORY DEDUCTIONS CODE	VOLUNTARY DEDUCTIONS AMOUNT	VOLUNTARY DEDUCTIONS	VOLUNTARY DEDUCTIONS AMOUNT	VOLUNTARY DEDUCTIONS	CHECK NO. / NET PAY	✓
FILE	NAME	-DEPT-	RATE 1	RATE 2	RATE 3	DESCRIPTION													
110373	[redacted]	427503	10.1021	.0000	.0000	TERMINATION													
110369		427503	10.1021	.0000	.0000	TERMINATION													
110461		427504	10.1021	.0000	.0000	TERMINATION													
110549		427505	7.9093	.0000	.0000	REHIRE													
110562		427301	6.8409	.0000	.0000	TERMINATION													
110600		427204	7.9094	.0000	.0000	TERMINATION													

FILE	NAME	-DEPT-	CLOCK	SOC SEC	DATA WAS	DATA IS	DIFF	PCT	DESCRIPTION
1068	[redacted]	424400 B	W	[redacted]	13.5292	14.2094	.6802	5.0	HOURLY RATE 1
3614		424130 B			14.2094	14.9169	.7075	5.0	HOURLY RATE 1
4853		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
5691		423200 A			10.1021	10.6015	.4994	4.9	HOURLY RATE 1
6127		427701 B			11.6837	11.6837	.0000	.0	HOURLY RATE 1
6553		427321 A			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
6779		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
7056		423100 A			6.2026	7.5347	1.3321	21.5	HOURLY RATE 1
7567		427101 B			15.6526	16.4435	.7909	5.1	HOURLY RATE 1
7600		424110 B			11.6838	11.6837	.0001	.0	HOURLY RATE 1
7868		427110 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
8304		424400 B	H		12.8867	13.5292	.6425	5.0	HOURLY RATE 1
8438		427700 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
9242		427400 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
10381		425400 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
10515		424300 B	Y		15.6526	16.4435	.7909	5.1	HOURLY RATE 1
12525		422200 A			15.6526	16.4435	.7909	5.1	HOURLY RATE 1
12860		427400 B			12.2666	12.2666	.0000	.0	HOURLY RATE 1
14099		425300 A			16.4435	17.2620	.8185	5.0	HOURLY RATE 1
14133		427202 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
14334		427700 B			23.1318	24.2976	1.1658	5.0	HOURLY RATE 1
14635		420500 B			13.5293	12.8867	.6426	4.7-	HOURLY RATE 1
15004		425100 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
15489		424130 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
15808		424300 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
16009		427600 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
16729		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
16860		427503 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
18153		427502 B			14.2094	14.9169	.7075	5.0	HOURLY RATE 1
19560		424110 B			22.0356	23.1318	1.0962	5.0	HOURLY RATE 1
20565		427220 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
20933		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
22374		423200 A			10.6016	12.8867	2.2651	21.6	HOURLY RATE 1
23915		425400 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
24163		422100 A	X		11.6838	12.2666	.5828	5.0	HOURLY RATE 1
26595		421020 B			19.0383	19.9959	.9576	5.0	HOURLY RATE 1
28270		427402 A			9.6164	10.1020	.4856	5.0	HOURLY RATE 1
29342		423200 B			12.8868	11.6837	1.2031	9.3-	HOURLY RATE 1

EOG-01458


FLORIDA
DRIVER LICENSE
OPERATOR
SCOT RALPH PETERSON


SOCIAL SECURITY
SCOT R PETERSON
SIGNATURE



Carol.

Here is my copy of my valid Drivers License

Dep S. Peterson
NBDC

Att: Cross Certification Selection

WATERMARK T O C — FILL IN THIS FORM WITH TYPEWRITER OR LEGIBLE PRINTING — ORIGINAL

STATE OF ILLINOIS
CERTIFICATE OF LIVE BIRTH

Registration District No. 16.24
Registered Number 1093
Child's Birth Number [redacted]

CHILD

1. Place of birth — A. State: Illinois; B. County: Cook
C. ☒ Inside corporate limits and in: Oak Park — City, Village, or Incorporated Town
D. ☐ Outside corporate limits and in: — Township, or Road District No.
E. Name of Hospital or Institution: Oak Park Hospital
F. If not in hospital or institution give Street & No. or R.F.D. and Post Office:

2. Usual Residence of Mother (Where does mother live?) — A. State: Illinois; B. County: Cook
C. ☒ Inside corporate limits and in: Cicero — City, Village, or Incorporated Town
D. ☐ Outside corporate limits and in: — Township, or Road District No.
E. Residence address (Street & No. or R.F.D. and Post Office): [redacted]
F. Does mother reside on a farm? Yes ☐ No ☒

3. Child's Name — A. (First): Scot; B. (Middle): Ralph F.; C. (Last): Peterson
4. Sex: Male
5A. This Birth was: Single ☒ Twin ☐ Triplet ☐ Quad ☐
5B. If Multiple, Child Born: 1st ☐ 2nd ☐ 3rd ☐ 4th ☐
6. Date of Birth (Hour): 12:15 A.M. (Month) [redacted] (Day) (Year)

FATHER

7. Father's Full Name — A. (First): [redacted]; B. (Middle): E.; C. (Last): [redacted]
8. Color or Race: White
9. His Age: 41 Years
10. His Birthplace (City and State or Country): Koenigsberg, Germany
11A. His Usual Occupation: Designer
11B. Kind of Business or Industry: Container

MOTHER

12. Mother's Full Maiden Name — A. (First): [redacted]; B. (Middle): M.; C. (Last): [redacted]
13. Her Race: White
14. Her Age: 39 Years
15. Her Birthplace (City and State or Country): Stralsund, Germany
16. Mother's Mailing Address: [redacted] Cicero, 50, Illinois

I hereby certify that this child was born alive on the date stated above
18A. Signature: Kolak & Lenek
18B. Attendant at Birth: MD ☒ DO ☐ Midwife ☐ Other (Specify)
18C. Address: 414 S. Oak Park Ave. Oak Park, Illinois
18D. [redacted]
18E. Illinois License Number: 35690

19. Received for Filing on: April 30, 1963 (Signed): [signature]

[redacted] DRIVE OPERATOR [redacted] SCOT RA [redacted]

I HEREBY CERTIFY THAT the foregoing is a true and correct copy of the birth record for the child named at item 3 and that this record was established and filed in my office in accordance with the provisions of the Illinois statutes relating to the registration of birth, stillbirths and deaths.

DATE MAY 7 1984 SIGNED Virginia K. Carrier

At OAK PARK, ILLINOIS. OFFICIAL TITLE — LOCAL REGISTRAR

The original record of this birth is permanently filed with the ILLINOIS DEPARTMENT OF PUBLIC HEALTH at Springfield. County clerks and local registrars are authorized to make certifications from copies of the original record. The Illinois statutes provide that the certification of a birth record by the Department of Public Health or the local registrar or the county clerk shall be prima facie evidence in all courts and places of the facts therein stated.

EOG-01460

Miami-Dade Community College

Miami Florida

Has conferred on

Scot R. Peterson

the degree

Associate in Arts

and all the rights and privileges thereunto appertaining.

In Witness Whereof, this diploma, duly signed, has been issued and the seal of the College affixed.

Issued by the District Board of Trustees of Miami-Dade Community College upon recommendation of the Faculty of the College at Miami, this month of July, A.D. 1984.

Daniel K. Lee
Chairman, District Board of Trustees

Robert H. McCabe
President

EOG-01461

broward community college
criminal justice institute

central campus
3501 southwest davie road
fort lauderdale, florida 33314
(305) 475 - 6790

From: RON KAVANAGH, Coordinator

To: Whom It May Concern

Subject: VERIFICATION OF TESTING SCORES

The below named person did complete the written and the agility tests.

Name PETERSON, SCOT R.
PRINT CLEARLY

I.D.# 116-17

Written 94.6% Date 2/16/88

Agility (cross out one) PASSED ~~FAILED~~ Date 2/12/88

Ron Kavanagh
Ron Kavanagh

EOG-01462

Florida International University
The State University of Florida at Miami

PERMANENT ACADEMIC RECORD

Refer to the back of the form for complete explanation of the grading system.

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PAGE	DATE PRINTED	STUDENT IDENTIFICATION NUMBER	BIRTHDATE
01 OF 02	01/09/89	[redacted]	[redacted]

STUDENT NAME

LAST PETERSON FIRST SCOT MIDDLE MAIDEN RALPH

TEST SCORES

SEX M

CLAST MATH 275 READ 299 WRIT 275 ESSAY 5 (06/84)

COURSE PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	SEMESTER HR. CREDITS ATTEMPTED	EARNED	GRADE POINTS
UNDERGRADUATE TRANSFER CREDIT GRANTED:							
IAMI-DADE CC 1981-1984							
[redacted]ERGRAD TRANSFER CREDIT			0			63.0	
[redacted]ERGRAD TRANSFER TOTAL						63.0	
DMITTED TO UNDERGRADUATE DEGREE PROGRAM							
SPRING TERM 1985 3J 2105			PA				
CJ 3011	51	NATURE&CAUSES CRIME		A	3.0	3.0	12.00
CJ 3101	51	LAW ENF SYSTEMS		B	3.0	3.0	9.00
CJ 3700	51	METHDS OF CRJ RSRCH		B	3.0	3.0	9.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		
TERM		9.0 / 9.0 / 9.0			30.00		3.333
OVERALL		72.0 / 9.0			30.00		3.333
SUMMER TERM 1985							
CJ 3020	51	OVERVIEW OF CJ SYS		DR	3.0	0.0	0.00
CJ [redacted]032	51	CRIME AND THE MEDIA		DR	3.0	0.0	0.00
CJ [redacted]53	51	INSTITUTIONAL CHANG		A	3.0	3.0	12.00
CJ [redacted]4663	51	WOMEN CRIME & CJ		A	3.0	3.0	12.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		
TERM		12.0 / 6.0 / 6.0			24.00		4.000
FIU		21.0 / 15.0 / 15.0			54.00		3.600
OVERALL		78.0 / 15.0			54.00		3.600
* DEANS LIST **							
CONTINUED TOP RIGHT OF THIS PAGE							

COURSE PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	SEMESTER HR. CREDITS ATTEMPTED	EARNED	GRADE POINTS
SUMMER TERM 1986							
CCJ 3301	51	CORRECTION AL PHIL		A	3.0	3.0	12.00
CCJ 4251	51	JUSTICE&CONSTITUTIO		B+	3.0	3.0	9.99
CCJ 4660	51	CRIME AND SCHOOLS		A-	3.0	3.0	11.01
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		
TERM		9.0 / 9.0 / 9.0			33.00		3.667
FIU		30.0 / 24.0 / 24.0			87.00		3.625
OVERALL		87.0 / 24.0			87.00		3.625
** DEANS LIST **							
SPRING TERM 1987							
ANT 3302	51	MALE &FEMALE SEX R		B+	3.0	3.0	9.99
SOW 3233	41	SO WEL POL&SER II		B+	3.0	3.0	9.99
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		
TERM		6.0 / 6.0 / 6.0			19.98		3.330
FIU		36.0 / 30.0 / 30.0			106.98		3.566
OVERALL		93.0 / 30.0			106.98		3.566
SUMMER TERM 1987 4R 2105			PA				
SOW 3302	41	INTRO SOC WORK PRAC		A	3.0	3.0	12.00
SOW 3350	41	TECHNIQ INTERVIEWNG		A	3.0	3.0	12.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		
TERM		6.0 / 6.0 / 6.0			24.00		4.000
FIU		42.0 / 36.0 / 36.0			130.98		3.638
OVERALL		99.0 / 36.0			130.98		3.638
CONTINUED ON NEXT PAGE							

JAN 13 1989

Douglas A. Jenness
DIRECTOR OF RECORDS & REGISTRATION

EOG-01463

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FLORIDA INTERNATIONAL UNIVERSITY TRANSCRIPT EXPLANATION

FIU IN REVIEW: A member of the State University System and fully accredited by the Southern Association of Colleges and Schools, the University is a four year institution offering degrees at the associate's, bachelor's, master's and doctorate's levels. Admissions is granted without regard to race, creed, color, sex, age or national origin.

CREDIT: The basic unit of credit is the semester hour. Prior to Fall 1981, all institution hours were awarded under the quarter system. All credit hours have been converted to semester hours. MINIMUM GPA GRADUATION REQUIREMENT: undergraduate = 2.0 graduate = 3.0

REPEATING COURSES: There is no limit to the number of courses a student may repeat, however effective Fall 1986, a student can only report four attempts (undergraduate) and two attempts (graduate) for the purpose of improving the GPA. The last attempt is denoted by the letter ~R~ under the column ~type~.

GRADING SYSTEM-FALL 1985 to PRESENT

GRADES	*GP PCH	DEFINITION
A	4.00	
A-	3.67	
B+	3.33	
B	3.00	
B-	2.67	
C+	2.33	
C	2.00	
C-	1.67	
D+	1.33	
D	1.00	
D-	0.67	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

*grade point per credit hour

GRADING SYSTEM-FALL 1977 to SUMMER 1985

GRADES	*GP PCH	DEFINITION
A	4.00	
B	3.00	
C	2.00	
D	1.00	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
NC	0.00	NO CREDIT (DISCT SUMMER 81)
CR	N/A	CREDIT (DISCT SUMMER 81)
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

GRADING SYSTEM - FALL 1975-SUMMER 1977

GRADES	*GP PCH	DEFINITION
A	4.00	EXCELLENT
B	3.00	GOOD
C	2.00	AVERAGE
D	1.00	POOR
F	0.00	FAILURE
NC**	N/A	NO CREDIT
IN	N/A	INCOMPLETE
WI	N/A	WITHDREW FOR THE TERM
AU	N/A	AUDIT
DR	N/A	DROPPED COURSE
NR	N/A	NOT REPORTED
EM	N/A	EXAMINATION

**NOT CALCULATED IN GPA

*grade point per credit hour

GRADING SYSTEM FALL 1972-SUMMER 1975

GRADES	DEFINITION
HC	EXCELLED IN DEMONSTRATING ALL REQUIRED COMPETENCIES
CR	DEMONSTRATED ALL REQUIRED COMPETENCIES
A	ACHIEVED KNOWLEDGE AND SKILL AT A SIGNIFICANTLY HIGHER LEVEL THAN REQUIRED
B	ACHIEVED KNOWLEDGE AND SKILL AT A HIGHER LEVEL THAN REQUIRED
C	ACHIEVED THE LEVEL OF KNOWLEDGE AND SKILL REQUIRED
AU	Audit, no credit hours earned
WI	Withdrew from the term
NR	Not reported (temporary symbol)
NC	No Credit (non-penal grade and should not be interpreted as failure. Grade was given to a student who did not earn credit hours for course(s) regardless of reason, i.e., course dropped after 2nd week, personal illness, incomplete, etc.

NOTE: At the time the above symbols were in use, the School of Education and School of Health and Social Services utilized the following grades: HC, CR, NC. It should be pointed out that in many courses within these two schools the HC grade was not utilized, thus making the CR grade the highest grade possible. The remainder of the college/schools used ABC/NC. All utilized AU and WI symbols when appropriate.

NO GPA WAS COMPUTED UNDER THIS SYSTEM

Florida International University

The State University of Florida at Miami

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PAGE	DATE PRINTED	STUDENT IDENTIFICATION NUMBER	BIRTHDATE
02 OF 02	01/09/89	[redacted]	[redacted]

STUDENT NAME

LAST	FIRST	MIDDLE MAIDEN
PETERSON	SCOT	RALPH

TEST SCORES

SEX: M

CLAST MATH 275 READ 299 WRIT 275 ESSAY 5 (06/84)

COURSE					SEMESTER HR. CREDITS		
PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	ATTEMPTED	EARNED	GRADE POINTS
FALL TERM 1987							
CJ 3290	51	JUDICIAL POL MAKING		B	3.0	3.0	9.00
CJ [redacted]130	51	POLICE COMM REL		A	3.0	3.0	12.00
CJ [redacted]4280	51	LAW & CRIM JUSTICE		A-	3.0	3.0	11.01
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		9.0	9.0	9.0	32.01		3.557
FIU		51.0	45.0	45.0	162.99		3.622
OVERALL			108.0	45.0	162.99		3.622
* DEANS LIST **							
SPRING TERM 1988							
OS 3604	52	CONSTI LAW:LIMITS		DR	3.0	0.0	0.00
CJ 3341	51	CORRECTIONAL COUNSE		A	3.0	3.0	12.00
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	3.0	3.0	12.00		4.000
FIU		57.0	48.0	48.0	174.99		3.646
[redacted]VERALL			111.0	48.0	174.99		3.646
[redacted]MER TERM 1988							
EP 4464	51	PSYCHOLOGY OF AGING		A-	3.0	3.0	11.01
DF 3723	51	SCHOOLING IN AMERIC		A	3.0	3.0	12.00
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	6.0	6.0	23.01		3.835
FIU		63.0	54.0	54.0	198.00		3.667
OVERALL			117.0	54.0	198.00		3.667

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COURSE					SEMESTER HR. CREDITS		
PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	ATTEMPTED	EARNED	GRADE POINTS
FALL TERM 1988							
POS 3413	51	THE PRESIDENCY		B-	3.0	3.0	8.01
CCJ 3501	51	DEL PREV & CONTROL		A-	3.0	3.0	11.01
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	6.0	6.0	19.02		3.170
FIU		69.0	60.0	60.0	217.02		3.617
OVERALL			123.0	60.0	217.02		3.617

BACHELOR OF SCIENCE IN CRIMINAL JUSTICE
AWARDED DECEMBER 09 1988
MAJOR: CRIMINAL JUSTICE
SCHOOL OF PUBLIC AFFAIRS/SER.
GRADUATION WITH HONORS

END OF TRANSCRIPT

JAN 11 1989

Lourdes R. Fonseca

DIRECTOR OF RECORDS & REGISTRATION

EOG-01465

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GRADING SYSTEM-FALL 1985 to PRESENT

GRADES	*GP PCH	DEFINITION
A	4.00	
A-	3.67	
B+	3.33	
B	3.00	
B-	2.67	
C+	2.33	
C	2.00	
C-	1.67	
D+	1.33	
D	1.00	
D-	0.67	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

*grade point per credit hour

GRADING SYSTEM-FALL 1977 to SUMMER 1985

GRADES	*GP PCH	DEFINITION
A	4.00	
B	3.00	
C	2.00	
D	1.00	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
NC	0.00	NO CREDIT (DISCT SUMMER 81)
CR	N/A	CREDIT (DISCT SUMMER 81)
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

GRADING SYSTEM - FALL 1975-SUMMER 1977

GRADES	*GP PCH	DEFINITION
A	4.00	EXCELLENT
B	3.00	GOOD
C	2.00	AVERAGE
D	1.00	POOR
F	0.00	FAILURE
NC**	N/A	NO CREDIT
IN	N/A	INCOMPLETE
WI	N/A	WITHDREW FOR THE TERM
AU	N/A	AUDIT
DR	N/A	DROPPED COURSE
NR	N/A	NOT REPORTED
EM	N/A	EXAMINATION

**NOT CALCULATED IN GPA

*grade point per credit hour

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GRADES	DEFINITION
HC	EXCELLED IN DEMONSTRATING ALL REQUIRED COMPETENCIES
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B	ACHIEVED KNOWLEDGE AND SKILL AT A HIGHER LEVEL THAN REQUIRED
C	ACHIEVED THE LEVEL OF KNOWLEDGE AND SKILL REQUIRED
AU	Audit, no credit hours earned
WI	Withdrew from the term
NR	Not reported (temporary symbol)
NC	No Credit (non-penal grade and should not be interpreted as failure. Grade was given to a student who did not earn credit hours for course(s) regardless of reason, i.e., course dropped after 2nd week, personal illness, incomplete, etc.

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NO GPA WAS COMPUTED UNDER THIS SYSTEM

EOG-01466

MANENT
DEMIC
ORD

MIAMI-DADE COMMUNITY COLLEGE, MIAMI, FLORIDA
MEDICAL CENTER CAMPUS - 950 NW 20th ST., MIAMI, FL 33127
NEW WORLD CENTER CAMPUS - 300 NE 2nd AVE., MIAMI, FL 33132
NORTH CAMPUS - 11380 NW 27th AVE., MIAMI, FL 33167
SOUTH CAMPUS - 11011 SW 104th ST., MIAMI, FL 33176

PAGE	DATE	STUDENT NUMBER	SOCIAL SECURITY NUMBER
1 OF 2	07/18/84	[redacted]	[redacted]

STUDENT NAME (LAST, FIRST, MIDDLE): PETERSON SCOT RALPH
FORMER NAME:

TH DATE	SEX
[redacted]	MALE

HIGH SCHOOL LAST ATTENDED	ADDRESS OF HIGH SCHOOL (CITY, STATE)	HIGH SCHOOL GRADUATION DATE
MIAMI BEACH SR H S	MIAMI BEACH FL	06/81

TEST INFORMATION: CLAST 06/02/1984 SCALE SCORES
COMPUT/275 READ/299 WRIT/275 ESSAY/5

BASIS OF ADMISSION
[X] HIGH SCHOOL
[ ] TRANSFER
[ ] OTHER

STUDENT IS IN GOOD STANDING AND IS ELIGIBLE TO RETURN UNLESS OTHERWISE STATED. THIS TRANSCRIPT IS NOT OFFICIAL UNLESS IT BEARS THE EMBOSSED SEAL OF THE COLLEGE.

COURSE TYPE
NSTITUTIONAL CREDIT
LTED - CREDIT ALLOWED
R EXTERNAL CREDIT
LTED LAST ATTEMPT
1 - REPEATED - INITIAL ATTEMPT
X - CERTIFIED PROFESSIONAL SECRETARY
Y - ADVANCED PLACEMENT
Z - COLLEGE LEVEL EXAMINATION PROG

GRADING SYSTEM
A - 4 GRADE POINTS-EXCELLENT
B - 3 GRADE POINTS-GOOD
C - 2 GRADE POINTS-AVERAGE
D - 1 GRADE POINT-POOR
F - 0 GRADE POINTS-FAILURE
W - WITHDREW
X - AUDIT
I - INCOMPLETE
S - SATISFACTORY
P - PASS
U - UNSATISFACTORY
NR - GRADE NOT REPORTED

COURSE						SEMESTER CREDITS		
TMEN UMB	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
L	RM	(81-1)-1	(08/25/81-12/17/81)	MDCC				
020	1		INTRO CRIM JUSTICE		A	3.0	3.0	3.0
400	1		POLICE ORG & ADMIN		A	3.0	3.0	3.0
012	1		SOCIAL SCIENCE		A	3.0	3.0	3.0
N TOTAL: SEM CR ATT 9.0 CR EARN						9.0		
GRD POINTS 36.0 TERM GPA					4.00			
T TERM		(81-2)-1	(01/05/82-04/28/82)	MDCC				
210	1		CRIMINAL LAW		A	3.0	3.0	3.0
100	1		CRIMINAL INVESTIGAT		A	3.0	3.0	3.0
N TOTAL: SEM CR ATT 6.0 CR EARN						6.0		
GRD POINTS 24.0 TERM GPA					4.00			
L	RM	(82-1)-1	(08/24/82-12/16/82)	MDCC				
1		ENC1101	COMMUNICATIONS		W	3.0		
020	1		HUMANITIES		W	3.0		
			OFFICIAL-WITHDRAWAL 10/06/82					
M TOTAL: SEM CR ATT 0.0 CR EARN						0.0		
GRD POINTS 0.0 TERM GPA					0.00			
G TERM		(82-3)-1	(05/09/83-06/15/83)	MDCC				
020	1		HUMANITIES		A	3.0	3.0	3.0
N TOTAL: SEM CR ATT 3.0 CR EARN						3.0		
GRD POINTS 12.0 TERM GPA					4.00			

COURSE						SEMESTER CREDITS		
DEPARTMENT AND NUMBER	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
SUMR TERM		(82-4)-1	(06/20/83-07/27/83)	MDCC				
DEP1IC6	1	PSY1000	INDIV IN TRANSITION		A	3.0	3.0	3.0
HLP1C1C	1		HLTH ANALYSIS/IMPROV		A	2.0	2.0	2.0
TERM TOTAL: SEM CR ATT 5.0 CR EARN						5.0		
GRD POINTS 20.0 TERM GPA					4.00			
FALL TERM		(83-1)-1	(08/23/83-12/15/83)	MDCC				
CCJ1C10	1		INTRO TO CRIMINOLOGY		A	3.0	3.0	3.0
ENC1131	1	ENC1101	COMMUNICATIONS		A	3.0	3.0	3.0
MIS1002	1		FIRST YR BASIC ROTC		A	1.0	1.0	1.0
PHI2010	1		INTRO TO PHILOSOPHY		A	3.0	3.0	3.0
PSC1515	1		ENERGY/NAT ENVIRON		A	3.0	3.0	3.0
SCW2054	1		FLD EXP/SOC SERV 1		A	3.0	3.0	3.0
FALL TERM		(83-1)-1	(10/17/83-12/15/83)	MDCC				
SYG2CC0	1		INTRO TO SOCIOLOGY		A	3.0	3.0	3.0
TERM TOTAL: SEM CR ATT 19.0 CR EARN						19.0		
GRD POINTS 76.0 TERM GPA					4.00			

JUL 9 1984

[redacted] Riviera
REGISTRAR - NORTH CAMPUS

88
M 230 (REV. 2/82)

EOG-01467

THIS TRANSCRIPT IS CONSIDERED CONFIDENTIAL AND CANNOT BE GIVEN TO A THIRD PARTY WITHOUT THE STUDENT'S PERMISSION

ANENT
EMIC
RD

MIAMI-DADE COMMUNITY COLLEGE, MIAMI, FLORIDA

- MEDICAL CENTER CAMPUS - 950 NW 20th ST., MIAMI, FL 33127
- NEW WORLD CENTER CAMPUS - 300 NE 2nd AVE., MIAMI, FL 33132
- NORTH CAMPUS - 11380 NW 27th AVE., MIAMI, FL 33167
- SOUTH CAMPUS - 11011 SW 104th ST., MIAMI, FL 33176

PAGE	DATE	STUDENT NUMBER	SOCIAL SECURITY NUMBER
2 OF 2	07/18/84	[redacted]	[redacted]

STUDENT NAME (LAST, FIRST, MIDDLE)	FORMER NAME
PETERSON SCOT RALPH	

DATE	SEX
[redacted]	MALE

HIGH SCHOOL LAST ATTENDED	ADDRESS OF HIGH SCHOOL (CITY, STATE)	HIGH SCHOOL GRADUATION DATE
MIAMI BEACH SR H S	MIAMI BEACH FL	06/81

TEST INFORMATION: CLAST 06/02/1984 SCALE SCORES
COMPUT/275 READ/299 WRIT/275 ESSAY/5

BASIS OF ADMISSION
- [X] HIGH SCHOOL
- [ ] TRANSFER
- [ ] OTHER

STUDENT IS IN GOOD STANDING AND IS ELIGIBLE TO RETURN UNLESS OTHERWISE STATED. THIS TRANSCRIPT IS NOT OFFICIAL UNLESS IT BEARS THE EMBOSSED SEAL OF THE COLLEGE.

COURSE TYPE

- STITUTIONAL CREDIT
- ED - CREDIT ALLOWED
- EXTERNAL CREDIT
- ED LAST ATTEMPT
- T - REPEATED - INITIAL ATTEMPT
- X - CERTIFIED PROFESSIONAL SECRETARY
- Y - ADVANCED PLACEMENT
- Z - COLLEGE LEVEL EXAMINATION PROG

GRADING SYSTEM

- A - 4 GRADE POINTS-EXCELLENT
- B - 3 GRADE POINTS-GOOD
- C - 2 GRADE POINTS-AVERAGE
- D - 1 GRADE POINT-POOR
- F - 0 GRADE POINTS-FAILURE
- W - WITHDREW
- X - AUDIT
- I - INCOMPLETE
- S - SATISFACTORY
- P - PASS
- U - UNSATISFACTORY
- NR - GRADE NOT REPORTED

ACADEMIC NUMBER	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	SEMESTER CREDITS: COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
T TERM (83-2)-1-(01/04/84-04/26/84)			MDCC					
191	1		HUM BEHAV CRIM JUST		A	3.0	3.0	3.0
330	1		PAROLE-PROBATION		A	3.0	3.0	3.0
130	1		CRIM JUST COMMUNITY		A	3.0	3.0	3.0
132	1	ENC1102	ENGLISH COMPOSITION		A	3.0	3.0	3.0
201	1		ESSENTIALS/NUTRITION		A	3.0	3.0	3.0
M TOTAL: SEM CR ATT 15.0 CR EARN						15.0		
GRD POINTS 60.0 TERM GPA					4.00			
G TERM (83-3)-1-(05/07/84-06/14/84)			MDCC					
4CC	1		FIRST AID		A	3.0	3.0	3.0
772	1		HUMAN SEXUALITY		A	3.0	3.0	3.0
M TOTAL: SEM CR ATT 6.0 CR EARN						6.0		
RD POINTS 24.0 TERM GPA					4.00			
C TOTAL: SEM CR ATT 63.0 CR EARN						63.0		
GRD POINTS 252.0 MDCC GPA					4.00			
END-OF-TRANSCRIPT								

DEPARTMENT AND NUMBER	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	SEMESTER CREDITS: COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA

JUL 9 1984

REGISTRAR - NORTH CAMPUS

88
M 230 (REV. 2/82)

EOG-01468

THIS TRANSCRIPT IS CONSIDERED CONFIDENTIAL AND CANNOT BE GIVEN TO A THIRD PARTY WITHOUT THE STUDENT'S PERMISSION

EMPLOYMENT APPLICATION
BROWARD COUNTY SHERIFF'S DEPARTMENT
PO Box 9507, Fort Lauderdale, FL 33310

"AN EQUAL OPPORTUNITY EMPLOYER"

INSTRUCTIONS: This application must be filled out accurately and completely. All statements are subject to investigation. Exaggerated, false or misleading statements are cause for rejection. PLEASE PRINT CLEARLY or type all information. If an item does not apply, insert N/A (not applicable).

1. POSITION APPLIED FOR: Detention Deputy

2. TODAY'S DATE: 4-15-85

3. LAST NAME: Peterson | FIRST NAME: Scot | MIDDLE NAME: Ralph

4. SOCIAL SECURITY NUMBER: [redacted]

5 HOME TELEPHONE NUMBER: [redacted]

6. CURRENT VALID DRIVER'S LICENSE INFORMATION
NUMBER: [redacted]
STATE: FL
EXPIRATION DATE: 1986

7. PRESENT HOME ADDRESS: [redacted]

LENGTH OF TIME AT PRESENT ADDRESS: 6 month

7a. PREVIOUS ADDRESS: [redacted]

LENGTH OF TIME AT PREVIOUS ADDRESS: 15 yrs.

8. EDUCATION

Scot Peterson 2-16-88

[redacted]

81
Year

Year

Senior High

List Special Tr

Home: [redacted]

Name & Train

WORK [redacted]

n

Certificates Given

Basic Ac
Academy
Broward

nty

Yes

List Colleges and University Attended Below:

Name & Location of College or University	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Credit Hours Sem.	Credit Hours Qtr.	Major/Minor Field of Study	Type of Degree
Miami Dade Community College		1981	6	1984	63		Criminal Justice	Associate on Arts
Fla. International University	1	1985	Present		12		Criminal Justice Administration	

BSOA-P No. 2 EOG-01469

EMPLOYMENT APPLICATION
BROWARD COUNTY SHERIFF'S DEPARTMENT
PO Box 9507, Fort Lauderdale, FL 33310

"AN EQUAL OPPORTUNITY EMPLOYER"

INSTRUCTIONS: This application must be filled out accurately and completely. All statements are subject to investigation. Exaggerated, false or misleading statements are cause for rejection. PLEASE PRINT CLEARLY or type all information. If an item does not apply, insert N/A (not applicable).

1. POSITION APPLIED FOR: Detention Deputy

2. TODAY'S DATE: 4-15-85

3. LAST NAME: Peterson | FIRST NAME: Scot | MIDDLE NAME: Ralph

4. SOCIAL SECURITY NUMBER: [redacted]

5. HOME TELEPHONE NUMBER: [redacted]

6. CURRENT VALID DRIVER'S LICENSE INFORMATION
NUMBER: [redacted]
STATE: FL
EXPIRATION DATE: 1986

7. PRESENT HOME ADDRESS: [redacted]
LENGTH OF TIME AT PRESENT ADDRESS: 6 month

7a. PREVIOUS ADDRESS: [redacted]
LENGTH OF TIME AT PREVIOUS ADDRESS: 15 yrs

8. EDUCATION.

Highest grade completed: Junior in College

High School Diploma (Check): ☒ Yes ☐ No If yes, date received 6 (Month) 81 (Year)

Equivalency - GED (Check): ☐ Yes ☐ No If yes, date received ____ (Month) ____ (Year)

Name of last GRADE SCHOOL or HIGH SCHOOL attended: Miami Beach Senior High

List Special Training (Business, Trade, Vocational, Armed Forces Schools, etc. below:

Name & Location of School, Training Center, etc.	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Total Months Completed	Courses or Subject Taken	Certificates Given
Basic Armed Security Academy Broward Community College	5	83	5	83	Two week Course	Armed Security Academy	Yes

List Colleges and University Attended Below:

Name & Location of College or University	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Credit Hours Sem.	Credit Hours Qtr.	Major/Minor Field of Study	Type of Degree
Miami Dade Community College		1981	6	1984	63		Criminal Justice	Associate on Arts
Fla. International University	1	1985	Present		12		Criminal Justice Administration	

BSOA-P No. 3 EOG-01470

9. EMPLOYMENT RECORD - List all jobs held in the last ten years. Major changes in duties or job titles with the same employer should be listed as separate jobs. Start with your present or most recent position and work back. If additional space is needed, please use continuation sheet. Periods of unemployment should be listed separately in Section 10.

May we contact your present employer regarding your record of employment? ☒ Yes ☐ No

NOTE: We may contact previous employers to verify your descriptions of past duties.

Present or Most Recent Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
3	84	Present		1	0

Hours per week 36
Starting Salary $ 4.50 per hr
Last Salary $ 4.50 per hr.

Employer: Bay Harbor Fine Foods
Address: 1077-95 St BHJ. 33154
Telephone No. 865-0331
Your Job Title: Deliman.
Supervisor's Name and Title: Raymond Silvinsky
Reason for Leaving Position: Still Presently Employed

Specific Duties: Deliman. Slicing delicatessen products to customers.

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
4	84	4	84	—	1

Hours per week 40.
Starting Salary $ 4.10 per hr
Last Salary $ 4.10 per hr

Employer: Andy Frain Security
Address: 1000 Lincoln RD 532-4818
Telephone No.
Your Job Title: Security Guard
Supervisor's Name and Title: Robert Martin
Reason for Leaving Position: Better Job Opportunity

Specific Duties: Security Patrol (mobile) Warehouse Districts

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
4	83	4	84	1	—

Hours per week 25
Starting Salary $ 4.50 per hr
Last Salary $ 4.50 per hr

Employer: Kent Security
Address: 12000 Biscayne Blvd. N. M.
Telephone No. 868-1266 895-0440
Your Job Title: Security Guard
Supervisor's Name and Title: Robert Burger
Reason for Leaving Position: Wage dispute

Specific Duties: Condominium Security Basic guard duties patrolling, report writing.

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
10	81	2	83	1	5

Hours per week 20
Starting Salary $ 3.35 per hr.
Last Salary $ 3.35 per hr

Employer: Bay Harbor Fine Foods
Address: 1077 95 St BHJ
Telephone No. 865-0331
Your Job Title: Stock Clerk
Supervisor's Name and Title: Jose Avis
Reason for Leaving Position: military

Specific Duties: General Stock work. Putting groceries on the shelves. Basic stock duties.

10. LIST ANY VOLUNTEER WORK AND A[redacted]S OF UNEMPLOYMENT

From Mo.	From Yr.	To Mo.	To Yr.	Description of Activities or Volunteer Work
				N/A.

11. SPECIAL QUALIFICATIONS AND SKILLS

Special skills you possess and machines and equipment you can use. (For example, short wave radio, multilith, comptometer, key punch, transcribing machine, etc.) N/A.

Active professional, technical, occupational licenses or certificates and registrations you now hold.
Unarmed Security License

Membership(s) in professional, job related organizations.
N/A.

Awards, commendations, or other recognition received for outstanding achievement in school, military service, your work or civic duties.
Outstanding Academic Achievement Award - M.D.C.C.
4.00 gpa. Graduated with Highest Honors

Typing (approximate words per minute) N/A Shorthand N/A.

12. MILITARY SERVICE

Have you even been a member of the Armed Services? If yes, please indicate type of discharge: ☒ Honorable ☐ Dishonorable ☐ Other

Date of discharge: 3 (Month) 23 (Day) 83 (Year) NOTE: ATTACH COPY OF DD214 SEPARATION PAPERS

13. Have you even been employed by any other law enforcement agency? If yes, give Department, position and dates.

N/A.

14. Do you have or have you had any physical handicap, illness, limitation, or other disability which should be considered? If yes, give details.

No.

15. Have you ever received, applied for, or do you intend to apply for workmen's compensation for existing or past disability? If yes, give details.

NO.

16. Have you ever been arrested or convicted of any violation of the law other than a non-criminal traffic infraction? If yes, state the court, nature of the offense, disposition of case and date:

NO.

Note: An arrest or conviction does not automatically mean you cannot be appointed. What you were charged with, and how long ago, are important.

17. REFERENCES (List 5 personal references who are not relatives or former employers.

Name	Address (include zip) TELEPHONE #	Years Known
Rosemarie Shakofsky	9802 NW 1st Ave Miami Shores 33150 754-1416	2 yrs.
June Wilosk	1016 71st Miami Beach 33141 865-0331	5 yrs
Alice Prince	9490 ERH Bay Harbor Islands 33154 861-5730	8 yrs
Archie Bochnea	1080 99 St BHI. 33154 865-2185	10 yrs
Arthur Borgen	250 NE 174 St N. M.B. 932-2937	2 yrs

18. Additional space for detailed answers. Indicate item number to which answers apply. N/A.

Item No.	

If additional space is needed, use full sheets of approximately the same size as this page. On EACH sheet, write your name, and position title.

19. POLYGRAPH EXAMINATION I will submit to a polygraph examination at any time during my employment with the Sheriff's Department of Broward County. ☒ Yes ☐ No

---

All applicants must sign the following certification in the presence of a qualified Notary Public.

I understand that all appointments and/or employment are probationary and subject to dismissal without cause for a period of one (1) year during which I must demonstrate my fitness for continued employment by the Broward County Sheriff's Department. I hereby expressly authorize the Broward County Sheriff's Department to obtain, exchange or disseminate any and all information regarding my character and fitness. I further understand that any appointment and/or employment tendered me will be contingent upon the results of a complete character and fitness investigation. I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the Broward County Sheriff's Department. I agree to these conditions and I hereby certify that all statements made by me on this application are true and complete to the best of my knowledge.

4-16-85
Date

Scot Peterson
Signature

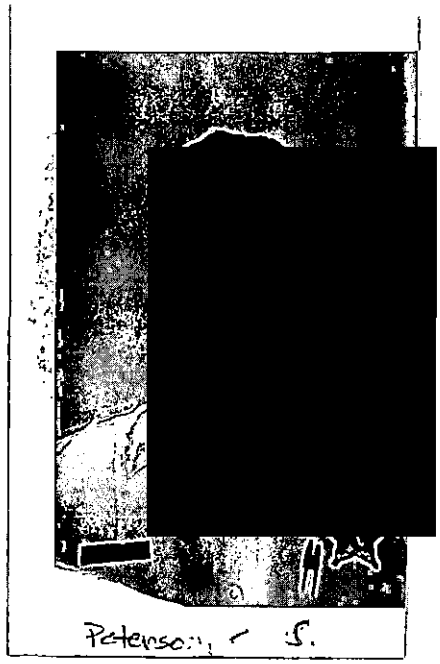
ACKNOWLEDGMENT

STATE OF FLORIDA)
) SS
COUNTY OF BROWARD)

On this 16 day of April, 19 85, before me personally appeared Scot Peterson to me well known to be the same person described in and who executed the foregoing document, who having been duly sworn (or affirmed) before me, stated that to the best of his knowledge and belief that statements and answers to questions in the aforegoing questionnaire contained, whether in writing or print, are true.

NOTARY PUBLIC, STATE OF FLORIDA AT LARGE
MY COMMISSION EXPIRES APR 26 1986
BONDED THRU GENERAL INS., UNDERWRITERS

EOG-01473


Peterson, S.

Scot Peterson
4308 Det.

2/22/2018 Ct Liaison, Division

Budget 3495
PCN: 13272

RNR

BROWARD COUNTY SHERIFF'S OFFICE
SEPARATION FORM

Sheriff Scott Israel

checkout list included

RECEIVED
FEB 22 2018
HUMAN RESOURCES

Please forward this form, upon its completion, to your immediate supervisor for processing.

I Deputy Scot Peterson CCN 4308 hired on 7/22/1985 hereby separate from my employment with Broward County Sheriff's Office for the following reason(s):

☐ Other Employment ☐ Personal Reasons ☑ Retirement ☐ Death ☐ Other (Explain Below)

Effective on Thursday, February 22, 2018 (Time) 12:37 PM

I have reviewed this form prior to its execution and had the opportunity to review and discuss its contents with the legal counsel or representative of my choice. Further, I voluntarily agree to be bound by the terms and conditions herein. No other promises or conditions have been agreed upon, or may be relied on except those, which are contained herein.

Signature | D/S Rank | 02-22-18 Date Signed

Captain Joseph Achilarre #7848 FOR CAPT J. JORDAN Commander's Signature | Rank | 022218 Date Signed

Charges Pending Verification by Division with Internal Affairs:

Charges Pending? ☑ Yes ☐ No Verified by: D. GARGOTTA 7501 Date: 022218

NOTE: Continuation of employee medical, dental, and life insurance benefits will be in compliance with applicable COBRA laws (See Employee Benefits). Retirement benefits will be subject to FS Chapter 121 (See FRS Handbook). All information pertaining to resignation will become part of public record. A Broward County Sheriff's Office employee who has resigned is prohibited from re-employment except upon approval from the Sheriff.

Acknowledged: _____ Bureau/Division Director's Signature | _____ Date

Acknowledged: Captain Joseph Achilarre #7848 Department Director's Signature | 022218 Date

Acknowledged: Major Chadwick E. Wagner Director of Human Resources Signature | 02/22/2018 Date

Acknowledged: Colonel Jack Dale #16920 Sheriff's Signature | 2/22/18 Date

EFFECTIVE ON: _____ (Time) _____

PAY TERMINATES ON: _____ (Time) _____

PAY DATE MAR 2 2018 CLASS/COMP

********** FOR HUMAN RESOURCES ONLY **********

Charges Pending Final Verification by Human Resources with Internal Affairs:

Charges Pending? ☒ Yes ☐ No Verified By: I. Marrero-Perez (I.A.) Date: 3.8.2018

Accrual Balances:

AL: 227.1800

SL: — @ — % = —

SL: 1722.6400 @ 0 % = NOT ENTITLED Per IUPA Art. 39.1

HR Representative: D.

Grandfather Cap:

COMP: 0.2500

HOL: 8.0000

Date: 3.8.2018

BSO AP#4 (Revised 08/17)

EOG-01475

* Keyed Separation Paperwork Pending ✓

IUPA D/S

FDLE

Florida Department of Law Enforcement

AFFIDAVIT OF SEPARATION

Incorporated by Reference in Rules 11B-20.001(3)(a)5.a., and 11B-27.002(3)(a)15., F.A.C.

CJSTC 61

1. Last Four Digits of Social Security Number: [redacted]

2. Name: Peterson, Scot R
Last First MI

3. Agency Name: Broward County Sheriff's Office

4. Agency ORI: FL0060000

5. Date Employed: 03/07/1988 6. Separation Date: 02/22/2018

Employment Class
- ☐ Law Enforcement
- ☐ Correctional
- ☐ Correctional Probation
- ☑ Concurrent
- ☐ Special Elected or Appointed
- ☐ Instructor

Employment Type
- ☑ Full Time
- ☐ Part Time
- ☐ Auxiliary

7. Separation Reasons

7A. ADMINISTRATIVE-ROUTINE
- ☐ Voluntary separation not involving misconduct
- ☐ Transfer within agency. No break in service
- ☑ Retired. Not involving misconduct
- ☐ Deceased
- ☐ Budgetary constraints. Local and Federal grants not renewed
- ☐ Extended leave of absence
  Type:
  Periods of Time:
- ☐ Military leave of absence
  Periods of Time:
- ☐ Suspension
  Periods of Time:
- ☐ Administrative separation not involving misconduct
- ☐ Special elected or appointed
  Position:
  Anticipated Term:
- ☐ Instructor request for change of affiliation

7B. ADMINISTRATIVE-NON-ROUTINE
- ☐ Failure to complete basic recruit training
- ☐ Failure to pass the State Officer Certification Examination

7C. ADMINISTRATIVE – SUBSTANDARD PERFORMANCE
- ☐ Failure to satisfactorily complete the agency fieldtraining program (training performance issues)
- ☐ Failure to perform assigned tasks satisfactorily.

7D. OTHER - EXAMPLE
- ☐ Excessive absenteeism, failure to report for duty, sleeping on duty, etc.

7E. UNFAVORABLE – MISCONDUCT
- ☐ Voluntary separation or retirement while being investigated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.
- ☐ Voluntary separation or retirement in lieu of termination for violation of agency or training school policy not involving a moral character violation defined in Rule11B-27.0011, F.A.C.
- ☐ Terminated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C

NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.

7F. Pursuant to Section 943.1395(5), F.S., an employing agency must conduct an internal investigation when having cause to suspect that an officer or instructor it employs or employed at the time of the alleged violation, or employed on a Temporary Employment Authorization is not in compliance with Section 943.13(4) or (7), F.S., or Rule 11B-27.0011, F.A.C.
- ☐ Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C.
- ☐ Voluntary separation or retirement in lieu of termination for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C.
- ☐ Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C.

NOTE: The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.

NOTICE: Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation. WARNING: Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

8. Agency Administrator or Designee's Signature

9. Agency Administrator or Designee's Printed Name: Diana Visceglia

10. Date: 04/25/2018

11. Agency Administrator or Designee's Title: Sgt A Mgr

12. OATH

Pursuant to Section 117.05(13)(a), Florida Statutes

STATE OF FLORIDA, COUNTY OF Broward

Sworn to (or affirmed) and subscribed before me this 25 day of April, year 2018

By Diana Visceglia

Signature of Notary Public – State of Florida

Print, Type or Stamp Commissioned name of Notary Public

Evelyn R. Olivares
Commission # GG073850
Expires: Feb. 15, 2021
Bonded thru Aaron Notary

☐ Personally Known ☐ OR Produced Identification ☐

Type of Identification Produced

Created 1/1/1992 Original - FDLE Copy - Agency 1 of 1 Commission Approved Revisions: 8/4/16
Form Effective Date 7/2017

EOG-01476

Bryan, Heather

From: Gargotta, Dee
Sent: Tuesday, April 24, 2018 11:43 AM
To: Bryan, Heather
Subject: RE: Scot Peterson CCN 4308

Heather,

There is still an active investigation in IA and FDLE at this time regarding the Parkland Shooting and his involvement . He **Retired** effective 2/22/18. The only charge on our case is Meeting BSO Standards and the case does not have a narrative.

Dee Gargotta
Division of Internal Affairs
Tel (954) 321-1100
Fax (954) 327-3911

E-Mail: dee_gargotta@sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

From: Bryan, Heather
Sent: Monday, April 23, 2018 4:17 PM
To: Gargotta, Dee <Dee_Gargotta@sheriff.org>
Subject: Scot Peterson CCN 4308

Dee, are charges still pending for Deputy Peterson. Did he resigned in lieu of separation for violating agency policy or for moral character violation under Florida Statute?

Thanks.

Heather Bryan
Human Resources Coordinator
Bureau of Human Resources
Broward Sheriff's Office
Telephone: (954) 321-4412
Email: heather_bryan@sheriff.org

Please note that Florida has a broad public records law, and that all correspondence to me via email may be subject to disclosure.

EOG-01478

Annual Leave Calculations for Maximum Payout

Name: Scot Peterson CCN: 4308

Annual Leave Total: 227.1800
Holiday Leave Total: 8.0000
Grand Total: 235.1800
Grandfather Cap: 320

Extension Verified: —
Hours to Exclude: —

Number of Pay Periods		Vacation Accrual Rate		Additional Hours
—	X	—	=	—

Max Payout: 235.1800

HR Representative: [signature] Date: 3.8.2018

PAYROLL MAR 8 2018 CLASS/COMP

Broward County Sheriff's Office
Employee Earned Comp Time Accruals for Prior 11 Months
Calculation based on Separation Date of 2/22/2018

Run Date: 03/09/2018

Emplid/Rcd	Name	Accrual Date(s)	Hours Earned
4308 / 0	Peterson,Scot R		

Total Hours Earned in Previous 11 Months:	0.00
Total Available (Current Balance):	0.25
Total Hours Eligible for Retirement Pay:	0.00
Total Hours No Retirement:	0.25

EOG-01480

Broward County Sheriff's Office
Employee Earned Holiday Accruals for Prior 11 Months
Calculations based on Separation Date of 2/22/2018

Run Date: 03/09/2018

Emplid	Name	Accrual Date(s)	Hours Earned	Floating Hol. Earned
4308	Peterson,Scot R			
		Total Hours Posted in Previous 11 Months:	0.00	8.00

Total Available (Current Balance):	**8.00**
Total Hours Eligible for Retirement Pay:	**8.00**
Total Hours No Retirement:	**0.00**

PAY DATE
MAR 13 2018
CLASS/COMP

EOG-01481

2/22/2018 Ct Liaison, Division

Budget 3495
PCN: 13272

RNR

BROWARD COUNTY SHERIFF'S OFFICE
SEPARATION FORM

Checkout list included

Sheriff Scott Israel

RECEIVED
FEB 22 2018
HUMAN RESOURCES

Please forward this form, upon its completion, to your immediate supervisor for processing.

I Deputy Scot Peterson CCN 4308 hired on 7/22/1985 hereby separate from my employment with Broward County Sheriff's Office for the following reason(s):

☐ Other Employment ☐ Personal Reasons ☑ Retirement ☐ Death ☐ Other (Explain Below)

Effective on Thursday, February 22, 2018 (Time) 12:37 PM

I have reviewed this form prior to its execution and had the opportunity to review and discuss its contents with the legal counsel or representative of my choice. Further, I voluntarily agree to be bound by the terms and conditions herein. No other promises or conditions have been agreed upon, or may be relied on except those, which are contained herein.

Signature | D/S Rank | 02-22-18 Date Signed

Captain Joseph Achilarre #7848 FOR CAPT J. JORDAN Commander's Signature | Rank | 022218 Date Signed

Charges Pending Verification by Division with Internal Affairs:

Charges Pending? ☑ Yes ☐ No Verified by: D. GARGOTTA 7501 Date: 022218

NOTE: Continuation of employee medical, dental, and life insurance benefits will be in compliance with applicable COBRA laws (See Employee Benefits). Retirement benefits will be subject to FS Chapter 121 (See FRS Handbook). All information pertaining to resignation will become part of public record. A Broward County Sheriff's Office employee who has resigned is prohibited from re-employment except upon approval from the Sheriff.

Acknowledged: Bureau/Division Director's Signature | Date

Acknowledged: Captain Joseph Achilarre #7848 Department Director's Signature | 022218 Date

Acknowledged: Major Chadwick E. Wagner Director of Human Resources Signature | 02/22/2018 Date

Acknowledged: Colonel Jack Dale #16920 Sheriff's Signature | 2/22/18 Date

EFFECTIVE ON: (Time)

PAY TERMINATES ON: (Time)

********** FOR HUMAN RESOURCES ONLY **********

Charges Pending Final Verification by Human Resources with Internal Affairs:

Charges Pending? ☒ Yes ☐ No Verified By: I. Marrero-Perez (I.A.) Date: 3.8.2018

Accrual Balances:

AL: 227.1800

SL: — @ — % = —

SL: 1722.6400 @ 0 % = NOT ENTITLED Per IUPA Art. 39.1

HR Representative:

Grandfather Cap: 320

COMP: 0.2500

HOL: 8.0000

Date: 3.8.2018

BSO AP#4 (Revised 08/17)

EOG-01482

* Keyed Separation Paperwork Pending ✓
Keyed record 9 eff. 3.1.18 ✓

IUPA D/S

32yrs

Sheriff Scott Israel

EMPLOYEE CHECK-OUT LIST

Return completed form to Finance Division

Check One: ☑ Resignation ☐ Termination ☑ Retirement

Employee Name: Deputy Scot Peterson CCN: 4308

Department/Division: DLE/Parkland Effective Date: 2/22/2018

The employee must obtain the appropriate signatures below and sign the completed form. A copy will be retained in the Bureau of Human Resources Division, with the original hand delivered to the Finance Division by the above named employee. In accordance with the Sheriff's Policy Manual subsection 3.15(b), District Commands, Facilities Manager, Unit/Division Directors or designee, signing on behalf of another listed component, will be responsible for any unreturned property.

DIVISION	SIGNATURE/CCN	DATE SIGNED
Information Technology Division: Laptop Computers, Cell/Satellite Phone, Air Card\MIFI	18126	02/22/18
Mobile Technology Support Center: Radio, Taser: CEW/BWC, PSB Access Card, SunPass, Office/Building keys	17827	2/22/18
Evidence Control: Firearms	JACKOWSKI 6243	2/22/18
Training Division/Fire Rescue Training: Outstanding Training Funds	13267	2/22/18
Service Center: Automobile / Equipment		2/22/2018
Home Division: Unit Issued Equipment (Mobile Printer, Cell Phone/Pager)	JACKOWSKI	2/22/18
Port and Airport Security Access Card	JACKOWSKI	2/22/18
DOD, Dist.6, Crime Lab, Garage Transponders	JACKOWSKI	2/22/18
Finance: All DLE only, Outstanding Employee OIF Funds	JACKOWSKI 6243	2/22/18
Central Supply/Logistics: Uniforms, Badges, Turnout Gear and PPE (mask, etc.) Other applicable manuals, Equipment (Not Unit/Division/ District issued)		2/22/18
Purchasing: P-Card	M. Burpee	2/22/18 N/A
Bureau of Human Resources: Identification Cards		2/22/18

We, the above signed, do hereby certify that all uniforms, badges, equipment, manuals, identification cards, security access cards, and supplies belonging to the Broward Sheriff's Office and in the possession of the above named employee, were returned and any monies due the employee will be paid to him/her except as noted below.

Amount Due to BSO for Reimbursement of Uniforms, Equipment, Security Access Cards, Training Funds, etc., that were not returned:

Quantity	Items	Cost	Total

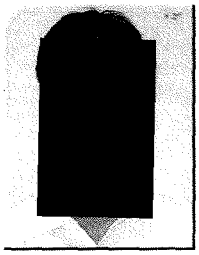
TOTAL AMOUNT DUE TO THE BROWARD SHERIFF'S OFFICE:

Employee's Signature: [signature] **Date Signed:** 2/22/18

Employee's Address: [redacted]

Employee's Telephone Number: [redacted]

EOG-01483



SCOT R PETERSON

DEPUTY SHERIFF - DLE/CC

DEPT OF LAW ENFORCEMENT

CCN 4308

HIRED	HGT	EYES	HAIR	DOB
07/22/1985	6' 05"	BLUE	BROWN	[redacted]

Scott J. Israel, Sheriff

BROWARD SHERIFF'S OFFICE

Sheriff Scott Israel

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☒ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
	02-22-18 @ 1242	Internal Affairs	

NCIC/FCIC Agency: | Agency Case #

Suspect: | Address: | Race/Sex | DOB

Suspect: | Address: | Race/Sex | DOB

Found By: Deputy Scot Peterson CCN 4308 | Address: | Race/Sex | DOB

Owner/Claimant: B.S.O. | Address: | Race/Sex: | DOB:

Victim's name (if applicable): | Address: | Telephone #

Item Number	Number of Items	DESCRIPTION
AF 1	1	BSO ID
AF 2	1	BSO Badge 81-1450

Booking Form

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351.

X [signature] 4308
Signature

I hereby acknowledge the above list represents all property impounded by me:

CCN: 9981 District: _____ Division: SA

(Impounding Officer's) Signature: [signature]

Printed Name: Sgt. Al Renlik 9981

RECEIVED BY:	REASON:	DATE	TIME:
[signature] 6243	TOT H R	02/22/18	
Yvonne Fong 13933	HR	02/22/18	

Court Case #

CURRENCY:

Verified By/CCN: _____

Signature: _____

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual.

ACE #

BSO RP#54 (Revised 01/11)

RECORDS

EOG-01485

Accrual Review

Scot Peterson Employee ID: 4308 Benefit Record: 0

Plan Type

Find | View All First 1 of 5 Last

Plan Type: 50 Sick Earn Rate: 3.6920 Cap: 99999.0000 Max Payout: 99999.0000

Accrual Review

	Process Date	Hours Balance	Carried Over	Earned YTD	Adjusted YTD	Taken YTD	Earned in Period	Adjusted in Period	Taken in Period
1	02/17/2018	1722.640000	1723.872000	14.768000		16.000	3.692000		
2	02/03/2018	1718.948000	1723.872000	11.076000		16.000	3.692000		
3	01/20/2018	1715.256000	1723.872000	7.384000		16.000	3.692000		16.000
4	01/06/2018	1727.564000	1723.872000	3.692000			3.692000		
5	01/05/2018	1723.872000	1723.872000					8.000	-34.000
6	01/04/2018	1723.872000	1669.880000	95.992000	-8.000	34.000			
7	12/23/2017	1723.872000	1669.880000	95.992000	-8.000	34.000	3.692000		16.000
8	12/09/2017	1736.180000	1669.880000	92.300000	-8.000	18.000	3.692000		
9	11/25/2017	1732.488000	1669.880000	88.608000	-8.000	18.000	3.692000		
10	11/11/2017	1728.796000	1669.880000	84.916000	-8.000	18.000	3.692000		
11	10/28/2017	1725.104000	1669.880000	81.224000	-8.000	18.000	3.692000		
12	10/14/2017	1721.412000	1669.880000	77.532000	-8.000	18.000	3.692000		
13	09/30/2017	1717.720000	1669.880000	73.840000	-8.000	18.000	3.692000		
14	09/16/2017	1714.028000	1669.880000	70.148000	-8.000	18.000	3.692000		8.000
15	09/02/2017	1718.336000	1669.880000	66.456000	-8.000	10.000	3.692000		
16	08/19/2017	1714.644000	1669.880000	62.764000	-8.000	10.000	3.692000	-8.000	
17	08/05/2017	1718.952000	1669.880000	59.072000		10.000	3.692000		
18	07/22/2017	1715.260000	1669.880000	55.380000		10.000	3.692000		
19	07/08/2017	1711.568000	1669.880000	51.688000		10.000	3.692000		
20	06/24/2017	1707.876000	1669.880000	47.996000		10.000	3.692000		
21	06/10/2017	1704.184000	1669.880000	44.304000		10.000	3.692000		
22	05/27/2017	1700.492000	1669.880000	40.612000		10.000	3.692000		2.000
23	05/13/2017	1698.800000	1669.880000	36.920000		8.000	3.692000		
24	04/29/2017	1695.108000	1669.880000	33.228000		8.000	3.692000		
25	04/15/2017	1691.416000	1669.880000	29.536000		8.000	3.692000		
26	04/01/2017	1687.724000	1669.880000	25.844000		8.000	3.692000		
27	03/18/2017	1684.032000	1669.880000	22.152000		8.000	3.692000		
28	03/04/2017	1680.340000	1669.880000	18.460000		8.000	3.692000		
29	02/18/2017	1676.648000	1669.880000	14.768000		8.000	3.692000		8.000
30	02/04/2017	1680.956000	1669.880000	11.076000			3.692000		
31	01/21/2017	1677.264000	1669.880000	7.384000			3.692000		
32	01/07/2017	1673.572000	1669.880000	3.692000			3.692000		
33	01/06/2017	1669.880000	1669.880000						-144.000
34	01/05/2017	1669.880000	1717.888000	95.992000		144.000			
35	12/24/2016	1669.880000	1717.888000	95.992000		144.000	3.692000		
36	12/10/2016	1666.188000	1717.888000	92.300000		144.000	3.692000		
37	11/26/2016	1662.496000	1717.888000	88.608000		144.000	3.692000		
38	11/12/2016	1658.804000	1717.888000	84.916000		144.000	3.692000		8.000
39	10/29/2016	1663.112000	1717.888000	81.224000		136.000	3.692000		
40	10/15/2016	1659.420000	1717.888000	77.532000		136.000	3.692000		
41	10/01/2016	1655.728000	1717.888000	73.840000		136.000	3.692000		8.000
42	09/17/2016	1660.036000	1717.888000	70.148000		128.000	3.692000		
43	09/03/2016	1656.344000	1717.888000	66.456000		128.000	3.692000		
44	08/20/2016	1652.652000	1717.888000	62.764000		128.000	3.692000		
45	08/06/2016	1648.960000	1717.888000	59.072000		128.000	3.692000		10.000
46	07/23/2016	1655.268000	1717.888000	55.380000		118.000	3.692000		10.000
47	07/09/2016	1661.576000	1717.888000	51.688000		108.000	3.692000		10.000
48	06/25/2016	1667.884000	1717.888000	47.996000		98.000	3.692000		50.000
49	06/11/2016	1714.192000	1717.888000	44.304000		48.000	3.692000		
50	05/28/2016	1710.500000	1717.888000	40.612000		48.000	3.692000		
51	05/14/2016	1706.808000	1717.888000	36.920000		48.000	3.692000		8.000
52	04/30/2016	1711.116000	1717.888000	33.228000		40.000	3.692000		8.000
53	04/16/2016	1715.424000	1717.888000	29.536000		32.000	3.692000		
54	04/02/2016	1711.732000	1717.888000	25.844000		32.000	3.692000		

Accrual Review

Scot Peterson Employee ID: 4308 Benefit Record: 0

Plan Type

Plan Type: 51 Vacation Earn Rate: 6.4620 Cap: 320.0000 Max Payout: 99999.0000

Accrual Review

	Process Date	Hours Balance	Carried Over	Earned YTD	Adjusted YTD	Taken YTD	Earned in Period	Adjusted in Period	Taken in Period
1	02/17/2018	227.180000	201.332000	25.848000			6.462000		
2	02/03/2018	220.718000	201.332000	19.386000			6.462000		
3	01/20/2018	214.256000	201.332000	12.924000			6.462000		
4	01/06/2018	207.794000	201.332000	6.462000			6.462000		
5	01/05/2018	201.332000	201.332000						-81.000
6	01/04/2018	201.332000	114.320000	168.012000		81.000			
7	12/23/2017	201.332000	114.320000	168.012000		81.000	6.462000		
8	12/09/2017	194.870000	114.320000	161.550000		81.000	6.462000		
9	11/25/2017	188.408000	114.320000	155.088000		81.000	6.462000		
10	11/11/2017	181.946000	114.320000	148.626000		81.000	6.462000		
11	10/28/2017	175.484000	114.320000	142.164000		81.000	6.462000		1.000
12	10/14/2017	170.022000	114.320000	135.702000		80.000	6.462000		
13	09/30/2017	163.560000	114.320000	129.240000		80.000	6.462000		
14	09/16/2017	157.098000	114.320000	122.778000		80.000	6.462000		
15	09/02/2017	150.636000	114.320000	116.316000		80.000	6.462000		
16	08/19/2017	144.174000	114.320000	109.854000		80.000	6.462000		32.000
17	08/05/2017	169.712000	114.320000	103.392000		48.000	6.462000		8.000
18	07/22/2017	171.250000	114.320000	96.930000		40.000	6.462000		8.000
19	07/08/2017	172.788000	114.320000	90.468000		32.000	6.462000		22.000
20	06/24/2017	188.326000	114.320000	84.006000		10.000	6.462000		
21	06/10/2017	181.864000	114.320000	77.544000		10.000	6.462000		8.000
22	05/27/2017	183.402000	114.320000	71.082000		2.000	6.462000		
23	05/13/2017	176.940000	114.320000	64.620000		2.000	6.462000		
24	04/29/2017	170.478000	114.320000	58.158000		2.000	6.462000		
25	04/15/2017	164.016000	114.320000	51.696000		2.000	6.462000		
26	04/01/2017	157.554000	114.320000	45.234000		2.000	6.462000		
27	03/18/2017	151.092000	114.320000	38.772000		2.000	6.462000		
28	03/04/2017	144.630000	114.320000	32.310000		2.000	6.462000		
29	02/18/2017	138.168000	114.320000	25.848000		2.000	6.462000		2.000
30	02/04/2017	133.706000	114.320000	19.386000			6.462000		
31	01/21/2017	127.244000	114.320000	12.924000			6.462000		
32	01/07/2017	120.782000	114.320000	6.462000			6.462000		
33	01/06/2017	114.320000	114.320000						-281.000
34	01/05/2017	114.320000	227.308000	168.012000		281.000			
35	12/24/2016	114.320000	227.308000	168.012000		281.000	6.462000		73.000
36	12/10/2016	180.858000	227.308000	161.550000		208.000	6.462000		
37	11/26/2016	174.396000	227.308000	155.088000		208.000	6.462000		
38	11/12/2016	167.934000	227.308000	148.626000		208.000	6.462000		
39	10/29/2016	161.472000	227.308000	142.164000		208.000	6.462000		11.500
40	10/15/2016	166.510000	227.308000	135.702000		196.500	6.462000		32.000
41	10/01/2016	192.048000	227.308000	129.240000		164.500	6.462000		8.000
42	09/17/2016	193.586000	227.308000	122.778000		156.500	6.462000		8.000
43	09/03/2016	195.124000	227.308000	116.316000		148.500	6.462000		
44	08/20/2016	188.662000	227.308000	109.854000		148.500	6.462000		3.500
45	08/06/2016	185.700000	227.308000	103.392000		145.000	6.462000		
46	07/23/2016	179.238000	227.308000	96.930000		145.000	6.462000		40.000
47	07/09/2016	212.776000	227.308000	90.468000		105.000	6.462000		2.000
48	06/25/2016	208.314000	227.308000	84.006000		103.000	6.462000		22.000
49	06/11/2016	223.852000	227.308000	77.544000		81.000	6.462000		3.000
50	05/28/2016	220.390000	227.308000	71.082000		78.000	6.462000		
51	05/14/2016	213.928000	227.308000	64.620000		78.000	6.462000		
52	04/30/2016	207.466000	227.308000	58.158000		78.000	6.462000		
53	04/16/2016	201.004000	227.308000	51.696000		78.000	6.462000		
54	04/02/2016	194.542000	227.308000	45.234000		78.000	6.462000		

Accrual Review

Scot Peterson Employee ID: 4308 Benefit Record: 0

Plan Type

Find | View All First 4 of 5 Last

Plan Type: 5W Holiday Banked/Floating Earn Rate: 8.0000 Cap: 320.0000 Max Payout: 99999.0000

Accrual Review

	Process Date	Hours Balance	Carried Over	Earned YTD	Adjusted YTD	Taken YTD	Earned in Period	Adjusted in Period	Taken in Period
1	02/17/2018	8.000000		8.000000					
2	02/03/2018	8.000000		8.000000					
3	01/20/2018	8.000000		8.000000					
4	01/06/2018	8.000000		8.000000					
5	01/05/2018	8.000000		8.000000					-8.000
6	01/04/2018			8.000000		8.000			
7	12/23/2017			8.000000		8.000			
8	12/09/2017			8.000000		8.000			
9	11/25/2017			8.000000		8.000			
10	11/11/2017			8.000000		8.000			8.000
11	10/28/2017	8.000000		8.000000					
12	10/14/2017	8.000000		8.000000					
13	09/30/2017	8.000000		8.000000					
14	09/16/2017	8.000000		8.000000					
15	09/02/2017	8.000000		8.000000					
16	08/19/2017	8.000000		8.000000					
17	08/05/2017	8.000000		8.000000					
18	07/22/2017	8.000000		8.000000					
19	07/08/2017	8.000000		8.000000					
20	06/24/2017	8.000000		8.000000					
21	06/10/2017	8.000000		8.000000					
22	05/27/2017	8.000000		8.000000					
23	05/13/2017	8.000000		8.000000					
24	04/29/2017	8.000000		8.000000					
25	04/15/2017	8.000000		8.000000					
26	04/01/2017	8.000000		8.000000					
27	03/18/2017	8.000000		8.000000					
28	03/04/2017	8.000000		8.000000					
29	02/18/2017	8.000000		8.000000					
30	02/04/2017	8.000000		8.000000					
31	01/21/2017	8.000000		8.000000					
32	01/07/2017	8.000000		8.000000					
33	01/06/2017	8.000000		8.000000					-8.000
34	01/05/2017			8.000000		8.000			
35	12/24/2016			8.000000		8.000			
36	12/10/2016			8.000000		8.000			
37	11/26/2016			8.000000		8.000			
38	11/12/2016			8.000000		8.000			
39	10/29/2016			8.000000		8.000			
40	10/15/2016			8.000000		8.000			
41	10/01/2016			8.000000		8.000			
42	09/17/2016			8.000000		8.000			
43	09/03/2016			8.000000		8.000			
44	08/20/2016			8.000000		8.000			
45	08/06/2016			8.000000		8.000			
46	07/23/2016			8.000000		8.000			
47	07/09/2016			8.000000		8.000			
48	06/25/2016			8.000000		8.000			8.000
49	06/11/2016	8.000000		8.000000					
50	05/28/2016	8.000000		8.000000					
51	05/14/2016	8.000000		8.000000					
52	04/30/2016	8.000000		8.000000					
53	04/16/2016	8.000000		8.000000					
54	04/02/2016	8.000000		8.000000					

Accrual Review

Scot Peterson Employee ID: 4308 Benefit Record: 0

Plan Type Find | View All First 5 of 5 Last

Plan Type: 5X Compensatory Time Bank Earn Rate: Cap: 80.0000 Max Payout: 80.0000

Accrual Review

	Process Date	Hours Balance	Carried Over	Earned YTD	Adjusted YTD	Taken YTD	Earned in Period	Adjusted in Period	Taken in Period
1	02/17/2018	0.250000	0.250000						
2	02/03/2018	0.250000	0.250000						
3	01/20/2018	0.250000	0.250000						
4	01/06/2018	0.250000	0.250000						
5	01/05/2018	0.250000	0.250000						
6	01/04/2018	0.250000	0.250000						
7	12/23/2017	0.250000	0.250000						
8	12/09/2017	0.250000	0.250000						
9	11/25/2017	0.250000	0.250000						
10	11/11/2017	0.250000	0.250000						
11	10/28/2017	0.250000	0.250000						
12	10/14/2017	0.250000	0.250000						
13	09/30/2017	0.250000	0.250000						
14	09/16/2017	0.250000	0.250000						
15	09/02/2017	0.250000	0.250000						
16	08/19/2017	0.250000	0.250000						
17	08/05/2017	0.250000	0.250000						
18	07/22/2017	0.250000	0.250000						
19	07/08/2017	0.250000	0.250000						
20	06/24/2017	0.250000	0.250000						
21	06/10/2017	0.250000	0.250000						
22	05/27/2017	0.250000	0.250000						
23	05/13/2017	0.250000	0.250000						
24	04/29/2017	0.250000	0.250000						
25	04/15/2017	0.250000	0.250000						
26	04/01/2017	0.250000	0.250000						
27	03/18/2017	0.250000	0.250000						
28	03/04/2017	0.250000	0.250000						
29	02/18/2017	0.250000	0.250000						
30	02/04/2017	0.250000	0.250000						
31	01/21/2017	0.250000	0.250000						
32	01/07/2017	0.250000	0.250000						
33	01/06/2017	0.250000	0.250000						
34	01/05/2017	0.250000	0.250000						
35	12/24/2016	0.250000	0.250000						
36	12/10/2016	0.250000	0.250000						
37	11/26/2016	0.250000	0.250000						
38	11/12/2016	0.250000	0.250000						
39	10/29/2016	0.250000	0.250000						
40	10/15/2016	0.250000	0.250000						
41	10/01/2016	0.250000	0.250000						
42	09/17/2016	0.250000	0.250000						
43	09/03/2016	0.250000	0.250000						
44	08/20/2016	0.250000	0.250000						
45	08/06/2016	0.250000	0.250000						
46	07/23/2016	0.250000	0.250000						
47	07/09/2016	0.250000	0.250000						
48	06/25/2016	0.250000	0.250000						
49	06/11/2016	0.250000	0.250000						
50	05/28/2016	0.250000	0.250000						
51	05/14/2016	0.250000	0.250000						
52	04/30/2016	0.250000	0.250000						
53	04/16/2016	0.250000	0.250000						
54	04/02/2016	0.250000	0.250000						

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Scot R Peterson			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Bachelor

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	Corr	FT	7/22/1985	3/7/1988	Transfer Within Agency (No break in service)	Y	7/22/1985
FL0060000 Broward County Sheriff's Office	Con	FT	3/7/1988			N	3/7/1988
FLTRN0003 Broward College, Criminal Justice Institute	Inst	FT	7/1/1996	7/1/1996	Voluntary Separation (Not involving misconduct)		

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$140	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Corr	85001	Active	2/5/1986	6/30/2014	10/8/2007
Inst	214206	Inactive Instructor	7/1/1992	7/1/1996	
LE	85000	Active	4/14/1988	6/30/2012	10/8/2007

Topics

Topic	Topic Date	Recert Date	Status	Met Req
Firearms Instructor Certification	7/1/1992		InAct	No
General Instructor Certificate	7/1/1992		InAct	No

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
Corr	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	
LE	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	

(B7)
$60.00
(MAX)

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE
AUG 20 2010

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/13/1985	2/5/1986	03-1985-502-10	1982.07	Certificate Of Compliance-Correctional	P	400
		03-1988-222-				

#4308 Already being pd for this course.

3/7/1988	4/14/1988	1	N/A	Cross-Training-Corrections To Law Enforcement	P	220
1/16/1989	1/27/1989	03-1989-020-1	1987.01	Case Preparation And Court Presentation	P	40
2/27/1989	3/10/1989	03-1989-047-2	1989.01	Interviews And Interrogations	P	40
6/11/1990	6/22/1990	03-1990-050-3	1989.01	Stress Management Techniques	P	40
8/6/1990	8/10/1990	03-1990-055-5	1989.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
8/13/1990	8/24/1990	03-1990-068-3	1985.07	Advance Report Writing And Review	P	40
9/24/1990	9/28/1990	03-1990-051-4	1987.01	Field Training Officer	P	40
6/24/1991	6/28/1991	03-1991-090-1	1990.01	School Resource Officer	P	40
2/3/1992	2/14/1992	03-1992-019-1	1987.01	Criminal Law	P	40
2/17/1992	2/28/1992	03-1992-016-1	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
4/6/1992	4/17/1992	03-1992-006-2	1987.01	Line Supervision	P	80
11/16/1992	11/20/1992	03-1992-012-1	1987.01	Planning The Effective Use Of Financial Resources	P	40
2/9/1998	2/13/1998	03-1998-033-1	1987.01	Sex Crimes Investigations	P	40
6/21/2010	6/25/2010	03-2010-032-1	1987.01	Special Tactical Problems	P	40

1 2 3 4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	7/19/2002
Incident Command System (ICS)	5/21/2002

Scot R Peterson

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Scot R Peterson

ADVANCED TRAINING CERTIFICATE
Special Tactical Problems
40 HOURS

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

ERNEST W. GEORGE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

(B7)
$60.00
(max)

June 25, 2010

#4308

03-2010-032-1

EOG.01492

Already being paid for this course

7/8/2010

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Scot R Peterson			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Bachelor

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Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 8/27/2008

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Corr	85001	Active	2/5/1986	6/30/2014	10/8/2007
Inst	214206	Inactive Instructor	7/1/1992	7/1/1996	
LE	85000	Active	4/14/1988	6/30/2012	10/8/2007

800
(B7) $60.00
(Max)
effective 6/25/10

Topics

Topic	Topic Date	Recert Date	Status	Met Req
Firearms Instructor Certification	7/1/1992		InAct	No
General Instructor Certificate	7/1/1992		InAct	No

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
Corr	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	
LE	6/30/1993	1	Pass	Pass	Pass	Pass	Pass	Pass	

Change degree & Training Cab screen only

(B6) $60.00 (Max)

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE JUL 23 2010 MB

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
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		03-1988-222-				

#4308

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2/27/1989	3/10/1989	03-1989-047-2	1989.01	Interviews And Interrogations	P	40
6/11/1990	6/22/1990	03-1990-050-3	1989.01	Stress Management Techniques	P	40
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8/13/1990	8/24/1990	03-1990-068-3	1985.07	Advance Report Writing And Review	P	40
9/24/1990	9/28/1990	03-1990-051-4	1987.01	Field Training Officer	P	40
6/24/1991	6/28/1991	03-1991-090-1	1990.01	School Resource Officer	P	40
2/3/1992	2/14/1992	03-1992-019-1	1987.01	Criminal Law	P	40
2/17/1992	2/28/1992	03-1992-016-1	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
4/6/1992	4/17/1992	03-1992-006-2	1987.01	Line Supervision	P	80 -6
11/16/1992	11/20/1992	03-1992-012-1	1987.01	Planning The Effective Use Of Financial Resources	P	40
2/9/1998	2/13/1998	03-1998-033-1	1987.01	Sex Crimes Investigations	P	40
6/21/2010	6/25/2010	03-2010-032-1	1987.01	Special Tactical Problems	P	40

1 2 3 4 5 7

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	7/19/2002
Incident Command System (ICS)	5/21/2002

Scot R Peterson

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

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THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Scot R Peterson

ADVANCED TRAINING CERTIFICATE
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CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

JUL 23 2010

(BG) $60.00
(MAX)

June 25, 2010

03-2010-032-1

#4308

EOG-01495

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

Pride in Service with Integrity

DATE: November 18, 2009 **REVISED**

MEMO TO: DLE Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE09-016 effective November 21, 2009**

The following personnel action shall become effective on the date indicated above.

[redacted]

Deputy Sheriff – DLE/CC Scot Peterson CCN 4308 PCN 11347 is hereby **transferred** from Dept. 3531/Youth/Neighborhood Services to Dept. 3495/Parkland PCN 13272 reporting to Paul O'Connell, District Chief.

[redacted]

hm. 2/1/2010

15/9 -$33.6109

518 - First Responder
800 - Incentative Course
920 - PBA Long2D

PAY DATE DEC 11 2009

PBA

EOG-01496

[redacted]

Reviewed and Recommended by:

11/20/09
Colonel Edward J. Werder Date
Department of Law Enforcement

11/20/09
Colonel Tom Wheeler Date
Department of Professional Standards

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

Pride in Service with Integrity

DATE: October 1, 2009

MEMO TO: DLE Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE09-007 effective October 10, 2009**

The following personnel action shall become effective on the date indicated above.

[redacted]

Deputy Sheriff – DLE/CC Scot Peterson CCN 4308 PCN 11106 is hereby **transferred** from Dept. 3201/Operations Administration to Dept. 3531/Youth/Neighborhood Services PCN 11347 reporting to Captain John Nesteruk.

[redacted]

Ann. 2/1/10

800 Code - $60.00 B6 FDLE Inc

926 Code - 26 yr. Long PBA

PAY DATE OCT 30 2009

5/9 $32 1320

EDG-01498

[redacted]

Reviewed and Recommended by:

Lt. Col. T Danny Wyatt for 10/1/09
Colonel Edward J. Werder Date
Department of Law Enforcement

T. P. Wheeler 10/1/09
Colonel Tom Wheeler Date
Department of Professional Standards

Lacy, Yvonna

From: Hely, Joanna
Sent: Monday, September 28, 2009 5:27 PM
To: Tyler, Mamie; Boswell, Michelle; Lacy, Yvonna
Cc: Petersen, Vicki; Viscarra, Diana; Sereix, Leslie
Subject: Fw: School Resource Deputy Sheriff

From: Petersen, Vicki
To: Hely, Joanna
Cc: Amrozewicz, Della; Wright, Danny: Lt. Col DLE; Nesteruk, John
Sent: Mon Sep 28 17:10:39 2009
Subject: School Resource Deputy Sheriff

The positions occupied by the below listed School Resource Deputy Sheriffs will be eliminated for FY 2009/10. Effective pay period beginning September 26, 2009, please transfer the personnel to vacant Deputy Sheriff positions in Budget 3201, Operations Administration:

[redacted]

15/9 Scot Peterson – CCN 4308 DLE/CC Pcn: 11106

[redacted]

PAY DATE OCT 16 2009

Please contact me if you have any questions.

Thanks

Pride in Service with Integrity.

Please note that Florida has a broad public records law, and that all correspondence to me via email may be subject to disclosure.

Broward County Sheriff's Office
Employee Action History

Paygroup : **140** Union Code : **ALL** Action : PAY

EmplID : 4308
Name : Peterson,Scot R

Orig. Hire Date : 07/22/1985
Separation Date :

S.No	Eff Date	Action Code	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classification
1	10/11/2008	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	32.63	67,874.58	F		Deputy Sheriff - DLE/CC
2	10/13/2007	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	31.68	65,897.65	F		Deputy Sheriff - DLE/CC
3	10/14/2006	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	30.76	63,978.30	F		Deputy Sheriff - DLE/CC
4	10/01/2005	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	29.86	62,114.83	F		Deputy Sheriff - DLE/CC
5	10/02/2004	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	28.99	60,305.65	F		Deputy Sheriff - DLE/CC
6	10/01/2003	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	28.15	58,549.09	F		Deputy Sheriff - DLE/CC
7	10/05/2002	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	26.94	56,027.92	F		Deputy Sheriff - DLE/CC
8	10/06/2001	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	25.90	53,873.04	F		Deputy Sheriff - DLE/CC
9	04/07/2001	PAY	Cost-of Living Adjustment	PBA	11388	3532	140	15	9	25.15	52,303.89	F		Deputy Sheriff - DLE/CC
10	04/10/1999	PAY	Adjustment	PBA	999	3532	140	15	9	23.70	49,301.41	F		Deputy Sheriff - DLE/CC
11	11/21/1998	PAY	Adjustment	PBA	999	3532	140	15	9	23.35	48,572.78	F		Deputy Sheriff - DLE/CC
12	10/11/1997	PAY	Adjustment	PBA	999	3532	140	15	9	23.01	47,855.18	F		Deputy Sheriff - DLE/CC
13	04/12/1997	PAY	Adjustment	PBA	999	3532	140	15	9	21.91	45,576.13	F		Deputy Sheriff - DLE/CC
14	05/11/1996	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	8	20.87	43,405.65	F		Deputy Sheriff - DLE/CC
15	11/11/1995	PAY	Adjustment	PBA	999	2094	140	15	8	20.45	42,536.00	F		Deputy Sheriff - DLE/CC
16	08/05/1995	XFR	Location Change	PBA	999	2094	140	15	8	20.05	41,704.00	F		Deputy Sheriff - DLE/CC
17	07/08/1995	PAY	Adjustment	PBA	999	2094	140	15	8	20.05	41,704.00	F		Deputy Sheriff - DLE/CC
18	06/10/1995	DTA	Correction-Pay Rate	PBA	999	2094	140	15	7	18.95	39,416.00	F		Deputy Sheriff - DLE/CC
19	10/01/1994	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	7	18.95	39,416.00	F		Deputy Sheriff - DLE/CC
20	04/01/1994	PAY	Cost-of Living Adjustment	PBA	999	2094	140	15	7	18.49	38,459.20	F		Deputy Sheriff - DLE/CC
21	02/05/1994	PAY	Merit	PBA	999	2094	140	15	7	18.04	37,523.20	F		Deputy Sheriff - DLE/CC
22	10/01/1993	XFR	Location Change	PBA	999	2094	140	15	6	17.04	35,443.20	F		Deputy Sheriff - DLE/CC
23	02/06/1993	PAY	Merit	PBA	999	2094	140	15	6	17.04	35,443.20	F		Deputy Sheriff - DLE/CC
24	07/22/1985	HIR	New Hire	CNV	999	2011	CNV	CNV	80	20.46	42,554.72	F		Conversion

EOG-01501

DATE: **October 1, 2005**

TO: **DEPUTY SCOT PETERSON CCN: 4308**
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies & Sergeants - Salary Adjustment – October 2005

I am pleased to announce that effective the first full pay period in October 2005 (October 1 - October 14) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 21, 2005.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel John Auer, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Chief Charles Lanza, Department of Fire Rescue and Emergency Services
Executive Director John Curry, Department of Administration
Director William MacDonald, Bureau of Finance and Budget
General Counsel Edward Dion, Department of Legal Affairs

Form W-4 (2005)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2005 expires February 16, 2006. See Pub. 505, Tax Withholding and Estimated Tax.

Note. You cannot claim exemption from withholding if (a) your income exceeds $800 and includes more than $250 of unearned income (for example, interest and dividends) and (b) another person can claim you as a dependent on their tax return.

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the instructions for Form 8233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2005. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 to initiate a name change and obtain a social security card showing your correct name.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . F ____
(**Note.** Do **not** include child support payments. See **Pub. 503,** Child and Dependent Care Expenses, for details.)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be less than $54,000 ($79,000 if married), enter "2" for each eligible child.
- If your total income will be between $54,000 and $84,000 ($79,000 and $119,000 if married), enter "1" for each eligible child plus "1" **additional** if you have four or more eligible children. G ____

H Add lines A through G and enter total here. (**Note.** This may be different from the number of exemptions you claim on your tax return.) ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000 ($25,000 if married) see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.**

OMB No. 1545-0010
2005

1 Type or print your first name and middle initial	Last name	2 Your social security number
SCOT R	TETERSON	[redacted]
Home address (number and street or rural route) [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.	
City or town, state, and ZIP code [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) 5 4

6 Additional amount, if any, you want withheld from each paycheck . . . . . 6 $ -0-

7 I claim exemption from withholding for 2005, and I certify that I meet **both** of the following conditions for exemption.
- Last year I had a right to a refund of **all** federal income tax withheld because I had **no** tax liability **and**
- This year I expect a refund of **all** federal income tax withheld because I expect to have **no** tax liability.

If you meet both conditions, write "Exempt" here . . . . . ▶ 7

Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 3-2-05

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number (EIN)

RECEIVED MAR - 2 2005 HUMAN RESOURCES

PAY DATE MAR 25 2005

For Privacy Act and Paperwork Reduction Act Notice, see page 2. Cat. No. 10220Q Form W-4 (2005)

EOG-01503

4308

Deductions and Adjustments Worksheet

Note. Use this worksheet *only* if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2005 tax return.

1 Enter an estimate of your 2005 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2005, you may have to reduce your itemized deductions if your income is over $145,950 ($72,975 if married filing separately). See *Worksheet 3* in Pub. 919 for details.) . . . 1 $

2 Enter: { $10,000 if married filing jointly or qualifying widow(er) / $ 7,300 if head of household / $ 5,000 if single or married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2005 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. (Include any amount for credits from *Worksheet 7* in Pub. 919) . 5 $

6 Enter an estimate of your 2005 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,200 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet,** line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet (See *Two earners/two jobs* on page 1.)

Note. Use this worksheet *only* if the instructions under line H on page 1 direct you here.

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note. If line 1 is *less than* line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2005. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2004. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly						All Others	
If wages from **HIGHEST** paying job are—	AND, wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **HIGHEST** paying job are—	AND, wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $40,000	$0 - $4,000	0	$40,001 and over	30,001 - 36,000	6	$0 - $6,000	0
	4,001 - 8,000	1		36,001 - 45,000	7	6,001 - 12,000	1
	8,001 - 18,000	2		45,001 - 50,000	8	12,001 - 18,000	2
	18,001 and over	3		50,001 - 60,000	9	18,001 - 24,000	3
				60,001 - 65,000	10	24,001 - 31,000	4
$40,001 and over	$0 - $4,000	0		65,001 - 75,000	11	31,001 - 45,000	5
	4,001 - 8,000	1		75,001 - 90,000	12	45,001 - 60,000	6
	8,001 - 18,000	2		90,001 - 100,000	13	60,001 - 75,000	7
	18,001 - 22,000	3		100,001 - 115,000	14	75,001 - 80,000	8
	22,001 - 25,000	4		115,001 and over	15	80,001 - 100,000	9
	25,001 - 30,000	5				100,001 and over	10

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $60,000	$480	$0 - $30,000	$480
60,001 - 110,000	800	30,001 - 70,000	800
110,001 - 160,000	900	70,001 - 140,000	900
160,001 - 280,000	1,060	140,001 - 320,000	1,060
280,001 and over	1,120	320,001 and over	1,120

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: Recordkeeping, 46 min.; Learning about the law or the form, 12 min.; Preparing the form, 55 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to: Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:T:SP, 1111 Constitution Ave. NW, IR-6406, Washington, DC 20224. **Do not** send Form W-4 to this address. Instead, give it to your employer.

Printed on recycled paper

EOG-01504

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	05	.00	.00	YYYYY	M	4

Employee count: 0001

** END OF REPORT **

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized ...tions, certain credits, adjustments to ...me, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 10...**, Estimated Tax for Individuals. Otherwis... may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

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OCT 27 2004
HUMAN RESOURCES

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit F ____
(**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children.
- If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children. G ____

H Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

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---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** (2003)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: Scot | Last name: Peterson | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate.
Note: If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.

4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5	0
6	Additional amount, if any, you want withheld from each paycheck	6	$ 340.00
7	I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no tax liability and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no tax liability.** If you meet both conditions, write "Exempt" here ▶	7	

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson Date ▶ 10-27-04

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

NOV 19 2004

Cat. No. 10220Q

4308

MB

EOG-01506

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1	Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: { $7,950 if married filing jointly or qualifying widow(er); $7,000 if head of household; $4,750 if single; $3,975 if married filing separately }	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919	5	$
6	Enter an estimate of your 2003 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed	8	$
9	Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8
4,001 - 9,000	1	50,001 - 60,000	9
9,001 - 15,000	2	60,001 - 70,000	10
15,001 - 20,000	3	70,001 - 80,000	11
20,001 - 25,000	4	80,001 - 100,000	12
25,001 - 33,000	5	100,001 - 115,000	13
33,001 - 38,000	6	115,001 - 125,000	14
38,001 - 44,000	7	125,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $6,000	0	75,001 - 100,000	8
6,001 - 11,000	1	100,001 - 110,000	9
11,001 - 18,000	2	110,001 and over	10
18,001 - 25,000	3		
25,001 - 29,000	4		
29,001 - 40,000	5		
40,001 - 55,000	6		
55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450
50,001 - 100,000	800
100,001 - 150,000	900
150,001 - 270,000	1,050
270,001 and over	1,200

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$450
30,001 - 70,000	800
70,001 - 140,000	900
140,001 - 300,000	1,050
300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01507

11/04/2004 Broward County Sheriff's Office PAGE 1
10:58:18 DEDUCTION LIST - By Employee prempded

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	06	340.00	.00	YYYYY	M	

Employee count: 0001

** END OF REPORT **

NOV 19 2004

DATE: October 1, 2004

TO: DLE DEPUTY SCOT PETERSON CCN: 4308
SCHOOL RESOURCE OFFICE

FROM: Sheriff Ken Jenne

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2004

I am pleased to announce that effective the first full pay period in October 2004 (October 2 - October 15) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 22, 2004.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Acting General Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus 1 additional if you have three to five eligible children or 2 additional if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1	Type or print your first name and middle initial: SCOT	Last name: PETERSON [redacted]
	Home address (number and street or rural route): [redacted]	3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*
	City or town, state, and ZIP code: [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐
5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 0
6	Additional amount, if any, you want withheld from each paycheck	6 $ 260.00
7	I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-07-03

8	Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

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EOG-01510

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1 Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,950 if married filing jointly or qualifying widow(er) / $7,000 if head of household / $4,750 if single / $3,975 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919 . 5 $

6 Enter an estimate of your 2003 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the lowest paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 100,000	8
4,001 - 9,000	1	50,001 - 60,000	9	6,001 - 11,000	1	100,001 - 110,000	9
9,001 - 15,000	2	60,001 - 70,000	10	11,001 - 18,000	2	110,001 and over	10
15,001 - 20,000	3	70,001 - 80,000	11	18,001 - 25,000	3		
20,001 - 25,000	4	80,001 - 100,000	12	25,001 - 29,000	4		
25,001 - 33,000	5	100,001 - 115,000	13	29,001 - 40,000	5		
33,001 - 38,000	6	115,001 - 125,000	14	40,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	800	70,001 - 140,000	800
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,200	300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01511

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See Pub. 505, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the Instructions for Form 8233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus "1 additional" if you have three to five eligible children or "2 additional" if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have *three* eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here and enter the number from line H on line 5 of Form W-4 below.**

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** (Department of the Treasury, Internal Revenue Service)

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: SCOT	Last name: PETERSON	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*	
[redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5: 4
6 Additional amount, if any, you want withheld from each paycheck		6: $20.00
7 I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability and • This year I expect a refund of **all** Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶		7:

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 10-06-03

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

OCT 16 2003

EOG-01512

Deductions and Adjustments Worksheet

Note: *Use this worksheet **only** if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1	Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,950 if married filing jointly or qualifying widow(er) $7,000 if head of household $4,750 if single $3,975 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919	5	$
6	Enter an estimate of your 2003 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet **only** if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed	8	$
9	Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8
4,001 - 8,000	1	50,001 - 60,000	9
8,001 - 15,000	2	60,001 - 70,000	10
15,001 - 20,000	3	70,001 - 80,000	11
20,001 - 25,000	4	80,001 - 100,000	12
25,001 - 33,000	5	100,001 - 115,000	13
33,001 - 38,000	6	115,001 - 125,000	14
38,001 - 44,000	7	125,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $6,000	0	75,001 - 100,000	8
6,001 - 11,000	1	100,001 - 110,000	9
11,001 - 18,000	2	110,001 and over	10
18,001 - 25,000	3		
25,001 - 29,000	4		
29,001 - 40,000	5		
40,001 - 55,000	6		
55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450
50,001 - 100,000	800
100,001 - 150,000	800
150,001 - 270,000	1,050
270,001 and over	1,200

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$450
30,001 - 70,000	800
70,001 - 140,000	800
140,001 - 300,000	1,050
300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

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The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping**, 46 min.; **Learning about the law or the form**, 13 min.; **Preparing the form**, 58 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. Do not send the tax form to this address. Instead, give it to your employer.

EOG-01513

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		3000	FIT	05	260.00	.00	Yyyyy	M	

Employee count: 0001

** END OF REPORT **

OCT 24 2003

DATE: **September 30, 2003**

TO: **DEPUTY SCOT PETERSON CCN: 4308**
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2003

I am pleased to announce that effective the first full pay period in October 2003 (October 4 - October 17) the pay schedule for DLE Deputies and Sergeants will be increased by four and one-half percent (4 1/2%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 24, 2003.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

Form W-4 (2003)

Purpose. Complete Form W-4 so that your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2003 expires February 16, 2004. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if: (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2003. See Pub. 919, especially if your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less. . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above) . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . F ____
(**Note:** *Do not include child support payments. See* ***Pub. 503****, Child and Dependent Care Expenses, for details.*)

G **Child Tax Credit** (including additional child tax credit):
- If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children.
- If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children. G ____

H Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶ H ____

For accuracy, complete all worksheets that apply.
- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- Cut here and give Form W-4 to your employer. Keep the top part for your records. ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2003

1 Type or print your first name and middle initial: SCOT R	Last name: PETERSON	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*	
City or town, state, and ZIP code: [redacted]	4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐	
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5 0
6 Additional amount, if any, you want withheld from each paycheck		6 $ 160.00
7 I claim exemption from withholding for 2003, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶		7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 3/20/03

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

RECEIVED MAR 20 2003

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Cat. No. 10220Q

EOG-01516

Deductions and Adjustments Worksheet

Note: *Use this worksheet **only** if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2003 tax return.*

1 Enter an estimate of your 2003 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2003, you may have to reduce your itemized deductions if your income is over $139,500 ($69,750 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,950 if married filing jointly or qualifying widow(er) / $7,000 if head of household / $4,750 if single / $3,975 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-" . . . . . 3 $

4 Enter an estimate of your 2003 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919 . 5 $

6 Enter an estimate of your 2003 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than "-0-" . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet,** line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet **only** if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here 2

3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2003. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2002. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8
4,001 - 9,000	1	50,001 - 60,000	9
9,001 - 15,000	2	60,001 - 70,000	10
15,001 - 20,000	3	70,001 - 90,000	11
20,001 - 25,000	4	90,001 - 100,000	12
25,001 - 33,000	5	100,001 - 115,000	13
33,001 - 38,000	6	115,001 - 125,000	14
38,001 - 44,000	7	125,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $6,000	0	75,001 - 100,000	8
6,001 - 11,000	1	100,001 - 110,000	9
11,001 - 18,000	2	110,001 and over	10
18,001 - 25,000	3		
25,001 - 29,000	4		
29,001 - 40,000	5		
40,001 - 55,000	6		
55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450
50,001 - 100,000	800
100,001 - 150,000	900
150,001 - 270,000	1,050
270,001 and over	1,200

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$450
30,001 - 70,000	800
70,001 - 140,000	900
140,001 - 300,000	1,050
300,001 and over	1,200

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires. We may also disclose this information to Federal and state agencies to enforce Federal nontax criminal laws and to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **Do not** send the tax form to this address. Instead, give it to your employer.

03/28/2003 Broward County Sheriff's Office PAGE 1
13:49:44 DEDUCTION LIST - By Employee prempded

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. R. PETERSON	3000	FIT	06	160.00	.00	YYYYY	M	

Employee count: 0001

** END OF REPORT **

APR 1 1 2003

Form W-4 (2002)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2002 expires February 16, 2003. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2002. See Pub. 919, especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

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Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* ***Pub. 503****, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($20,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form W-4 — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

2002

1 Type or print your first name and middle initial: Scot — Last name: Peterson — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above **or** from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $ 160.00
7	I claim exemption from withholding for 2002, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson — **Date** ▶ 11-06-02

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
Scot Peterson		

Cat. No. 10220Q

4308

NOV 20 2002

MB

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2002 tax return.*

1	Enter an estimate of your 2002 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2002, you may have to reduce your itemized deductions if your income is over $137,300 ($68,650 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,850 if married filing jointly or qualifying widow(er) $6,900 if head of household $4,700 if single $3,925 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2002 adjustments to income, including alimony, deductible IRA contributions and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919.	5	$
6	Enter an estimate of your 2002 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the lowest paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is less than line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4			
5	Enter the number from line 1 of this worksheet	5			
6	**Subtract** line 5 from line 4			6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here			7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed			8	$
9	Divide line 8 by the number of pay periods remaining in 2002. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2001. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck			9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 95,000	8
4,001 - 9,000	1	50,001 - 55,000	9	6,001 - 11,000	1	95,001 - 110,000	9
9,001 - 15,000	2	55,001 - 65,000	10	11,001 - 17,000	2	110,001 and over	10
15,001 - 20,000	3	65,001 - 80,000	11	17,001 - 23,000	3		
20,001 - 25,000	4	80,001 - 95,000	12	23,001 - 28,000	4		
25,001 - 32,000	5	95,001 - 110,000	13	28,001 - 38,000	5		
32,001 - 38,000	6	110,001 - 125,000	14	38,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	900	70,001 - 140,000	900
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,150	300,001 and over	1,150

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EOG-01520

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	06	160.00	.00	YYYYY	M	4

Tot emp count: 0001

** END OF REPORT **

NOV 20 2002

DATE: October 18, 2002

TO: DEPUTY SCOT PETERSON CCN: 4308
SCHOOL RESOURCE OFFICE

FROM: Sheriff Ken Jenne

SUBJECT: DLE Deputy and Sergeant Salary Adjustment – October 2002

I am pleased to announce that effective the first full pay period in October 2002 (October 5 – October 18) the pay schedule for DLE Deputies and Sergeants will be increased by four percent (4%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 25, 2002.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

JUL-31-2002 [illegible]

4308

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. seq., or 7 USC, 1921 et. seq. (if USDA/FmHA).

Instructions: Lender — Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer — Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly by the lender and is not to be transmitted through the applicant or any other party.

Part I — Request

1. To (Name and address of employer)
BROWARD SHERIFF'S OFFICE
2601 W. Broward Blvd.
Ft. Lauderdale FL 33312

2. From (Name and address of lender)
CONSECO FINANCE
1400 TURBINE DRIVE
RAPID CITY, SD 57703

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

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
ATTN RANDY FAX 1-888-222-2989	LOAN REPRESENTATIVE	08-01-02	

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)
[redacted]

8. Signature of Applicant

Part II — Verification of Present Employment

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
7-22-85	Deputy Sheriff DLE/CC	Cannot verify future

12A. Current Gross Base Pay (Enter Amount and Check Period)
$ 25.9005 ☐ Annual ☒ Hourly ☐ Monthly ☐ Other (Specify) ☐ Weekly

13. For Military Personnel Only
Pay Grade
Type / Monthly Amount
Base Pay $
Rations $
Flight or Hazard $
Clothing $
Quarters $
Pro Pay $
Overseas or Combat $
Variable Housing Allowance $

14. If Overtime or Bonus is Applicable, Is Its Continuance Likely?
Overtime ☐ Yes ☐ No Cannot verify
Bonus N/A ☐ Yes ☐ No

15. If paid hourly — average hours per week 40

16. Date of applicant's next pay increase
Cannot verify

17. Projected amount of next pay increase
Cannot verify

18. Date of applicant's last pay increase
10-1-01

19. Amount of last pay increase
3% COLA

12B. Gross Earnings

Type	Year To Date	Past Year 19 01	Past Year 19 00
Base Pay	Thru 6/30 19 02 $36,090.10	$ 60,526.94	$ 68,956.73
Overtime	$ Included above	$	$
Commissions	$ N/A	$ N/A	$ N/A
Bonus	$ N/A	$ N/A	$ N/A
Total	$ 36,090.10	$ 60,526.94	$ 68,956.73

20. Remarks (If employee was off work for any length of time, please indicate time period and reason) Cannot verify

Part III — Verification of Previous Employment

21. Date Hired
22. Date Terminated
23. Salary/Wage at Termination Per (Year) (Month) (Week)
Base _____ Overtime _____ Commissions _____ Bonus _____
24. Reason for Leaving
25. Position Held

Part IV — Authorized Signature - Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
[signature]	HR Coordinator	8-2-02
29. Print or type name signed in item 26 Mamie Tyler	30. Phone No. 954-321-4400	

Conseco Bank, Inc.
1400 Turbine Dr., Rapid City, SD 57703
Attn: Randy Sigel, MHD, Ext. 56077

Phone: 800-722-2166, Ext. 56077 Fax: 888-222-2989
Attn: Randy

CONSECO FINANCE

Fax

To:	Scot Peterson	**From:**	Randy Sigel
Fax:	954-916-0126	**Pages:**	2
Phone:	954-957-7598	**Date:**	07/31/02
Re:	VOE	**CC:**	

☐ **Urgent** ☐ **For Review** ☐ **Please Comment** x **Please Reply** ☐ **Please Recycle**

• **Comments: Hi Scot, here is the Verification of employment form I need to have filled out by your payroll dept. Please ensure you sign block 8 and fax it back to me.**

Thank you,

Randy Sigel

004308 [redacted] PETERSON, SCOT LOC: 3532 ORG: 13532

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 01/07/2000												
13532	12401		3532	298	0206901	100 REGULA	0.00	0.01				
13532	12401		3532	298	0206901	230 VACATI	64.00	1,640.81				
13532	12401		3532	298	0206901	240 HOLIDA	16.00	410.20				
			3532		0206901				2091	DEF CO	200.00	0.00
			3532		0206901				3000	FIT	363.76	0.00
			3532		0206901				8000	PBA -	16.25	0.00
			3532		0206901				9170	CRED U	245.00	0.00
13532	21401		3532		0206901				1000	FICA	127.16	127.16
13532	21401		3532		0206901				1100	MEDICA	29.74	29.74
13532	23401		3532		0206901				9030	DLE DI	4.60	10.72
	CHECK 01/07/2000 TOTALS:				NET:	1,064.51	80.00	2,051.02			986.51	167.62
Check Date: 01/07/2000												
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
23140	12402		3140	298	0206902	700 SPEC D	5.00	100.00				
			3532		0206902				3000	FIT	44.70	0.00
23140	21401		3532		0206902				1000	FICA	24.80	24.80
23140	21401		3532		0206902				1100	MEDICA	5.80	5.80
	CHECK 01/07/2000 TOTALS:				NET:	324.70	20.00	400.00			75.30	30.60
Check Date: 01/21/2000												
13532	12401		3532	298	1005231	100 REGULA	88.00	2,256.12				
13532	12401		3532	298	1005231	240 HOLIDA	-8.00	-205.10				
13532	12401		3532	298	1005231	300 COMP E	5.25	0.00				
			3532		1005231				2091	DEF CO	200.00	0.00
			3532		1005231				3000	FIT	359.68	0.00
			3532		1005231				8000	PBA -	16.25	0.00
			3532		1005231				9170	CRED U	245.00	0.00
			3532		1005231				9300	DIR DE	1,055.14	0.00
13532	21401		3532		1005231				1000	FICA	126.26	126.26
13532	21401		3532		1005231				1100	MEDICA	29.53	29.53
13532	22402		3532		1005231				7005	HB	0.00	434.00
13532	23401		3532		1005231				2421	DHMO F	14.56	10.93
13532	23401		3532		1005231				2513	HUM HM	0.00	441.10
13532	23401		3532		1005231				9030	DLE DI	4.60	10.72
13532	23401		3532		1005231				9045	$24,00	0.00	10.68
	CHECK 01/21/2000 TOTALS:				NET:	.00	85.25	2,051.02			2,051.02	1,063.22
Check Date: 01/21/2000												
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1006011	700 SPEC D	5.00	100.00				
			3532		1006011				3001	FIT-SD	44.70	0.00
			3532		1006011				9300	DIR DE	324.70	0.00
23140	21401		3532		1006011				1000	FICA	24.80	24.80
23140	21401		3532		1006011				1100	MEDICA	5.80	5.80
	CHECK 01/21/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 02/04/2000												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1008800	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1008800	240 HOLIDA	8.00	205.10				
			3532		1008800				2091	DEF CO	50.00	0.00
			3532		1008800				3000	FIT	405.76	0.00
			3532		1008800				8000	PBA -	16.25	0.00
			3532		1008800				9170	CRED U	245.00	0.00
			3532		1008800				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1008800				1000	FICA	127.16	127.16
13532	21401		3532		1008800				1100	MEDICA	29.74	29.74
13532	22402		3532		1008800				7005	HB	0.00	434.00
13532	23401		3532		1008800				9030	DLE DI	4.60	10.72
	CHECK 02/04/2000 TOTALS:				NET:	.00	80.00	2,051.02			2,051.02	601.62
Check Date: 02/04/2000												
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009417	700 SPEC D	5.00	100.00				
			3532		1009417				3001	FIT-SD	89.70	0.00
			3532		1009417				9300	DIR DE	556.75	0.00
23140	21401		3532		1009417				1000	FICA	43.40	43.40
23140	21401		3532		1009417				1100	MEDICA	10.15	10.15
	CHECK 02/04/2000 TOTALS:				NET:	.00	35.00	700.00			700.00	53.55
Check Date: 02/18/2000												
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	115.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1009847	700 SPEC D	5.00	100.00				
			3532		1009847				3001	FIT-SD	106.95	0.00
			3532		1009847				9300	DIR DE	645.70	0.00
23140	21401		3532		1009847				1000	FICA	50.53	50.53
23140	21401		3532		1009847				1100	MEDICA	11.82	11.82
	CHECK 02/18/2000 TOTALS:				NET:	.00	40.00	815.00			815.00	62.35
Check Date: 02/18/2000												
13532	12401		3532	298	1012648	100 REGULA	80.00	2,051.02				
			3532		1012648				2091	DEF CO	50.00	0.00
			3532		1012648				3000	FIT	401.68	0.00
			3532		1012648				8000	PBA -	16.25	0.00
			3532		1012648				9170	CRED U	245.00	0.00
			3532		1012648				9300	DIR DE	1,163.14	0.00
13532	21401		3532		1012648				1000	FICA	126.26	126.26
13532	21401		3532		1012648				1100	MEDICA	29.53	29.53
13532	22402		3532		1012648				7005	HB	0.00	434.00
13532	23401		3532		1012648				2421	DHMO F	14.56	10.93

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1012648				2513	HUM HM	0.00	441.10
13532	23401		3532		1012648				9030	DLE DI	4.60	10.72
13532	23401		3532		1012648				9045	$24,00	0.00	10.68
	CHECK 02/18/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	1,063.22
Check Date: 03/03/2000												
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1013263	700 SPEC D	5.00	100.00				
			3532		1013263				3001	FIT-SD	104.70	0.00
			3532		1013263				9300	DIR DE	634.10	0.00
23140	21401		3532		1013263				1000	FICA	49.60	49.60
23140	21401		3532		1013263				1100	MEDICA	11.60	11.60
	CHECK 03/03/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/03/2000												
13532	12401		3532	298	1016139	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1016139	240 HOLIDA	8.00	205.10				
			3532		1016139				2091	DEF CO	50.00	0.00
			3532		1016139				3000	FIT	405.76	0.00
			3532		1016139				8000	PBA -	16.25	0.00
			3532		1016139				9170	CRED U	245.00	0.00
			3532		1016139				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1016139				1000	FICA	127.16	127.16
13532	21401		3532		1016139				1100	MEDICA	29.74	29.74
13532	22402		3532		1016139				7005	HB	0.00	434.00
13532	23401		3532		1016139				9030	DLE DI	4.60	10.72
	CHECK 03/03/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	601.62
Check Date: 03/17/2000												
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1017489	700 SPEC D	5.00	100.00				
			3532		1017489				3001	FIT-SD	104.70	0.00
			3532		1017489				9300	DIR DE	634.10	0.00
23140	21401		3532		1017489				1000	FICA	49.60	49.60
23140	21401		3532		1017489				1100	MEDICA	11.60	11.60
	CHECK 03/17/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/17/2000												
13532	12401		3532	298	1020339	100 REGULA	80.00	2,051.02				
			3532		1020339				2091	DEF CO	50.00	0.00
			3532		1020339				3000	FIT	401.68	0.00
			3532		1020339				8000	PBA -	16.25	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1020339				9170	CRED U	245.00	0.00
			3532		1020339				9300	DIR DE	1,163.14	0.00
13532	21401		3532		1020339				1000	FICA	126.26	126.26
13532	21401		3532		1020339				1100	MEDICA	29.53	29.53
13532	22402		3532		1020339				7005	HB	0.00	434.00
13532	23401		3532		1020339				2421	DHMO F	14.56	10.93
13532	23401		3532		1020339				2513	HUM HM	0.00	441.10
13532	23401		3532		1020339				9030	DLE DI	4.60	10.72
13532	23401		3532		1020339				9045	$24,00	0.00	10.68
	CHECK 03/17/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	1,063.22
Check Date: 03/31/2000												
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1021822	700 SPEC D	5.00	100.00				
			3532		1021822				3001	FIT-SD	104.70	0.00
			3532		1021822				9300	DIR DE	634.10	0.00
23140	21401		3532		1021822				1000	FICA	49.60	49.60
23140	21401		3532		1021822				1100	MEDICA	11.60	11.60
	CHECK 03/31/2000 TOTALS:				NET:		.00	40.00 800.00			800.00	61.20
Check Date: 03/31/2000												
13532	12401		3532	298	1024822	100 REGULA	72.00	1,845.92				
13532	12401		3532	298	1024822	240 HOLIDA	8.00	205.10				
			3532		1024822				2091	DEF CO	50.00	0.00
			3532		1024822				3000	FIT	405.76	0.00
			3532		1024822				8000	PBA -	16.25	0.00
			3532		1024822				9170	CRED U	245.00	0.00
			3532		1024822				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1024822				1000	FICA	127.16	127.16
13532	21401		3532		1024822				1100	MEDICA	29.74	29.74
13532	22402		3532		1024822				7005	HB	0.00	434.00
13532	23401		3532		1024822				9030	DLE DI	4.60	10.72
	CHECK 03/31/2000 TOTALS:				NET:		.00	80.00 2,051.02			2,051.02	601.62
Check Date: 04/14/2000												
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	296	1026296	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1026296	700 SPEC D	4.50	90.00				
23140	12402		3140	298	1026296	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1026296	700 SPEC D	4.00	80.00				
			3532		1026296				3001	FIT-SD	95.70	0.00
			3532		1026296				9300	DIR DE	587.69	0.00
23140	21401		3532		1026296				1000	FICA	45.88	45.88
23140	21401		3532		1026296				1100	MEDICA	10.73	10.73
	CHECK 04/14/2000 TOTALS:				NET:		.00	37.00 740.00			740.00	56.61

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 04/14/2000												
13532	12401		3532	298	1029306	100 REGULA	80.00	2,051.02				
			3532		1029306				2091	DEF CO	50.00	0.00
			3532		1029306				3000	FIT	405.76	0.00
			3532		1029306				8000	PBA -	16.25	0.00
			3532		1029306				9170	CRED U	245.00	0.00
			3532		1029306				9300	DIR DE	1,172.51	0.00
13532	21401		3532		1029306				1000	FICA	127.16	127.16
13532	21401		3532		1029306				1100	MEDICA	29.74	29.74
13532	22402		3532		1029306				7005	HB	0.00	434.00
13532	23401		3532		1029306				9030	DLE DI	4.60	10.72
	CHECK 04/14/2000 TOTALS:				NET:	.00	80.00	2,051.02			2,051.02	601.62
Check Date: 04/28/2000												
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1030852	700 SPEC D	4.00	80.00				
			3532		1030852				3001	FIT-SD	80.70	0.00
			3532		1030852				9300	DIR DE	510.34	0.00
23140	21401		3532		1030852				1000	FICA	39.68	39.68
23140	21401		3532		1030852				1100	MEDICA	9.28	9.28
	CHECK 04/28/2000 TOTALS:				NET:	.00	32.00	640.00			640.00	48.96
Check Date: 04/28/2000												
13532	12401		3532	298	1033863	100 REGULA	40.00	1,055.37				
13532	12401		3532	298	1033863	230 VACATI	40.00	1,055.38				
13532	12401		3532	298	1033863	300 COMP E	8.25	0.00				
			3532		1033863				2091	DEF CO	50.00	0.00
			3532		1033863				3000	FIT	418.40	0.00
			3532		1033863				8000	PBA -	16.25	0.00
			3532		1033863				9170	CRED U	245.00	0.00
			3532		1033863				9300	DIR DE	1,201.59	0.00
13532	21401		3532		1033863				1000	FICA	129.96	129.96
13532	21401		3532		1033863				1100	MEDICA	30.39	30.39
13532	22402		3532		1033863				7005	HB	0.00	446.63
13532	23401		3532		1033863				2421	DHMO F	14.56	10.93
13532	23401		3532		1033863				2513	HUM HM	0.00	441.10
13532	23401		3532		1033863				9030	DLE DI	4.60	10.72
13532	23401		3532		1033863				9045	$24,00	0.00	10.68
	CHECK 04/28/2000 TOTALS:				NET:	.00	88.25	2,110.75			2,110.75	1,080.41
Check Date: 05/12/2000												
23140	12402		3140	298	1035325	700 SPEC D	8.00	160.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1035325	700 SPEC D	4.00	80.00				
			3532		1035325				3001	FIT-SD	56.70	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1035325				9300	DIR DE	386.58	0.00
23140	21401		3532		1035325				1000	FICA	29.76	29.76
23140	21401		3532		1035325				1100	MEDICA	6.96	6.96
	CHECK 05/12/2000 TOTALS:				NET:	.00	24.00	480.00			480.00	36.72
Check Date: 05/12/2000												
13532	12401		3532	298	1038344	100 REGULA	80.00	2,110.75				
13532	12401		3532	298	1038344	300 COMP E	4.50	0.00				
			3532		1038344				2091	DEF CO	50.00	0.00
			3532		1038344				3000	FIT	422.48	0.00
			3532		1038344				8000	PBA -	16.25	0.00
			3532		1038344				9170	CRED U	245.00	0.00
			3532		1038344				9300	DIR DE	1,210.94	0.00
13532	21401		3532		1038344				1000	FICA	130.87	130.87
13532	21401		3532		1038344				1100	MEDICA	30.61	30.61
13532	22402		3532		1038344				7005	HB	0.00	446.63
13532	23401		3532		1038344				9030	DLE DI	4.60	10.72
	CHECK 05/12/2000 TOTALS:				NET:	.00	84.50	2,110.75			2,110.75	618.83
Check Date: 05/26/2000												
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1039824	700 SPEC D	4.00	80.00				
			3532		1039824				3001	FIT-SD	56.70	0.00
			3532		1039824				9300	DIR DE	386.58	0.00
23140	21401		3532		1039824				1000	FICA	29.76	29.76
23140	21401		3532		1039824				1100	MEDICA	6.96	6.96
	CHECK 05/26/2000 TOTALS:				NET:	.00	24.00	480.00			480.00	36.72
Check Date: 05/26/2000												
13532	12401		3532	298	1042816	100 REGULA	72.00	1,899.67				
13532	12401		3532	298	1042816	230 VACATI	8.00	211.08				
			3532		1042816				2091	DEF CO	50.00	0.00
			3532		1042816				3000	FIT	263.52	0.00
			3532		1042816				8000	PBA -	16.25	0.00
			3532		1042816				9170	CRED U	245.00	0.00
			3532		1042816				9300	DIR DE	1,356.47	0.00
13532	21401		3532		1042816				1000	FICA	129.96	129.96
13532	21401		3532		1042816				1100	MEDICA	30.39	30.39
13532	22402		3532		1042816				7005	HB	0.00	446.63
13532	23401		3532		1042816				2421	DHMO F	14.56	10.93
13532	23401		3532		1042816				2513	HUM HM	0.00	441.10
13532	23401		3532		1042816				9030	DLE DI	4.60	10.72
13532	23401		3532		1042816				9045	$24,00	0.00	10.68
	CHECK 05/26/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	1,080.41
Check Date: 06/09/2000												
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1044316	700 SPEC D	4.00	80.00				
			3532		1044316				3001	FIT-SD	80.70	0.00
			3532		1044316				9300	DIR DE	510.34	0.00
23140	21401		3532		1044316				1000	FICA	39.68	39.68
23140	21401		3532		1044316				1100	MEDICA	9.28	9.28
	CHECK 06/09/2000 TOTALS:				NET:	.00	32.00	640.00			640.00	48.96
Check Date: 06/09/2000												
13532	12401		3532	298	1047268	100 REGULA	72.00	1,899.67				
13532	12401		3532	298	1047268	240 HOLIDA	8.00	211.08				
13532	12401		3532	298	1047268	300 COMP E	5.25	0.00				
			3532		1047268				2091	DEF CO	50.00	0.00
			3532		1047268				3000	FIT	267.60	0.00
			3532		1047268				8000	PBA -	16.25	0.00
			3532		1047268				9170	CRED U	245.00	0.00
			3532		1047268				9300	DIR DE	1,365.82	0.00
13532	21401		3532		1047268				1000	FICA	130.87	130.87
13532	21401		3532		1047268				1100	MEDICA	30.61	30.61
13532	22402		3532		1047268				7005	HB	0.00	446.63
13532	23401		3532		1047268				9030	DLE DI	4.60	10.72
	CHECK 06/09/2000 TOTALS:				NET:	.00	85.25	2,110.75			2,110.75	618.83
Check Date: 06/23/2000												
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1048784	700 SPEC D	4.00	80.00				
			3532		1048784				3001	FIT-SD	68.70	0.00
			3532		1048784				9300	DIR DE	448.46	0.00
23140	21401		3532		1048784				1000	FICA	34.72	34.72
23140	21401		3532		1048784				1100	MEDICA	8.12	8.12
	CHECK 06/23/2000 TOTALS:				NET:	.00	28.00	560.00			560.00	42.84
Check Date: 06/23/2000												
13532	12401		3532	298	1051838	100 REGULA	74.00	1,952.44				
13532	12401		3532	298	1051838	200 SICK	6.00	158.31				
			3532		1051838				2091	DEF CO	50.00	0.00
			3532		1051838				3000	FIT	263.52	0.00
			3532		1051838				8000	PBA -	16.25	0.00
			3532		1051838				9170	CRED U	80.00	0.00
			3532		1051838				9300	DIR DE	1,521.47	0.00
13532	21401		3532		1051838				1000	FICA	129.96	129.96
13532	21401		3532		1051838				1100	MEDICA	30.39	30.39
13532	22402		3532		1051838				7005	HB	0.00	446.63
13532	23401		3532		1051838				2421	DHMO F	14.56	10.93
13532	23401		3532		1051838				2513	HUM HM	0.00	441.10
13532	23401		3532		1051838				9030	DLE DI	4.60	10.72
13532	23401		3532		1051838				9045	$24,00	0.00	10.68

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 06/23/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	1,080.41
Check Date: 07/07/2000												
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1053334	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1053334	700 SPEC D	4.00	80.00				
			3532		1053334				3001	FIT-SD	77.70	0.00
			3532		1053334				9300	DIR DE	494.87	0.00
23140	21401		3532		1053334				1000	FICA	38.44	38.44
23140	21401		3532		1053334				1100	MEDICA	8.99	8.99
	CHECK 07/07/2000 TOTALS:				NET:	.00	31.00	620.00			620.00	47.43
Check Date: 07/07/2000												
13532	12401		3532	298	1057407	100 REGULA	74.00	1,952.44				
13532	12401		3532	298	1057407	310 COMP T	6.00	158.31				
			3532		1057407				2091	DEF CO	50.00	0.00
			3532		1057407				3000	FIT	267.60	0.00
			3532		1057407				8000	PBA -	16.25	0.00
			3532		1057407				9170	CRED U	80.00	0.00
13532	21401		3532		1057407				1000	FICA	130.87	130.87
13532	21401		3532		1057407				1100	MEDICA	30.61	30.61
13532	22402		3532		1057407				7005	HB	0.00	428.27
13532	23401		3532		1057407				9030	DLE DI	4.60	10.72
	CHECK 07/07/2000 TOTALS:				NET:	1,530.82	80.00	2,110.75			579.93	600.47
Check Date: 07/21/2000												
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1058008	700 SPEC D	4.00	80.00				
			3532		1058008				3001	FIT-SD	68.70	0.00
23140	21401		3532		1058008				1000	FICA	34.72	34.72
23140	21401		3532		1058008				1100	MEDICA	8.12	8.12
	CHECK 07/21/2000 TOTALS:				NET:	448.46	28.00	560.00			111.54	42.84
Check Date: 07/21/2000												
13532	12401		3532	298	1061970	100 REGULA	48.00	1,266.45				
13532	12401		3532	298	1061970	240 HOLIDA	16.00	422.15				
13532	12401		3532	298	1061970	310 COMP T	16.00	422.15				
			3532		1061970				2091	DEF CO	50.00	0.00
			3532		1061970				3000	FIT	263.52	0.00
			3532		1061970				8000	PBA -	17.17	0.00
			3532		1061970				9170	CRED U	80.00	0.00
13532	21401		3532		1061970				1000	FICA	129.96	129.96
13532	21401		3532		1061970				1100	MEDICA	30.39	30.39
13532	22402		3532		1061970				7005	HB	0.00	428.27

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1061970				2421	DHMO F	14.56	10.93
13532	23401		3532		1061970				2513	HUM HM	0.00	441.10
13532	23401		3532		1061970				9030	DLE DI	4.60	10.72
13532	23401		3532		1061970				9045	$24,00	0.00	10.68
	CHECK 07/21/2000 TOTALS:				NET:	1,520.55	80.00	2,110.75			590.20	1,062.05
Check Date: 08/04/2000												
23140	12402		3140	298	1062562	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1062562	700 SPEC D	3.50	70.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1062562	700 SPEC D	4.00	80.00				
			3532		1062562				3001	FIT-SD	76.20	0.00
23140	21401		3532		1062562				1000	FICA	37.82	37.82
23140	21401		3532		1062562				1100	MEDICA	8.85	8.85
	CHECK 08/04/2000 TOTALS:				NET:	487.13	30.50	610.00			122.87	46.67
Check Date: 08/04/2000												
13532	12401		3532	298	1065494	100 REGULA	80.00	2,110.75				
			3532		1065494				2091	DEF CO	50.00	0.00
			3532		1065494				3000	FIT	267.60	0.00
			3532		1065494				8000	PBA -	17.17	0.00
			3532		1065494				9170	CRED U	80.00	0.00
			3532		1065494				9300	DIR DE	1,529.90	0.00
13532	21401		3532		1065494				1000	FICA	130.87	130.87
13532	21401		3532		1065494				1100	MEDICA	30.61	30.61
13532	22402		3532		1065494				7005	HB	0.00	428.27
13532	23401		3532		1065494				9030	DLE DI	4.60	10.72
	CHECK 08/04/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	600.47
Check Date: 08/18/2000												
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1066976	700 SPEC D	4.00	80.00				
			3532		1066976				3001	FIT-SD	92.70	0.00
			3532		1066976				9300	DIR DE	572.22	0.00
23140	21401		3532		1066976				1000	FICA	44.64	44.64
23140	21401		3532		1066976				1100	MEDICA	10.44	10.44
	CHECK 08/18/2000 TOTALS:				NET:	.00	36.00	720.00			720.00	55.08
Check Date: 08/18/2000												
13532	12401		3532	298	1070145	100 REGULA	40.00	1,055.37				
13532	12401		3532	298	1070145	230 VACATI	40.00	1,055.38				
			3532		1070145				2091	DEF CO	50.00	0.00
			3532		1070145				3000	FIT	263.52	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1070145				8000	PBA -	17.17	0.00
			3532		1070145				9170	CRED U	80.00	0.00
			3532		1070145				9300	DIR DE	1,520.55	0.00
13532	21401		3532		1070145				1000	FICA	129.96	129.96
13532	21401		3532		1070145				1100	MEDICA	30.39	30.39
13532	22402		3532		1070145				7005	HB	0.00	428.27
13532	23401		3532		1070145				2421	DHMO F	14.56	10.93
13532	23401		3532		1070145				2513	HUM HM	0.00	441.10
13532	23401		3532		1070145				9030	DLE DI	4.60	10.72
13532	23401		3532		1070145				9045	$24,00	0.00	10.68
	CHECK 08/18/2000 TOTALS:				NET:		.00	80.00	2,110.75		2,110.75	1,062.05
Check Date: 09/01/2000												
13532	12401		3532	298	1075308	100 REGULA	80.00	2,110.75				
			3532		1075308				2091	DEF CO	50.00	0.00
			3532		1075308				3000	FIT	267.60	0.00
			3532		1075308				8000	PBA -	17.17	0.00
			3532		1075308				9170	CRED U	80.00	0.00
			3532		1075308				9300	DIR DE	1,529.90	0.00
13532	21401		3532		1075308				1000	FICA	130.87	130.87
13532	21401		3532		1075308				1100	MEDICA	30.61	30.61
13532	22402		3532		1075308				7005	HB	0.00	428.27
13532	23401		3532		1075308				9030	DLE DI	4.60	10.72
	CHECK 09/01/2000 TOTALS:				NET:		.00	80.00	2,110.75		2,110.75	600.47
Check Date: 09/15/2000												
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1076837	700 SPEC D	3.00	60.00				
			3532		1076837				3001	FIT-SD	30.65	0.00
			3532		1076837				9300	DIR DE	486.51	0.00
23140	21401		3532		1076837				1000	FICA	34.72	34.72
23140	21401		3532		1076837				1100	MEDICA	8.12	8.12
	CHECK 09/15/2000 TOTALS:				NET:		.00	28.00	560.00		560.00	42.84
Check Date: 09/15/2000												
13532	12401		3532	298	1080013	100 REGULA	69.00	1,820.52				
13532	12401		3532	298	1080013	230 VACATI	3.00	79.15				
13532	12401		3532	298	1080013	240 HOLIDA	8.00	211.08				
			3532		1080013				2091	DEF CO	50.00	0.00
			3532		1080013				3000	FIT	263.52	0.00
			3532		1080013				8000	PBA -	17.17	0.00
			3532		1080013				9170	CRED U	80.00	0.00
			3532		1080013				9300	DIR DE	1,520.55	0.00
13532	21401		3532		1080013				1000	FICA	129.96	129.96
13532	21401		3532		1080013				1100	MEDICA	30.39	30.39
13532	22402		3532		1080013				7005	HB	0.00	428.27
13532	23401		3532		1080013				2421	DHMO F	14.56	10.93
13532	23401		3532		1080013				2513	HUM HM	0.00	441.10

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	23401		3532		1080013				9030	DLE DI	4.60	10.72
13532	23401		3532		1080013				9045	$24,00	0.00	10.68
	CHECK 09/15/2000 TOTALS:				NET:	.00	80.00	2,110.75			2,110.75	1,062.05
Check Date: 09/29/2000												
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1081553	700 SPEC D	4.00	80.00				
			3532		1081553				3001	FIT-SD	30.65	0.00
			3532		1081553				9300	DIR DE	486.51	0.00
23140	21401		3532		1081553				1000	FICA	34.72	34.72
23140	21401		3532		1081553				1100	MEDICA	8.12	8.12
	CHECK 09/29/2000 TOTALS:				NET:	.00	28.00	560.00			560.00	42.84
Check Date: 09/29/2000												
13532	12401		3532	298	1084808	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1084808	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1084808	800 INCENT	0.00	60.00				
			3532		1084808				2091	DEF CO	50.00	0.00
			3532		1084808				3000	FIT	267.60	0.00
			3532		1084808				8000	PBA -	17.17	0.00
			3532		1084808				9170	CRED U	80.00	0.00
			3532		1084808				9300	DIR DE	1,529.91	0.00
13532	21401		3532		1084808				1000	FICA	130.87	130.87
13532	21401		3532		1084808				1100	MEDICA	30.61	30.61
13532	22402		3532		1084808				7005	HB	0.00	428.27
13532	23401		3532		1084808				9030	DLE DI	4.60	10.72
	CHECK 09/29/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 10/13/2000												
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1086339	700 SPEC D	4.00	80.00				
			3532		1086339				3001	FIT-SD	6.65	0.00
			3532		1086339				9300	DIR DE	362.75	0.00
23140	21401		3532		1086339				1000	FICA	24.80	24.80
23140	21401		3532		1086339				1100	MEDICA	5.80	5.80
	CHECK 10/13/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 10/13/2000												
13532	12401		3532	298	1089489	100 REGULA	70.00	1,708.96				
13532	12401		3532	298	1089489	220 PERSON	8.00	195.31				
13532	12401		3532	298	1089489	230 VACATI	2.00	48.83				
13532	12401		3532	298	1089489	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1089489	800 INCENT	0.00	60.00				
			3532		1089489				2091	DEF CO	50.00	0.00
			3532		1089489				3000	FIT	267.60	0.00
			3532		1089489				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1089489				9170	CRED U	298.17	0.00
			3532		1089489				9300	DIR DE	1,311.74	0.00
13532	21401		3532		1089489				1000	FICA	130.87	130.87
13532	21401		3532		1089489				1100	MEDICA	30.61	30.61
13532	22402		3532		1089489				7005	HB	0.00	428.27
13532	23401		3532		1089489				9030	DLE DI	4.60	10.72
	CHECK 10/13/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 10/27/2000												
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	5.50	110.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1091116	700 SPEC D	4.00	80.00				
			3532		1091116				3001	FIT-SD	47.15	0.00
			3532		1091116				9300	DIR DE	571.59	0.00
23140	21401		3532		1091116				1000	FICA	41.54	41.54
23140	21401		3532		1091116				1100	MEDICA	9.72	9.72
	CHECK 10/27/2000 TOTALS:				NET:	.00	33.50	670.00			670.00	51.26
Check Date: 10/27/2000												
13532	12401		3532	298	1094286	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1094286	230 VACATI	8.00	195.31				
13532	12401		3532	298	1094286	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1094286	800 INCENT	0.00	60.00				
			3532		1094286				2091	DEF CO	50.00	0.00
			3532		1094286				3000	FIT	263.52	0.00
			3532		1094286				8000	PBA -	17.17	0.00
			3532		1094286				9170	CRED U	298.17	0.00
			3532		1094286				9300	DIR DE	1,302.39	0.00
13532	21401		3532		1094286				1000	FICA	129.96	129.96
13532	21401		3532		1094286				1100	MEDICA	30.39	30.39
13532	22402		3532		1094286				7005	HB	0.00	428.27
13532	23401		3532		1094286				2421	DHMO F	14.56	10.93
13532	23401		3532		1094286				2513	HUM HM	0.00	441.10
13532	23401		3532		1094286				9030	DLE DI	4.60	10.72
13532	23401		3532		1094286				9045	$24,00	0.00	10.68
	CHECK 10/27/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,062.05
Check Date: 11/09/2000												
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1095894	700 SPEC D	6.00	120.00				
23140	12402		3140	298	1095894	700 SPEC D	4.00	80.00				
			3532		1095894				3001	FIT-SD	24.65	0.00
			3532		1095894				9300	DIR DE	455.57	0.00
23140	21401		3532		1095894				1000	FICA	32.24	32.24
23140	21401		3532		1095894				1100	MEDICA	7.54	7.54
	CHECK 11/09/2000 TOTALS:				NET:	.00	26.00	520.00			520.00	39.78

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 11/09/2000												
13532	12401		3532	298	1099054	100 REGULA	58.00	1,416.00				
13532	12401		3532	298	1099054	230 VACATI	22.00	537.10				
13532	12401		3532	298	1099054	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1099054	800 INCENT	0.00	60.00				
			3532		1099054				2091	DEF CO	50.00	0.00
			3532		1099054				3000	FIT	271.72	0.00
			3532		1099054				8000	PBA -	17.17	0.00
			3532		1099054				9170	CRED U	298.17	0.00
			3532		1099054				9300	DIR DE	1,307.62	0.00
13532	21401		3532		1099054				1000	FICA	130.87	130.87
13532	21401		3532		1099054				1100	MEDICA	30.61	30.61
13532	22402		3532		1099054				7005	HB	0.00	428.27
13532	23401		3532		1099054				9030	DLE DI	4.60	10.72
	CHECK 11/09/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 11/22/2000												
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1100682	700 SPEC D	5.00	100.00				
			3532		1100682				3001	FIT-SD	0.00	0.00
			3532		1100682				9300	DIR DE	277.05	0.00
23140	21401		3532		1100682				1000	FICA	18.60	18.60
23140	21401		3532		1100682				1100	MEDICA	4.35	4.35
	CHECK 11/22/2000 TOTALS:				NET:	.00	15.00	300.00			300.00	22.95
Check Date: 11/22/2000												
13532	12401		3532	298	1103870	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1103870	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1103870	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1103870	800 INCENT	0.00	60.00				
			3532		1103870				2091	DEF CO	50.00	0.00
			3532		1103870				3000	FIT	271.72	0.00
			3532		1103870				8000	PBA -	17.17	0.00
			3532		1103870				9170	CRED U	298.17	0.00
			3532		1103870				9300	DIR DE	1,307.62	0.00
13532	21401		3532		1103870				1000	FICA	130.87	130.87
13532	21401		3532		1103870				1100	MEDICA	30.61	30.61
13532	22402		3532		1103870				7005	HB	0.00	428.27
13532	23401		3532		1103870				9030	DLE DI	4.60	10.72
	CHECK 11/22/2000 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 12/08/2000												
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1105522	700 SPEC D	5.00	100.00				
			3532		1105522				3001	FIT-SD	6.65	0.00
			3532		1105522				9300	DIR DE	362.75	0.00
23140	21401		3532		1105522				1000	FICA	24.80	24.80
23140	21401		3532		1105522				1100	MEDICA	5.80	5.80
	CHECK 12/08/2000 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 12/08/2000												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1108704	100 REGULA	62.00	1,513.65				
13532	12401		3532	298	1108704	230 VACATI	0.75	18.31				
13532	12401		3532	298	1108704	240 HOLIDA	16.00	390.62				
13532	12401		3532	298	1108704	310 COMP T	1.25	30.52				
13532	12401		3532	298	1108704	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1108704	800 INCENT	0.00	60.00				
			3532		1108704				3000	FIT	281.64	0.00
			3532		1108704				8000	PBA -	17.17	0.00
			3532		1108704				9170	CRED U	298.17	0.00
			3532		1108704				9300	DIR DE	1,334.27	0.00
13532	21401		3532		1108704				1000	FICA	129.96	129.96
13532	21401		3532		1108704				1100	MEDICA	30.39	30.39
13532	22402		3532		1108704				7005	HB	0.00	428.27
13532	23401		3532		1108704				2421	DHMO F	14.56	10.93
13532	23401		3532		1108704				2513	HUM HM	0.00	441.10
13532	23401		3532		1108704				9030	DLE DI	4.60	10.72
13532	23401		3532		1108704				9045	$24,00	0.00	10.68
	CHECK 12/08/2000 TOTALS:				NET:		.00	80.00	2,110.76		2,110.76	1,062.05
Check Date: 12/22/2000												
23140	12402		3140	298	1110336	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1110336	700 SPEC D	5.00	100.00				
			3532		1110336				3001	FIT-SD	3.65	0.00
			3532		1110336				9300	DIR DE	347.28	0.00
23140	21401		3532		1110336				1000	FICA	23.56	23.56
23140	21401		3532		1110336				1100	MEDICA	5.51	5.51
	CHECK 12/22/2000 TOTALS:				NET:		.00	19.00	380.00		380.00	29.07
Check Date: 12/22/2000												
13532	12401		3532	298	1113552	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1113552	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1113552	800 INCENT	0.00	60.00				
			3532		1113552				3000	FIT	281.64	0.00
			3532		1113552				8000	PBA -	17.17	0.00
			3532		1113552				9170	CRED U	298.17	0.00
			3532		1113552				9300	DIR DE	1,334.27	0.00
13532	21401		3532		1113552				1000	FICA	129.96	129.96
13532	21401		3532		1113552				1100	MEDICA	30.39	30.39
13532	22402		3532		1113552				7005	HB	0.00	428.27
13532	23401		3532		1113552				2421	DHMO F	14.56	10.93
13532	23401		3532		1113552				2513	HUM HM	0.00	450.36
13532	23401		3532		1113552				9030	DLE DI	4.60	10.72
13532	23401		3532		1113552				9045	$24,00	0.00	10.68
	CHECK 12/22/2000 TOTALS:				NET:		.00	80.00	2,110.76		2,110.76	1,071.31
	EMPLOYEE TOTALS:				NET:		5,376.17	2,830.25	68,956.73		63,580.56	21,940.97
	GRAND TOTALS:				NET:		5,376.17	2,830.25	68,956.73		63,580.56	21,940.97

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
004308[redacted] PETERSON, SCOT					LOC: 3532 ORG: 13532							
Check Date: 01/05/2001												
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1115116	700 SPEC D	5.00	100.00				
			3532		1115116				3001	FIT-SD	6.65	0.00
			3532		1115116				9300	DIR DE	362.75	0.00
23140	21401		3532		1115116				1000	FICA	24.80	24.80
23140	21401		3532		1115116				1100	MEDICA	5.80	5.80
	CHECK 01/05/2001 TOTALS:				NET:	.00	20.00	400.00			400.00	30.60
Check Date: 01/05/2001												
13532	12401		3532	298	1118287	100 REGULA	40.00	976.55				
13532	12401		3532	298	1118287	230 VACATI	32.00	781.24				
13532	12401		3532	298	1118287	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1118287	300 COMP E	6.00	0.00				
13532	12401		3532	298	1118287	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1118287	800 INCENT	0.00	60.00				
			3532		1118287				3000	FIT	281.43	0.00
			3532		1118287				8000	PBA -	17.17	0.00
			3532		1118287				9170	CRED U	298.17	0.00
			3532		1118287				9300	DIR DE	1,347.91	0.00
13532	21401		3532		1118287				1000	FICA	130.87	130.87
13532	21401		3532		1118287				1100	MEDICA	30.61	30.61
13532	22402		3532		1118287				7005	HB	0.00	428.27
13532	23401		3532		1118287				9030	DLE DI	4.60	10.72
	CHECK 01/05/2001 TOTALS:				NET:	.00	86.00	2,110.76			2,110.76	600.47
Check Date: 01/19/2001												
13532	12401		3532	298	1123020	100 REGULA	72.00	1,757.79				
13532	12401		3532	298	1123020	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1123020	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1123020	800 INCENT	0.00	60.00				
			3532		1123020				3000	FIT	271.96	0.00
			3532		1123020				8000	PBA -	17.17	0.00
			3532		1123020				9170	CRED U	298.17	0.00
			3532		1123020				9300	DIR DE	1,343.95	0.00
13532	21401		3532		1123020				1000	FICA	129.96	129.96
13532	21401		3532		1123020				1100	MEDICA	30.39	30.39
13532	22402		3532		1123020				7005	HB	0.00	428.27
13532	23401		3532		1123020				2421	DHMO F	14.56	10.93
13532	23401		3532		1123020				2513	HUM HM	0.00	450.36
13532	23401		3532		1123020				9030	DLE DI	4.60	10.72
13532	23401		3532		1123020				9045	$24,00	0.00	10.68
	CHECK 01/19/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	1,071.31
Check Date: 02/02/2001												
23140	12402		3140	298	1124633	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1124633	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1124633	700 SPEC D	5.00	100.00				
			3532		1124633				3001	FIT-SD	0.00	0.00
			3532		1124633				9300	DIR DE	258.58	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1124633				1000	FICA	17.36	17.36
23140	21401		3532		1124633				1100	MEDICA	4.06	4.06
	CHECK 02/02/2001 TOTALS:				NET:	.00	14.00	280.00			280.00	21.42
Check Date: 02/02/2001												
13532	12401		3532	298	1127851	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1127851	300 COMP E	3.00	0.00				
13532	12401		3532	298	1127851	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1127851	800 INCENT	0.00	60.00				
			3532		1127851				3000	FIT	307.27	0.00
			3532		1127851				8000	PBA -	17.17	0.00
			3532		1127851				9170	CRED U	298.17	0.00
			3532		1127851				9300	DIR DE	1,322.07	0.00
13532	21401		3532		1127851				1000	FICA	130.87	130.87
13532	21401		3532		1127851				1100	MEDICA	30.61	30.61
13532	22402		3532		1127851				7005	HB	0.00	428.27
13532	23401		3532		1127851				9030	DLE DI	4.60	10.72
	CHECK 02/02/2001 TOTALS:				NET:	.00	83.00	2,110.76			2,110.76	600.47
Check Date: 02/16/2001												
23140	12402		3140	298	1129461	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1129461	700 SPEC D	5.00	100.00				
			3532		1129461				3001	FIT-SD	0.00	0.00
			3532		1129461				9300	DIR DE	184.70	0.00
23140	21401		3532		1129461				1000	FICA	12.40	12.40
23140	21401		3532		1129461				1100	MEDICA	2.90	2.90
	CHECK 02/16/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 02/16/2001												
13532	12401		3532	298	1132695	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1132695	300 COMP E	1.50	0.00				
13532	12401		3532	298	1132695	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1132695	800 INCENT	0.00	60.00				
			3532		1132695				3000	FIT	303.19	0.00
			3532		1132695				8000	PBA -	17.17	0.00
			3532		1132695				9170	CRED U	298.17	0.00
			3532		1132695				9300	DIR DE	1,312.72	0.00
13532	21401		3532		1132695				1000	FICA	129.96	129.96
13532	21401		3532		1132695				1100	MEDICA	30.39	30.39
13532	22402		3532		1132695				7005	HB	0.00	428.27
13532	23401		3532		1132695				2421	DHMO F	14.56	10.93
13532	23401		3532		1132695				2513	HUM HM	0.00	450.36
13532	23401		3532		1132695				9030	DLE DI	4.60	10.72
13532	23401		3532		1132695				9045	$24,00	0.00	10.68
	CHECK 02/16/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	1,071.31
Check Date: 03/02/2001												
23140	12402		3140	298	1134309	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1134309	700 SPEC D	5.00	100.00				
			3532		1134309				3001	FIT-SD	0.00	0.00
			3532		1134309				9300	DIR DE	184.70	0.00
23140	21401		3532		1134309				1000	FICA	12.40	12.40
23140	21401		3532		1134309				1100	MEDICA	2.90	2.90
	CHECK 03/02/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
Check Date: 03/02/2001												
13532	12401		3532	298	1137596	100 REGULA	66.00	1,611.31				
13532	12401		3532	298	1137596	230 VACATI	6.00	146.48				
13532	12401		3532	298	1137596	240 HOLIDA	8.00	195.31				
13532	12401		3532	298	1137596	300 COMP E	1.50	0.00				
13532	12401		3532	298	1137596	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1137596	800 INCENT	0.00	60.00				
			3532		1137596				3000	FIT	307.27	0.00
			3532		1137596				8000	PBA -	17.17	0.00
			3532		1137596				9170	CRED U	298.17	0.00
			3532		1137596				9300	DIR DE	1,322.07	0.00
			3532		1137596				9400	DLE DI	4.60	0.00
13532	21401		3532		1137596				1000	FICA	130.87	130.87
13532	21401		3532		1137596				1100	MEDICA	30.61	30.61
13532	22402		3532		1137596				7005	HB	0.00	428.27
13532	23401		3532		1137596				9030	DLE DI	0.00	10.72
	CHECK 03/02/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	600.47
Check Date: 03/16/2001												
23140	12402		3140	298	1139236	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1139236	700 SPEC D	5.00	100.00				
			3532		1139236				3001	FIT-SD	0.00	0.00
			3532		1139236				9300	DIR DE	184.70	0.00
23140	21401		3532		1139236				1000	FICA	12.40	12.40
23140	21401		3532		1139236				1100	MEDICA	2.90	2.90
	CHECK 03/16/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 03/16/2001												
13532	12401		3532	298	1142535	100 REGULA	78.00	1,904.27				
13532	12401		3532	298	1142535	300 COMP E	1.50	0.00				
13532	12401		3532	298	1142535	310 COMP T	2.00	48.83				
13532	12401		3532	298	1142535	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1142535	800 INCENT	0.00	60.00				
			3532		1142535				2701	DHMO F	14.56	0.00
			3532		1142535				3000	FIT	303.19	0.00
			3532		1142535				8000	PBA -	17.17	0.00
			3532		1142535				9170	CRED U	298.17	0.00
			3532		1142535				9300	DIR DE	1,312.72	0.00
			3532		1142535				9400	DLE DI	4.60	0.00
13532	21401		3532		1142535				1000	FICA	129.96	129.96
13532	21401		3532		1142535				1100	MEDICA	30.39	30.39
13532	22402		3532		1142535				7005	HB	0.00	428.27
13532	23401		3532		1142535				2421	DHMO F	0.00	10.93
13532	23401		3532		1142535				2513	HUM HM	0.00	450.36
13532	23401		3532		1142535				9030	DLE DI	0.00	10.72
13532	23401		3532		1142535				9045	$24,00	0.00	10.68
	CHECK 03/16/2001 TOTALS:				NET:	.00	81.50	2,110.76			2,110.76	1,071.31
Check Date: 03/30/2001												
23140	12402		3140	298	1144127	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1144127	700 SPEC D	5.00	100.00				
			3532		1144127				3001	FIT-SD	0.00	0.00
			3532		1144127				9300	DIR DE	184.70	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1144127				1000	FICA	12.40	12.40
23140	21401		3532		1144127				1100	MEDICA	2.90	2.90
	CHECK 03/30/2001 TOTALS:				NET:	.00	10.00	200.00			200.00	15.30
Check Date: 03/30/2001												
13532	12401		3532	298	1147430	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1147430	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1147430	800 INCENT	0.00	60.00				
			3532		1147430				3000	FIT	307.27	0.00
			3532		1147430				8000	PBA -	17.17	0.00
			3532		1147430				9170	CRED U	298.17	0.00
			3532		1147430				9300	DIR DE	1,322.07	0.00
			3532		1147430				9400	DLE DI	4.60	0.00
13532	21401		3532		1147430				1000	FICA	130.87	130.87
13532	21401		3532		1147430				1100	MEDICA	30.61	30.61
13532	22402		3532		1147430				7005	HB	0.00	428.27
13532	23401		3532		1147430				9030	DLE DI	0.00	10.72
	CHECK 03/30/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 04/13/2001												
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1149054	700 SPEC D	3.00	60.00				
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
23140	12402		3140	298	1149054	700 SPEC D	5.00	100.00				
			3532		1149054				3001	FIT-SD	0.07	0.00
			3532		1149054				9300	DIR DE	332.39	0.00
23140	21401		3532		1149054				1000	FICA	22.32	22.32
23140	21401		3532		1149054				1100	MEDICA	5.22	5.22
	CHECK 04/13/2001 TOTALS:				NET:	.00	18.00	360.00			360.00	27.54
Check Date: 04/13/2001												
13532	12401		3532	298	1152396	100 REGULA	80.00	1,953.10				
13532	12401		3532	298	1152396	905 LONGEV	0.00	97.66				
13532	15401		3532	298	1152396	800 INCENT	0.00	60.00				
			3532		1152396				3000	FIT	307.27	0.00
			3532		1152396				8000	PBA -	17.17	0.00
			3532		1152396				9170	CRED U	218.17	0.00
			3532		1152396				9300	DIR DE	1,402.07	0.00
			3532		1152396				9400	DLE DI	4.60	0.00
13532	21401		3532		1152396				1000	FICA	130.87	130.87
13532	21401		3532		1152396				1100	MEDICA	30.61	30.61
13532	22402		3532		1152396				7005	HB	0.00	428.27
13532	23401		3532		1152396				9030	DLE DI	0.00	10.72
	CHECK 04/13/2001 TOTALS:				NET:	.00	80.00	2,110.76			2,110.76	600.47
Check Date: 04/27/2001												
23140	12402		3140	298	1153978	700 SPEC D	4.00	80.00				
			3532		1153978				3001	FIT-SD	0.00	0.00
			3532		1153978				9300	DIR DE	73.88	0.00
23140	21401		3532		1153978				1000	FICA	4.96	4.96
23140	21401		3532		1153978				1100	MEDICA	1.16	1.16
	CHECK 04/27/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 04/27/2001												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1157340	100 REGULA	48.00	1,207.01				
13532	12401		3532	298	1157340	220 PERSON	8.00	201.17				
13532	12401		3532	298	1157340	230 VACATI	24.00	603.51				
13532	12401		3532	298	1157340	300 COMP E	5.25	0.00				
13532	12401		3532	298	1157340	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1157340	800 INCENT	0.00	60.00				
			3532		1157340				2701	DHMO F	14.56	0.00
			3532		1157340				3000	FIT	320.41	0.00
			3532		1157340				8000	PBA -	17.17	0.00
			3532		1157340				9170	CRED U	218.17	0.00
			3532		1157340				9300	DIR DE	1,432.29	0.00
			3532		1157340				9400	DLE DI	4.60	0.00
13532	21401		3532		1157340				1000	FICA	133.78	133.78
13532	21401		3532		1157340				1100	MEDICA	31.29	31.29
13532	22402		3532		1157340				7005	HB	0.00	440.75
13532	23401		3532		1157340				2421	DHMO F	0.00	10.93
13532	23401		3532		1157340				2513	HUM HM	0.00	450.36
13532	23401		3532		1157340				9030	DLE DI	0.00	10.72
13532	23401		3532		1157340				9045	$24,00	0.00	10.68
	CHECK 04/27/2001 TOTALS:				NET:	.00	85.25	2,172.27			2,172.27	1,088.51
Check Date: 05/11/2001												
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1158956	700 SPEC D	4.00	80.00				
			3532		1158956				3001	FIT-SD	0.00	0.00
			3532		1158956				9300	DIR DE	221.64	0.00
23140	21401		3532		1158956				1000	FICA	14.88	14.88
23140	21401		3532		1158956				1100	MEDICA	3.48	3.48
	CHECK 05/11/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 05/11/2001												
13532	12401		3532	298	1162461	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1162461	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1162461	800 INCENT	0.00	60.00				
			3532		1162461				3000	FIT	324.49	0.00
			3532		1162461				8000	PBA -	17.17	0.00
			3532		1162461				9170	CRED U	218.17	0.00
			3532		1162461				9300	DIR DE	1,441.66	0.00
			3532		1162461				9400	DLE DI	4.60	0.00
13532	21401		3532		1162461				1000	FICA	134.68	134.68
13532	21401		3532		1162461				1100	MEDICA	31.50	31.50
13532	22402		3532		1162461				7005	HB	0.00	440.75
13532	23401		3532		1162461				9030	DLE DI	0.00	10.72
	CHECK 05/11/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	617.65
Check Date: 05/25/2001												
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1164001	700 SPEC D	4.00	80.00				
			3532		1164001				3001	FIT-SD	0.00	0.00
			3532		1164001				9300	DIR DE	221.64	0.00
23140	21401		3532		1164001				1000	FICA	14.88	14.88
23140	21401		3532		1164001				1100	MEDICA	3.48	3.48

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 05/25/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 05/25/2001												
13532	12401		3532	298	1167482	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1167482	300 COMP E	1.50	0.00				
13532	12401		3532	298	1167482	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1167482	800 INCENT	0.00	60.00				
			3532		1167482				2701	DHMO F	14.56	0.00
			3532		1167482				3000	FIT	320.41	0.00
			3532		1167482				8000	PBA -	17.17	0.00
			3532		1167482				9170	CRED U	218.17	0.00
			3532		1167482				9300	DIR DE	1,432.29	0.00
			3532		1167482				9400	DLE DI	4.60	0.00
13532	21401		3532		1167482				1000	FICA	133.78	133.78
13532	21401		3532		1167482				1100	MEDICA	31.29	31.29
13532	22402		3532		1167482				7005	HB	0.00	440.75
13532	23401		3532		1167482				2421	DHMO F	0.00	10.93
13532	23401		3532		1167482				2513	HUM HM	0.00	450.36
13532	23401		3532		1167482				9030	DLE DI	0.00	10.72
13532	23401		3532		1167482				9045	$24,00	0.00	10.68
	CHECK 05/25/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	1,088.51
Check Date: 06/08/2001												
23140	12402		3140	298	1169005	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1169005	700 SPEC D	4.00	80.00				
			3532		1169005				3001	FIT-SD	0.00	0.00
			3532		1169005				9300	DIR DE	147.76	0.00
23140	21401		3532		1169005				1000	FICA	9.92	9.92
23140	21401		3532		1169005				1100	MEDICA	2.32	2.32
	CHECK 06/08/2001 TOTALS:				NET:	.00	8.00	160.00			160.00	12.24
Check Date: 06/08/2001												
13532	12401		3532	298	1172489	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1172489	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1172489	310 COMP T	8.00	201.17				
13532	12401		3532	298	1172489	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1172489	800 INCENT	0.00	60.00				
			3532		1172489				3000	FIT	324.49	0.00
			3532		1172489				8000	PBA -	17.17	0.00
			3532		1172489				9170	CRED U	218.17	0.00
			3532		1172489				9300	DIR DE	1,441.66	0.00
			3532		1172489				9400	DLE DI	4.60	0.00
13532	21401		3532		1172489				1000	FICA	134.68	134.68
13532	21401		3532		1172489				1100	MEDICA	31.50	31.50
13532	22402		3532		1172489				7005	HB	0.00	440.75
13532	23401		3532		1172489				9030	DLE DI	0.00	10.72
	CHECK 06/08/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	617.65
Check Date: 06/22/2001												
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1174041	700 SPEC D	4.00	80.00				
			3532		1174041				3001	FIT-SD	0.00	0.00
			3532		1174041				9300	DIR DE	221.64	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1174041				1000	FICA	14.88	14.88
23140	21401		3532		1174041				1100	MEDICA	3.48	3.48
	CHECK 06/22/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 06/22/2001												
13532	12401		3532	298	1177554	100 REGULA	77.00	1,936.25				
13532	12401		3532	298	1177554	310 COMP T	3.00	75.44				
13532	12401		3532	298	1177554	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1177554	800 INCENT	0.00	60.00				
			3532		1177554				2701	DHMO F	14.56	0.00
			3532		1177554				3000	FIT	320.41	0.00
			3532		1177554				8000	PBA -	17.17	0.00
			3532		1177554				9170	CRED U	218.17	0.00
			3532		1177554				9300	DIR DE	1,432.29	0.00
			3532		1177554				9400	DLE DI	4.60	0.00
13532	21401		3532		1177554				1000	FICA	133.78	133.78
13532	21401		3532		1177554				1100	MEDICA	31.29	31.29
13532	22402		3532		1177554				7005	HB	0.00	440.75
13532	23401		3532		1177554				2421	DHMO F	0.00	10.93
13532	23401		3532		1177554				2513	HUM HM	0.00	450.36
13532	23401		3532		1177554				9030	DLE DI	0.00	10.72
13532	23401		3532		1177554				9045	$24,00	0.00	10.68
	CHECK 06/22/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,088.51
Check Date: 07/06/2001												
23140	12402		3140	298	1179564	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1179564	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1179564	700 SPEC D	3.00	60.00				
			3532		1179564				3001	FIT-SD	0.00	0.00
			3532		1179564				9300	DIR DE	203.17	0.00
23140	21401		3532		1179564				1000	FICA	13.64	13.64
23140	21401		3532		1179564				1100	MEDICA	3.19	3.19
	CHECK 07/06/2001 TOTALS:				NET:	.00	11.00	220.00			220.00	16.83
Check Date: 07/06/2001												
13532	12401		3532	298	1183067	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1183067	300 COMP E	1.50	0.00				
13532	12401		3532	298	1183067	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1183067	800 INCENT	0.00	60.00				
			3532		1183067				3000	FIT	324.49	0.00
			3532		1183067				8000	PBA -	17.17	0.00
			3532		1183067				9170	CRED U	218.17	0.00
			3532		1183067				9300	DIR DE	1,441.66	0.00
			3532		1183067				9400	DLE DI	4.60	0.00
13532	21401		3532		1183067				1000	FICA	134.68	134.68
13532	21401		3532		1183067				1100	MEDICA	31.50	31.50
13532	22402		3532		1183067				7005	HB	0.00	400.57
13532	23401		3532		1183067				9030	DLE DI	0.00	10.72
	CHECK 07/06/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	577.47
Check Date: 07/20/2001												
23140	12402		3140	298	1184572	700 SPEC D	4.00	80.00				
			3532		1184572				3001	FIT-SD	0.00	0.00
			3532		1184572				9300	DIR DE	73.88	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
23140	21401		3532		1184572				1000	FICA	4.96	4.96
23140	21401		3532		1184572				1100	MEDICA	1.16	1.16
	CHECK 07/20/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 07/20/2001												
13532	12401		3532	298	1188066	230 VACATI	72.00	1,810.52				
13532	12401		3532	298	1188066	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1188066	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1188066	800 INCENT	0.00	60.00				
			3532		1188066				2701	DHMO F	14.56	0.00
			3532		1188066				3000	FIT	314.34	0.00
			3532		1188066				8000	PBA -	17.17	0.00
			3532		1188066				9170	CRED U	218.17	0.00
			3532		1188066				9300	DIR DE	1,438.36	0.00
			3532		1188066				9400	DLE DI	4.60	0.00
13532	21401		3532		1188066				1000	FICA	133.78	133.78
13532	21401		3532		1188066				1100	MEDICA	31.29	31.29
13532	22402		3532		1188066				7005	HB	0.00	400.57
13532	23401		3532		1188066				2421	DHMO F	0.00	10.93
13532	23401		3532		1188066				2513	HUM HM	0.00	450.36
13532	23401		3532		1188066				9030	DLE DI	0.00	10.72
13532	23401		3532		1188066				9045	$24,00	0.00	10.68
	CHECK 07/20/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 08/03/2001												
13532	12401		3532	298	0901670	230 VACATI	72.00	1,810.52				
13532	12401		3532	298	0901670	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	0901670	905 LONGEV	0.00	100.58				
13532	15401		3532	298	0901670	800 INCENT	0.00	60.00				
			3532		0901670				2701	DHMO F	14.56	0.00
			3532		0901670				3000	FIT	315.10	0.00
			3532		0901670				6422	PETERS	1,060.04	0.00
			3532		0901670				8000	PBA -	17.17	0.00
			3532		0901670				9170	CRED U	218.17	0.00
			3532		0901670				9400	DLE DI	4.60	0.00
13532	21401		3532		0901670				1000	FICA	133.78	133.78
13532	21401		3532		0901670				1100	MEDICA	31.29	31.29
13532	22402		3532		0901670				7005	HB	0.00	400.57
13532	23401		3532		0901670				2421	DHMO F	0.00	10.93
13532	23401		3532		0901670				2513	HUM HM	0.00	450.36
13532	23401		3532		0901670				9030	DLE DI	0.00	10.72
13532	23401		3532		0901670				9045	$24,00	0.00	10.68
	CHECK 08/03/2001 TOTALS:				NET:	377.56	80.00	2,172.27			1,794.71	1,048.33
Check Date: 08/03/2001												
13532	12401		3532	298	1188066	230 VACATI	-72.00	-1,810.52				
13532	12401		3532	298	1188066	240 HOLIDA	-8.00	-201.17				
13532	12401		3532	298	1188066	905 LONGEV	0.00	-100.58				
13532	15401		3532	298	1188066	800 INCENT	0.00	-60.00				
			3532		1188066				2701	DHMO F	-14.56	0.00
			3532		1188066				3000	FIT	-314.34	0.00
			3532		1188066				8000	PBA -	-17.17	0.00
			3532		1188066				9170	CRED U	-218.17	0.00
			3532		1188066				9300	DIR DE	-1,438.36	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1188066				9400	DLE DI	-4.60	0.00
13532	21401		3532		1188066				1000	FICA	-133.78	-133.78
13532	21401		3532		1188066				1100	MEDICA	-31.29	-31.29
13532	22402		3532		1188066				7005	HB	0.00	-400.57
13532	23401		3532		1188066				2421	DHMO F	0.00	-10.93
13532	23401		3532		1188066				2513	HUM HM	0.00	-450.36
13532	23401		3532		1188066				9030	DLE DI	0.00	-10.72
13532	23401		3532		1188066				9045	$24,00	0.00	-10.68
	CHECK 08/03/2001 TOTALS:				NET:		.00	-80.00 -2,172.27			-2,172.27	-1,048.33
Check Date: 08/03/2001												
23140	12402		3140	298	1189580	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1189580	700 SPEC D	4.00	80.00				
			3532		1189580				3001	FIT-SD	0.00	0.00
			3532		1189580				9300	DIR DE	147.76	0.00
23140	21401		3532		1189580				1000	FICA	9.92	9.92
23140	21401		3532		1189580				1100	MEDICA	2.32	2.32
	CHECK 08/03/2001 TOTALS:				NET:		.00	8.00 160.00			160.00	12.24
Check Date: 08/03/2001												
13532	12401		3532	298	1193104	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1193104	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1193104	800 INCENT	0.00	60.00				
			3532		1193104				3000	FIT	318.27	0.00
			3532		1193104				6422	PETERS	1,192.00	0.00
			3532		1193104				8000	PBA -	17.17	0.00
			3532		1193104				9170	CRED U	218.17	0.00
			3532		1193104				9300	DIR DE	255.88	0.00
			3532		1193104				9400	DLE DI	4.60	0.00
13532	21401		3532		1193104				1000	FICA	134.68	134.68
13532	21401		3532		1193104				1100	MEDICA	31.50	31.50
13532	22402		3532		1193104				7005	HB	0.00	400.57
13532	23401		3532		1193104				9030	DLE DI	0.00	10.72
	CHECK 08/03/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 08/17/2001												
23140	12402		3140	298	1194594	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1194594	700 SPEC D	4.00	80.00				
			3532		1194594				3001	FIT-SD	0.00	0.00
			3532		1194594				9300	DIR DE	147.76	0.00
23140	21401		3532		1194594				1000	FICA	9.92	9.92
23140	21401		3532		1194594				1100	MEDICA	2.32	2.32
	CHECK 08/17/2001 TOTALS:				NET:		.00	8.00 160.00			160.00	12.24
Check Date: 08/17/2001												
13532	12401		3532	298	1198091	100 REGULA	38.00	955.56				
13532	12401		3532	298	1198091	230 VACATI	40.00	1,005.84				
13532	12401		3532	298	1198091	310 COMP T	2.00	50.29				
13532	12401		3532	298	1198091	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1198091	800 INCENT	0.00	60.00				
			3532		1198091				2701	DHMO F	14.56	0.00
			3532		1198091				3000	FIT	314.34	0.00
			3532		1198091				6422	PETERS	920.31	0.00
			3532		1198091				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1198091				9170	CRED U	218.17	0.00
			3532		1198091				9300	DIR DE	518.05	0.00
			3532		1198091				9400	DLE DI	4.60	0.00
13532	21401		3532		1198091				1000	FICA	133.78	133.78
13532	21401		3532		1198091				1100	MEDICA	31.29	31.29
13532	22402		3532		1198091				7005	HB	0.00	400.57
13532	23401		3532		1198091				2421	DHMO F	0.00	10.93
13532	23401		3532		1198091				2513	HUM HM	0.00	450.36
13532	23401		3532		1198091				9030	DLE DI	0.00	10.72
13532	23401		3532		1198091				9045	$24,00	0.00	10.68
	CHECK 08/17/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 08/31/2001												
23140	12402		3140	298	1199594	700 SPEC D	4.00	80.00				
			3532		1199594				3001	FIT-SD	0.00	0.00
			3532		1199594				9300	DIR DE	73.88	0.00
23140	21401		3532		1199594				1000	FICA	4.96	4.96
23140	21401		3532		1199594				1100	MEDICA	1.16	1.16
	CHECK 08/31/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 08/31/2001												
13532	12401		3532	298	1204133	100 REGULA	58.00	1,458.47				
13532	12401		3532	298	1204133	240 HOLIDA	16.00	402.34				
13532	12401		3532	298	1204133	310 COMP T	6.00	150.88				
13532	12401		3532	298	1204133	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1204133	800 INCENT	0.00	60.00				
			3532		1204133				3000	FIT	221.72	0.00
			3532		1204133				6422	PETERS	838.48	0.00
			3532		1204133				8000	PBA -	17.17	0.00
			3532		1204133				9170	CRED U	218.17	0.00
			3532		1204133				9400	DLE DI	4.60	0.00
13532	21401		3532		1204133				1000	FICA	134.68	134.68
13532	21401		3532		1204133				1100	MEDICA	31.50	31.50
13532	22402		3532		1204133				7005	HB	0.00	400.57
13532	23401		3532		1204133				9030	DLE DI	0.00	10.72
	CHECK 08/31/2001 TOTALS:				NET:	705.95	80.00	2,172.27			1,466.32	577.47
Check Date: 09/14/2001												
23140	12402		3140	298	1204737	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1204737	700 SPEC D	4.00	80.00				
			3532		1204737				3001	FIT-SD	0.00	0.00
23140	21401		3532		1204737				1000	FICA	9.92	9.92
23140	21401		3532		1204737				1100	MEDICA	2.32	2.32
	CHECK 09/14/2001 TOTALS:				NET:	147.76	8.00	160.00			12.24	12.24
Check Date: 09/14/2001												
13532	12401		3532	298	1208128	100 REGULA	70.00	1,760.23				
13532	12401		3532	298	1208128	230 VACATI	2.00	50.29				
13532	12401		3532	298	1208128	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1208128	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1208128	800 INCENT	0.00	60.00				
			3532		1208128				3000	FIT	318.27	0.00
			3532		1208128				6422	PETERS	843.91	0.00
			3532		1208128				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1208128				9170	CRED U	218.17	0.00
			3532		1208128				9300	DIR DE	603.97	0.00
			3532		1208128				9400	DLE DI	4.60	0.00
13532	21401		3532		1208128				1000	FICA	134.68	134.68
13532	21401		3532		1208128				1100	MEDICA	31.50	31.50
13532	22402		3532		1208128				7005	HB	0.00	400.57
13532	23401		3532		1208128				9030	DLE DI	0.00	10.72
	CHECK 09/14/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 09/28/2001												
23140	12402		3140	298	1209591	700 SPEC D	4.00	80.00				
			3532		1209591				3001	FIT-SD	0.00	0.00
			3532		1209591				9300	DIR DE	73.88	0.00
23140	21401		3532		1209591				1000	FICA	4.96	4.96
23140	21401		3532		1209591				1100	MEDICA	1.16	1.16
	CHECK 09/28/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 09/28/2001												
23140	12402		3140	298	1209955	700 SPEC D	4.00	80.00				
			3532		1209955				3001	FIT-SD	0.00	0.00
			3532		1209955				9300	DIR DE	73.88	0.00
23140	21401		3532		1209955				1000	FICA	4.96	4.96
23140	21401		3532		1209955				1100	MEDICA	1.16	1.16
	CHECK 09/28/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 09/28/2001												
13532	12401		3532	298	1213416	100 REGULA	68.00	1,709.94				
13532	12401		3532	298	1213416	230 VACATI	12.00	301.75				
13532	12401		3532	298	1213416	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1213416	800 INCENT	0.00	60.00				
			3532		1213416				2701	DHMO F	14.56	0.00
			3532		1213416				3000	FIT	314.34	0.00
			3532		1213416				6422	PETERS	1,192.00	0.00
			3532		1213416				8000	PBA -	17.17	0.00
			3532		1213416				9170	CRED U	218.17	0.00
			3532		1213416				9300	DIR DE	246.36	0.00
			3532		1213416				9400	DLE DI	4.60	0.00
13532	21401		3532		1213416				1000	FICA	133.78	133.78
13532	21401		3532		1213416				1100	MEDICA	31.29	31.29
13532	22402		3532		1213416				7005	HB	0.00	400.57
13532	23401		3532		1213416				2421	DHMO F	0.00	10.93
13532	23401		3532		1213416				2513	HUM HM	0.00	450.36
13532	23401		3532		1213416				9030	DLE DI	0.00	10.72
13532	23401		3532		1213416				9045	$24,00	0.00	10.68
	CHECK 09/28/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	1,048.33
Check Date: 10/12/2001												
23140	12402		3140	298	1215138	700 SPEC D	4.00	80.00				
			3532		1215138				3001	FIT-SD	0.00	0.00
			3532		1215138				9300	DIR DE	73.88	0.00
23140	21401		3532		1215138				1000	FICA	4.96	4.96
23140	21401		3532		1215138				1100	MEDICA	1.16	1.16
	CHECK 10/12/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 10/12/2001												

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1218747	100 REGULA	72.00	1,810.52				
13532	12401		3532	298	1218747	230 VACATI	8.00	201.17				
13532	12401		3532	298	1218747	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1218747	800 INCENT	0.00	60.00				
			3532		1218747				3000	FIT	468.27	0.00
			3532		1218747				6422	PETERS	805.85	0.00
			3532		1218747				8000	PBA -	17.17	0.00
			3532		1218747				9170	CRED U	218.17	0.00
			3532		1218747				9300	DIR DE	492.03	0.00
			3532		1218747				9400	DLE DI	4.60	0.00
13532	21401		3532		1218747				1000	FICA	134.68	134.68
13532	21401		3532		1218747				1100	MEDICA	31.50	31.50
13532	22402		3532		1218747				7005	HB	0.00	400.57
13532	23401		3532		1218747				9030	DLE DI	0.00	10.72
	CHECK 10/12/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	577.47
Check Date: 10/26/2001												
23140	12402		3140	298	1220258	700 SPEC D	4.00	80.00				
			3532		1220258				3001	FIT-SD	0.00	0.00
			3532		1220258				9300	DIR DE	73.88	0.00
23140	21401		3532		1220258				1000	FICA	4.96	4.96
23140	21401		3532		1220258				1100	MEDICA	1.16	1.16
	CHECK 10/26/2001 TOTALS:				NET:	.00	4.00	80.00			80.00	6.12
Check Date: 10/26/2001												
13532	12401		3532	298	1223909	100 REGULA	76.00	1,911.11				
13532	12401		3532	298	1223909	230 VACATI	4.00	100.58				
13532	12401		3532	298	1223909	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1223909	800 INCENT	0.00	60.00				
			3532		1223909				2701	DHMO F	14.56	0.00
			3532		1223909				3000	FIT	464.34	0.00
			3532		1223909				6422	PETERS	808.37	0.00
			3532		1223909				8000	PBA -	17.17	0.00
			3532		1223909				9170	CRED U	218.17	0.00
			3532		1223909				9300	DIR DE	479.99	0.00
			3532		1223909				9400	DLE DI	4.60	0.00
13532	21401		3532		1223909				1000	FICA	133.78	133.78
13532	21401		3532		1223909				1100	MEDICA	31.29	31.29
13532	22402		3532		1223909				7005	HB	0.00	400.57
13532	23401		3532		1223909				2421	DHMO F	0.00	10.93
13532	23401		3532		1223909				2513	HUM HM	0.00	450.36
13532	23401		3532		1223909				9030	DLE DI	0.00	10.72
13532	23401		3532		1223909				9045	$24,00	0.00	10.68
	CHECK 10/26/2001 TOTALS:				NET:	.00	80.00	2,172.27			2,172.27	1,048.33
Check Date: 11/09/2001												
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1225388	700 SPEC D	4.00	80.00				
			3532		1225388				3001	FIT-SD	0.00	0.00
			3532		1225388				9300	DIR DE	221.64	0.00
23140	21401		3532		1225388				1000	FICA	14.88	14.88
23140	21401		3532		1225388				1100	MEDICA	3.48	3.48

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 11/09/2001 TOTALS:				NET:	.00	12.00	240.00			240.00	18.36
Check Date: 11/09/2001												
13532	12401		3532	298	1229030	100 REGULA	67.00	1,684.79				
13532	12401		3532	298	1229030	230 VACATI	13.00	326.90				
13532	12401		3532	298	1229030	300 COMP E	3.00	0.00				
13532	12401		3532	298	1229030	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1229030	800 INCENT	0.00	60.00				
			3532		1229030				3000	FIT	468.27	0.00
			3532		1229030				6422	PETERS	879.73	0.00
			3532		1229030				8000	PBA -	17.17	0.00
			3532		1229030				9170	CRED U	218.17	0.00
			3532		1229030				9300	DIR DE	418.15	0.00
			3532		1229030				9400	DLE DI	4.60	0.00
13532	21401		3532		1229030				1000	FICA	134.68	134.68
13532	21401		3532		1229030				1100	MEDICA	31.50	31.50
13532	22402		3532		1229030				7005	HB	0.00	400.57
13532	23401		3532		1229030				9030	DLE DI	0.00	10.72
	CHECK 11/09/2001 TOTALS:				NET:	.00	83.00	2,172.27			2,172.27	577.47
Check Date: 11/21/2001												
23140	12402		3140	298	1230518	700 SPEC D	4.00	80.00				
23140	12402		3140	298	1230518	700 SPEC D	4.00	80.00				
			3532		1230518				3001	FIT-SD	0.00	0.00
			3532		1230518				9300	DIR DE	147.76	0.00
23140	21401		3532		1230518				1000	FICA	9.92	9.92
23140	21401		3532		1230518				1100	MEDICA	2.32	2.32
	CHECK 11/21/2001 TOTALS:				NET:	.00	8.00	160.00			160.00	12.24
Check Date: 11/21/2001												
13532	12401		3532	298	1234150	100 REGULA	70.00	1,760.23				
13532	12401		3532	298	1234150	230 VACATI	2.00	50.29				
13532	12401		3532	298	1234150	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1234150	300 COMP E	1.50	0.00				
13532	12401		3532	298	1234150	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1234150	800 INCENT	0.00	60.00				
			3532		1234150				2701	DHMO F	14.56	0.00
			3532		1234150				3000	FIT	464.34	0.00
			3532		1234150				6422	PETERS	845.31	0.00
			3532		1234150				8000	PBA -	17.17	0.00
			3532		1234150				9170	CRED U	398.44	0.00
			3532		1234150				9300	DIR DE	262.78	0.00
			3532		1234150				9400	DLE DI	4.60	0.00
13532	21401		3532		1234150				1000	FICA	133.78	133.78
13532	21401		3532		1234150				1100	MEDICA	31.29	31.29
13532	22402		3532		1234150				7005	HB	0.00	400.57
13532	23401		3532		1234150				2421	DHMO F	0.00	10.93
13532	23401		3532		1234150				2513	HUM HM	0.00	450.36
13532	23401		3532		1234150				9030	DLE DI	0.00	10.72
13532	23401		3532		1234150				9045	$24,00	0.00	10.68
	CHECK 11/21/2001 TOTALS:				NET:	.00	81.50	2,172.27			2,172.27	1,048.33
Check Date: 12/07/2001												
23140	12402		3140	298	1235725	700 SPEC D	4.00	80.00				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1235725				3001	FIT-SD	0.00	0.00
			3532		1235725				9300	DIR DE	73.88	0.00
23140	21401		3532		1235725				1000	FICA	4.96	4.96
23140	21401		3532		1235725				1100	MEDICA	1.16	1.16
	CHECK 12/07/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 12/07/2001												
13532	12401		3532	298	1239397	100 REGULA	62.00	1,559.06				
13532	12401		3532	298	1239397	230 VACATI	2.00	50.29				
13532	12401		3532	298	1239397	240 HOLIDA	16.00	402.34				
13532	12401		3532	298	1239397	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1239397	800 INCENT	0.00	60.00				
			3532		1239397				3000	FIT	221.72	0.00
			3532		1239397				6422	PETERS	929.13	0.00
			3532		1239397				8000	PBA -	17.17	0.00
			3532		1239397				9170	CRED U	398.44	0.00
			3532		1239397				9300	DIR DE	435.03	0.00
			3532		1239397				9400	DLE DI	4.60	0.00
13532	21401		3532		1239397				1000	FICA	134.68	134.68
13532	21401		3532		1239397				1100	MEDICA	31.50	31.50
13532	22402		3532		1239397				7005	HB	0.00	400.57
13532	23401		3532		1239397				9030	DLE DI	0.00	10.72
	CHECK 12/07/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	577.47
Check Date: 12/21/2001												
23140	12402		3140	298	1241444	700 SPEC D	4.00	80.00				
			3532		1241444				3001	FIT-SD	0.00	0.00
			3532		1241444				9300	DIR DE	73.88	0.00
23140	21401		3532		1241444				1000	FICA	4.96	4.96
23140	21401		3532		1241444				1100	MEDICA	1.16	1.16
	CHECK 12/21/2001 TOTALS:				NET:		.00	4.00 80.00			80.00	6.12
Check Date: 12/21/2001												
13532	12401		3532	298	1245119	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1245119	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1245119	800 INCENT	0.00	60.00				
			3532		1245119				2701	DHMO F	14.56	0.00
			3532		1245119				2713	HUM HM	30.00	0.00
			3532		1245119				3000	FIT	215.03	0.00
			3532		1245119				6422	PETERS	934.18	0.00
			3532		1245119				8000	PBA -	17.17	0.00
			3532		1245119				9170	CRED U	398.44	0.00
			3532		1245119				9300	DIR DE	395.52	0.00
			3532		1245119				9400	DLE DI	4.60	0.00
13532	21401		3532		1245119				1000	FICA	131.92	131.92
13532	21401		3532		1245119				1100	MEDICA	30.85	30.85
13532	22402		3532		1245119				7005	HB	0.00	400.57
13532	23401		3532		1245119				2421	DHMO F	0.00	13.48
13532	23401		3532		1245119				2513	HUM HM	0.00	477.26
13532	23401		3532		1245119				9030	DLE DI	0.00	10.72
13532	23401		3532		1245119				9047	BASIC	0.00	14.58
13532	23401		3532		1245119				9906	VISION	0.00	9.59
	CHECK 12/21/2001 TOTALS:				NET:		.00	80.00 2,172.27			2,172.27	1,088.97
	EMPLOYEE TOTALS:				NET:	1,231.27	2,333.25	60,526.94			59,295.67	21,437.33

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
004308 [redacted] PETERSON, SCOT							LOC: 3532 ORG: 13532					
Check Date: 01/04/2002												
13532	12401		3532	298	1253323	100 REGULA	32.00	804.68				
13532	12401		3532	298	1253323	230 VACATI	40.00	1,005.84				
13532	12401		3532	298	1253323	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1253323	300 COMP E	15.75	0.00				
13532	12401		3532	298	1253323	905 LONGEV	0.00	100.58				
13532	15401		3532	298	1253323	800 INCENT	0.00	60.00				
			3532		1253323				3000	FIT	221.72	0.00
			3532		1253323				6422	PETERS	892.19	0.00
			3532		1253323				8000	PBA -	17.17	0.00
			3532		1253323				9170	CRED U	398.44	0.00
			3532		1253323				9300	DIR DE	471.97	0.00
			3532		1253323				9400	DLE DI	4.60	0.00
13532	21401		3532		1253323				1000	FICA	134.68	134.68
13532	21401		3532		1253323				1100	MEDICA	31.50	31.50
13532	22402		3532		1253323				7005	HB	0.00	400.57
13532	23401		3532		1253323				9030	DLE DI	0.00	10.72
	CHECK 01/04/2002 TOTALS:		NET:		.00		95.75	2,172.27			2,172.27	577.47
Check Date: 01/18/2002												
13532	12401		3532	298	1258470	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1258470	230 VACATI	8.00	201.17				
13532	12401		3532	298	1258470	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1258470	300 COMP E	4.50	0.00				
13532	12401		3532	298	1258470	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1258470	995 GTL	0.00	0.27				
13532	15401		3532	298	1258470	800 INCENT	0.00	60.00				
			3532		1258470				2701	DHMO F	14.56	0.00
			3532		1258470				2713	HUM HM	30.00	0.00
			3532		1258470				3000	FIT	215.03	0.00
			3532		1258470				6422	PETERS	897.36	0.00
			3532		1258470				8000	PBA -	17.17	0.00
			3532		1258470				9170	CRED U	398.44	0.00
			3532		1258470				9300	DIR DE	432.32	0.00
			3532		1258470				9400	DLE DI	4.60	0.00
13532	21401		3532		1258470				1000	FICA	131.93	131.93
13532	21401		3532		1258470				1100	MEDICA	30.86	30.86
13532	22402		3532		1258470				7005	HB	0.00	400.62
13532	23401		3532		1258470				2421	DHMO F	0.00	13.48
13532	23401		3532		1258470				2513	HUM HM	0.00	477.26
13532	23401		3532		1258470				9030	DLE DI	0.00	10.72
13532	23401		3532		1258470				9047	BASIC	0.00	14.58
13532	23401		3532		1258470				9906	VISION	0.00	9.59
	CHECK 01/18/2002 TOTALS:		NET:		.00		84.50	2,172.54			2,172.27	1,089.04
Check Date: 02/01/2002												
13532	12401		3532	298	1263579	100 REGULA	64.00	1,609.35				
13532	12401		3532	298	1263579	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1263579	300 COMP E	1.50	0.00				
13532	12401		3532	298	1263579	310 COMP T	8.00	201.17				
13532	12401		3532	298	1263579	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1263579	995 GTL	0.00	0.32				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	15401		3532	298	1263579	800 INCENT	0.00	60.00				
			3532		1263579				3000	FIT	221.72	0.00
			3532		1263579				6422	PETERS	892.33	0.00
			3532		1263579				8000	PBA -	17.17	0.00
			3532		1263579				9170	CRED U	398.44	0.00
			3532		1263579				9300	DIR DE	471.81	0.00
			3532		1263579				9400	DLE DI	4.60	0.00
13532	21401		3532		1263579				1000	FICA	134.70	134.70
13532	21401		3532		1263579				1100	MEDICA	31.50	31.50
13532	22402		3532		1263579				7005	HB	0.00	400.63
13532	23401		3532		1263579				9030	DLE DI	0.00	10.72
	CHECK 02/01/2002 TOTALS:				NET:	.00	81.50	2,172.59			2,172.27	577.55
Check Date: 02/15/2002												
13532	12401		3532	298	1268754	100 REGULA	80.00	2,011.69				
13532	12401		3532	298	1268754	300 COMP E	3.00	0.00				
13532	12401		3532	298	1268754	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1268754	995 GTL	0.00	0.32				
13532	15401		3532	298	1268754	800 INCENT	0.00	60.00				
			3532		1268754				2701	DHMO F	14.56	0.00
			3532		1268754				2713	HUM HM	30.00	0.00
			3532		1268754				3000	FIT	191.93	0.00
			3532		1268754				6422	PETERS	908.93	0.00
			3532		1268754				8000	PBA -	17.17	0.00
			3532		1268754				9170	CRED U	398.44	0.00
			3532		1268754				9300	DIR DE	443.84	0.00
			3532		1268754				9400	DLE DI	4.60	0.00
13532	21401		3532		1268754				1000	FICA	131.94	131.94
13532	21401		3532		1268754				1100	MEDICA	30.86	30.86
13532	22402		3532		1268754				7005	HB	0.00	400.63
13532	23401		3532		1268754				2421	DHMO F	0.00	13.48
13532	23401		3532		1268754				2513	HUM HM	0.00	477.26
13532	23401		3532		1268754				9030	DLE DI	0.00	10.72
13532	23401		3532		1268754				9047	BASIC	0.00	15.68
13532	23401		3532		1268754				9906	VISION	0.00	9.59
	CHECK 02/15/2002 TOTALS:				NET:	.00	83.00	2,172.59			2,172.27	1,090.16
Check Date: 03/01/2002												
13532	12401		3532	298	1273903	100 REGULA	72.00	1,810.52				
13532	12401		3532	298	1273903	240 HOLIDA	8.00	201.17				
13532	12401		3532	298	1273903	300 COMP E	1.50	0.00				
13532	12401		3532	298	1273903	905 LONGEV	0.00	100.58				
13532	12401		3532	298	1273903	995 GTL	0.00	0.32				
13532	15401		3532	298	1273903	800 INCENT	0.00	60.00				
			3532		1273903				3000	FIT	196.31	0.00
			3532		1273903				6422	PETERS	905.04	0.00
			3532		1273903				8000	PBA -	17.17	0.00
			3532		1273903				9170	CRED U	398.44	0.00
			3532		1273903				9300	DIR DE	484.51	0.00
			3532		1273903				9400	DLE DI	4.60	0.00
13532	21401		3532		1273903				1000	FICA	134.70	134.70
13532	21401		3532		1273903				1100	MEDICA	31.50	31.50
13532	22402		3532		1273903				7005	HB	0.00	400.63
13532	23401		3532		1273903				9030	DLE DI	0.00	10.72

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
	CHECK 03/01/2002 TOTALS:				NET:	.00	81.50	2,172.59			2,172.27	577.55
Check Date: 03/15/2002												
13532	12401		3532	298	1278360	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1278360	300 COMP E	3.00	0.00				
13532	12401		3532	298	1278360	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1278360	995 GTL	0.00	0.18				
13532	15401		3532	298	1278360	800 INCENT	0.00	60.00				
			3532		1278360				2701	DHMO F	14.56	0.00
			3532		1278360				2713	HUM HM	30.00	0.00
			3532		1278360				3000	FIT	199.13	0.00
			3532		1278360				6422	PETERS	934.53	0.00
			3532		1278360				8000	PBA -	17.17	0.00
			3532		1278360				9170	CRED U	398.44	0.00
			3532		1278360				9300	DIR DE	469.58	0.00
			3532		1278360				9400	DLE DI	4.60	0.00
13532	21401		3532		1278360				1000	FICA	135.86	135.86
13532	21401		3532		1278360				1100	MEDICA	31.77	31.77
13532	22402		3532		1278360				7005	HB	0.00	412.29
13532	23401		3532		1278360				2421	DHMO F	0.00	13.48
13532	23401		3532		1278360				2513	HUM HM	0.00	477.26
13532	23401		3532		1278360				9030	DLE DI	0.00	10.72
13532	23401		3532		1278360				9047	BASIC	0.00	15.39
13532	23401		3532		1278360				9906	VISION	0.00	9.59
	CHECK 03/15/2002 TOTALS:				NET:	.00	83.00	2,235.82			2,235.64	1,106.36
Check Date: 03/29/2002												
13532	12401		3532	298	1280548	120 RETRO	0.00	633.68				
			3532		1280548				3002	FIT	171.09	0.00
13532	21401		3532		1280548				1000	FICA	39.29	39.29
13532	21401		3532		1280548				1100	MEDICA	9.19	9.19
13532	22402		3532		1280548				7005	HB	0.00	116.85
	CHECK 03/29/2002 TOTALS:				NET:	414.11	0.00	633.68			219.57	165.33
Check Date: 03/29/2002												
13532	12401		3532	298	1284919	100 REGULA	78.00	2,020.24				
13532	12401		3532	298	1284919	300 COMP E	3.00	0.00				
13532	12401		3532	298	1284919	310 COMP T	2.00	51.80				
13532	12401		3532	298	1284919	905 LONGEV	0.00	103.60				
13532	15401		3532	298	1284919	800 INCENT	0.00	60.00				
			3532		1284919				3000	FIT	280.82	0.00
			3532		1284919				6422	PETERS	1,098.95	0.00
			3532		1284919				8000	PBA -	17.17	0.00
			3532		1284919				9170	CRED U	398.44	0.00
			3532		1284919				9300	DIR DE	264.63	0.00
			3532		1284919				9400	DLE DI	4.60	0.00
13532	21401		3532		1284919				1000	FICA	138.61	138.61
13532	21401		3532		1284919				1100	MEDICA	32.42	32.42
13532	22402		3532		1284919				7005	HB	0.00	412.25
13532	23401		3532		1284919				9030	DLE DI	0.00	10.72
	CHECK 03/29/2002 TOTALS:				NET:	.00	83.00	2,235.64			2,235.64	594.00
Check Date: 04/12/2002												
13532	12401		3532	298	1290122	100 REGULA	24.00	621.62				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1290122	220 PERSON	8.00	207.20				
13532	12401		3532	298	1290122	230 VACATI	24.00	621.61				
13532	12401		3532	298	1290122	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1290122	300 COMP E	3.00	0.00				
13532	12401		3532	298	1290122	310 COMP T	16.00	414.41				
13532	12401		3532	298	1290122	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1290122	995 GTL	0.00	0.18				
13532	15401		3532	298	1290122	800 INCENT	0.00	60.00				
			3532		1290122				3000	FIT	280.82	0.00
			3532		1290122				6422	PETERS	891.98	0.00
			3532		1290122				8000	PBA -	17.17	0.00
			3532		1290122				9170	CRED U	398.44	0.00
			3532		1290122				9300	DIR DE	471.59	0.00
			3532		1290122				9400	DLE DI	4.60	0.00
13532	21401		3532		1290122				1000	FICA	138.62	138.62
13532	21401		3532		1290122				1100	MEDICA	32.42	32.42
13532	22402		3532		1290122				7005	HB	0.00	412.29
13532	23401		3532		1290122				9030	DLE DI	0.00	10.72
	CHECK 04/12/2002 TOTALS:				NET:	.00	83.00	2,235.82			2,235.64	594.05
Check Date: 04/26/2002												
13532	12401		3532	298	1295322	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1295322	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1295322	995 GTL	0.00	0.18				
13532	15401		3532	298	1295322	800 INCENT	0.00	60.00				
			3532		1295322				2701	DHMO F	14.56	0.00
			3532		1295322				2713	HUM HM	30.00	0.00
			3532		1295322				3000	FIT	274.13	0.00
			3532		1295322				6422	PETERS	897.03	0.00
			3532		1295322				8000	PBA -	17.17	0.00
			3532		1295322				9170	CRED U	398.44	0.00
			3532		1295322				9300	DIR DE	432.08	0.00
			3532		1295322				9400	DLE DI	4.60	0.00
13532	21401		3532		1295322				1000	FICA	135.86	135.86
13532	21401		3532		1295322				1100	MEDICA	31.77	31.77
13532	22402		3532		1295322				7005	HB	0.00	412.29
13532	23401		3532		1295322				2421	DHMO F	0.00	13.48
13532	23401		3532		1295322				2513	HUM HM	0.00	477.26
13532	23401		3532		1295322				9030	DLE DI	0.00	10.72
13532	23401		3532		1295322				9047	BASIC	0.00	15.39
13532	23401		3532		1295322				9906	VISION	0.00	9.59
	CHECK 04/26/2002 TOTALS:				NET:	.00	80.00	2,235.82			2,235.64	1,106.36
Check Date: 05/10/2002												
13532	12401		3532	298	1300587	100 REGULA	72.00	1,864.84				
13532	12401		3532	298	1300587	200 SICK	8.00	207.20				
13532	12401		3532	298	1300587	300 COMP E	1.50	0.00				
13532	12401		3532	298	1300587	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1300587	995 GTL	0.00	0.18				
13532	15401		3532	298	1300587	800 INCENT	0.00	60.00				
			3532		1300587				3000	FIT	280.82	0.00
			3532		1300587				6422	PETERS	950.00	0.00
			3532		1300587				8000	PBA -	17.17	0.00
			3532		1300587				9170	CRED U	398.44	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1300587				9300	DIR DE	413.57	0.00
			3532		1300587				9400	DLE DI	4.60	0.00
13532	21401		3532		1300587				1000	FICA	138.62	138.62
13532	21401		3532		1300587				1100	MEDICA	32.42	32.42
13532	22402		3532		1300587				7005	HB	0.00	412.29
13532	23401		3532		1300587				9030	DLE DI	0.00	10.72
	CHECK 05/10/2002 TOTALS:				NET:		.00	81.50 2,235.82			2,235.64	594.05
Check Date: 05/24/2002												
13532	12401		3532	298	1305832	100 REGULA	80.00	2,072.04				
13532	12401		3532	298	1305832	300 COMP E	4.50	0.00				
13532	12401		3532	298	1305832	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1305832	995 GTL	0.00	0.18				
13532	15401		3532	298	1305832	800 INCENT	0.00	60.00				
			3532		1305832				2701	DHMO F	14.56	0.00
			3532		1305832				2713	HUM HM	30.00	0.00
			3532		1305832				3000	FIT	274.13	0.00
			3532		1305832				6422	PETERS	839.01	0.00
			3532		1305832				8000	PBA -	17.17	0.00
			3532		1305832				9170	CRED U	398.44	0.00
			3532		1305832				9300	DIR DE	490.10	0.00
			3532		1305832				9400	DLE DI	4.60	0.00
13532	21401		3532		1305832				1000	FICA	135.86	135.86
13532	21401		3532		1305832				1100	MEDICA	31.77	31.77
13532	22402		3532		1305832				7005	HB	0.00	412.29
13532	23401		3532		1305832				2421	DHMO F	0.00	13.48
13532	23401		3532		1305832				2513	HUM HM	0.00	477.26
13532	23401		3532		1305832				9030	DLE DI	0.00	10.72
13532	23401		3532		1305832				9047	BASIC	0.00	15.39
13532	23401		3532		1305832				9906	VISION	0.00	9.59
	CHECK 05/24/2002 TOTALS:				NET:		.00	84.50 2,235.82			2,235.64	1,106.36
Check Date: 06/07/2002												
13532	12401		3532	298	1311069	100 REGULA	64.00	1,657.64				
13532	12401		3532	298	1311069	230 VACATI	8.00	207.20				
13532	12401		3532	298	1311069	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1311069	300 COMP E	1.50	0.00				
13532	12401		3532	298	1311069	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1311069	995 GTL	0.00	0.18				
13532	15401		3532	298	1311069	800 INCENT	0.00	60.00				
			3532		1311069				3000	FIT	280.82	0.00
			3532		1311069				6422	PETERS	891.98	0.00
			3532		1311069				8000	PBA -	17.17	0.00
			3532		1311069				9170	CRED U	398.44	0.00
			3532		1311069				9300	DIR DE	471.59	0.00
			3532		1311069				9400	DLE DI	4.60	0.00
13532	21401		3532		1311069				1000	FICA	138.62	138.62
13532	21401		3532		1311069				1100	MEDICA	32.42	32.42
13532	22402		3532		1311069				7005	HB	0.00	412.29
13532	23401		3532		1311069				9030	DLE DI	0.00	10.72
	CHECK 06/07/2002 TOTALS:				NET:		.00	81.50 2,235.82			2,235.64	594.05
Check Date: 06/21/2002												
13532	12401		3532	298	1316326	100 REGULA	80.00	2,072.04				

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
13532	12401		3532	298	1316326	300 COMP E	1.50	0.00				
13532	12401		3532	298	1316326	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1316326	995 GTL	0.00	0.18				
13532	15401		3532	298	1316326	800 INCENT	0.00	60.00				
			3532		1316326				2701	DHMO F	14.56	0.00
			3532		1316326				2713	HUM HM	30.00	0.00
			3532		1316326				3000	FIT	274.13	0.00
			3532		1316326				6422	PETERS	897.03	0.00
			3532		1316326				8000	PBA -	17.17	0.00
			3532		1316326				9170	CRED U	398.44	0.00
			3532		1316326				9300	DIR DE	432.08	0.00
			3532		1316326				9400	DLE DI	4.60	0.00
13532	21401		3532		1316326				1000	FICA	135.86	135.86
13532	21401		3532		1316326				1100	MEDICA	31.77	31.77
13532	22402		3532		1316326				7005	HB	0.00	412.29
13532	23401		3532		1316326				2421	DHMO F	0.00	13.48
13532	23401		3532		1316326				2513	HUM HM	0.00	477.26
13532	23401		3532		1316326				9030	DLE DI	0.00	10.72
13532	23401		3532		1316326				9047	BASIC	0.00	15.39
13532	23401		3532		1316326				9906	VISION	0.00	9.59
	CHECK 06/21/2002 TOTALS:				NET:	.00	81.50	2,235.82			2,235.64	1,106.36
Check Date: 07/05/2002												
13532	12401		3532	298	1321568	100 REGULA	77.00	1,994.34				
13532	12401		3532	298	1321568	300 COMP E	4.50	0.00				
13532	12401		3532	298	1321568	310 COMP T	3.00	77.70				
13532	12401		3532	298	1321568	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1321568	995 GTL	0.00	0.18				
13532	15401		3532	298	1321568	800 INCENT	0.00	60.00				
			3532		1321568				3000	FIT	280.82	0.00
			3532		1321568				6422	PETERS	950.00	0.00
			3532		1321568				8000	PBA -	17.17	0.00
			3532		1321568				9170	CRED U	398.44	0.00
			3532		1321568				9300	DIR DE	413.57	0.00
			3532		1321568				9400	DLE DI	4.60	0.00
13532	21401		3532		1321568				1000	FICA	138.62	138.62
13532	21401		3532		1321568				1100	MEDICA	32.42	32.42
13532	22402		3532		1321568				7005	HB	0.00	357.95
13532	23401		3532		1321568				9030	DLE DI	0.00	10.72
	CHECK 07/05/2002 TOTALS:				NET:	.00	84.50	2,235.82			2,235.64	539.71
Check Date: 07/19/2002												
13532	12401		3532	298	1326870	100 REGULA	62.00	1,605.83				
13532	12401		3532	298	1326870	240 HOLIDA	8.00	207.20				
13532	12401		3532	298	1326870	300 COMP E	4.50	0.00				
13532	12401		3532	298	1326870	310 COMP T	10.00	259.01				
13532	12401		3532	298	1326870	905 LONGEV	0.00	103.60				
13532	12401		3532	298	1326870	995 GTL	0.00	0.18				
13532	15401		3532	298	1326870	800 INCENT	0.00	60.00				
			3532		1326870				2701	DHMO F	14.56	0.00
			3532		1326870				2713	HUM HM	30.00	0.00
			3532		1326870				3000	FIT	274.13	0.00
			3532		1326870				6422	PETERS	839.01	0.00
			3532		1326870				8000	PBA -	17.17	0.00

ORG	OBJ	PROJ	LOC	JOB	CHECK	PAY TYPE	HOURS	AMOUNT	DED	TYPE	EMPLOYEE	EMPLOYER
			3532		1326870				9170	CRED U	398.44	0.00
			3532		1326870				9300	DIR DE	490.10	0.00
			3532		1326870				9400	DLE DI	4.60	0.00
13532	21401		3532		1326870				1000	FICA	135.86	135.86
13532	21401		3532		1326870				1100	MEDICA	31.77	31.77
13532	22402		3532		1326870				7005	HB	0.00	357.95
13532	23401		3532		1326870				2421	DHMO F	0.00	13.48
13532	23401		3532		1326870				2513	HUM HM	0.00	477.26
13532	23401		3532		1326870				9030	DLE DI	0.00	10.72
13532	23401		3532		1326870				9047	BASIC	0.00	15.39
13532	23401		3532		1326870				9906	VISION	0.00	9.59
	CHECK 07/19/2002 TOTALS:				NET:		.00	84.50	2,235.82		2,235.64	1,052.02
Check Date: 08/02/2002												
13532	12401		3532	298	1332163	100	REGULA	80.00	2,072.04			
13532	12401		3532	298	1332163	905	LONGEV	0.00	103.60			
13532	12401		3532	298	1332163	995	GTL	0.00	0.18			
13532	15401		3532	298	1332163	800	INCENT	0.00	60.00			
			3532		1332163				3000	FIT	280.82	0.00
			3532		1332163				6422	PETERS	891.98	0.00
			3532		1332163				8000	PBA -	17.17	0.00
			3532		1332163				9170	CRED U	398.44	0.00
			3532		1332163				9300	DIR DE	471.59	0.00
			3532		1332163				9400	DLE DI	4.60	0.00
13532	21401		3532		1332163				1000	FICA	138.62	138.62
13532	21401		3532		1332163				1100	MEDICA	32.42	32.42
13532	22402		3532		1332163				7005	HB	0.00	357.95
13532	23401		3532		1332163				9030	DLE DI	0.00	10.72
	CHECK 08/02/2002 TOTALS:				NET:		.00	80.00	2,235.82		2,235.64	539.71
	EMPLOYEE TOTALS:				NET:		416.96	1,333.25	36,090.10		35,672.96	13,010.13
	GRAND TOTALS:				NET:		416.96	1,333.25	36,090.10		35,672.96	13,010.13

*** END OF REPORT ***

Form W-4 (2002)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2002 expires February 16, 2003. See **Pub. 505**, Tax Withholding and Estimated Tax.

Note: *You cannot claim exemption from withholding if (a) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (b) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line **E** below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919**, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **Form 1040-ES**, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Nonresident alien. If you are a nonresident alien, see the **Instructions for Form 8233** before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2002. See Pub. 919, especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $125,000 (Single) or $175,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* **Pub. 503**, *Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $15,000 and $42,000 ($42,000 and $65,000 if married), enter "1" for each eligible child plus **1 additional** if you have three to five eligible children or **2 additional** if you have six or more eligible children. • If your total income will be between $42,000 and $80,000 ($65,000 and $115,000 if married), enter "1" if you have one or two eligible children, "2" if you have three eligible children, "3" if you have four eligible children, or "4" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you have **more than one job** or are **married and you and your spouse both work** and the combined earnings from all jobs exceed $35,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

RECEIVED MAR 1 2002 HUMAN RESOURCES

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

2002

1 Type or print your first name and middle initial: Scot R — Last name: Peterson — 2 Your social security number: [redacted]

[redacted] ute)

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.*

[redacted]

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $75.00
7	I claim exemption from withholding for 2002, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of all Federal income tax withheld because I had no tax liability **and** • This year I expect a refund of all Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 3-11-02

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

4308 MAR 29 2002

EOG-01560

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2002 tax return.*

1	Enter an estimate of your 2002 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2002, you may have to reduce your itemized deductions if your income is over $137,300 ($68,650 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,850 if married filing jointly or qualifying widow(er); $6,900 if head of household; $4,700 if single; $3,925 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter "-0-"	3	$
4	Enter an estimate of your 2002 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total. Include any amount for credits from **Worksheet 7** in Pub. 919.	5	$
6	Enter an estimate of your 2002 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than "-0-"	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet,** line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the lowest paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year-end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed	8	$
9	Divide line 8 by the number of pay periods remaining in 2002. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2001. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	44,001 - 50,000	8	$0 - $6,000	0	75,001 - 95,000	8
4,001 - 9,000	1	50,001 - 55,000	9	6,001 - 11,000	1	95,001 - 110,000	9
9,001 - 15,000	2	55,001 - 65,000	10	11,001 - 17,000	2	110,001 and over	10
15,001 - 20,000	3	65,001 - 80,000	11	17,001 - 23,000	3		
20,001 - 25,000	4	80,001 - 95,000	12	23,001 - 28,000	4		
25,001 - 32,000	5	95,001 - 110,000	13	28,001 - 38,000	5		
32,001 - 38,000	6	110,001 - 125,000	14	38,001 - 55,000	6		
38,001 - 44,000	7	125,001 and over	15	55,001 - 75,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$450	$0 - $30,000	$450
50,001 - 100,000	800	30,001 - 70,000	800
100,001 - 150,000	900	70,001 - 140,000	900
150,001 - 270,000	1,050	140,001 - 300,000	1,050
270,001 and over	1,150	300,001 and over	1,150

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **Do not** send the tax form to this address. Instead, give it to your employer.

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		3000	FIT	[redacted]		.00	YYYYY	[redacted]	

Tot emp count: 0001

** END OF REPORT **

DATE: **March 5, 2002**

TO: DEPUTY SHERIFF/CC SCOT PETERSON CCN - 4308
SCHOOL RESOURCE OFFICE

FROM: **Sheriff Ken Jenne**

SUBJECT: Wage Increase

Successful negotiations between the Police Benevolent Association (PBA) and the Sheriff's Office have resulted in a finalized contract for Department of Law Enforcement Deputies and Sergeants. According to Article 19 of the contract, the pay scale for Deputies and Sergeants will be increased by three percent (3%) effective the first full pay period in October 2001. This adjustment will be processed for those employees whose salary falls within the established BSO pay range.

This salary adjustment will be reflected in paychecks received on March 15, 2002. A separate check will also be distributed on March 29, 2002 for the retroactive amount.

Should you require additional information, please contact Compensation Manager Joanna Hely at 321-4418 or Senior Human Resources Analyst Jennifer Wheeler at 321-4416.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel Harold Wilber, Executive Director, Department of Detention & Community Control
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Assistant Director Elijah Williams, Department of Legal Affairs

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		[redacted]							
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	950.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	398.44	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
Bank Acct: [redacted]		Bank: 002 [redacted]							
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

DEC 07 2001

MB

Form W-4 (2001)

Purpose. Complete Form W-4 so your emplo . can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using F 1040-ES, Estimated Tax for Individuals. C se, you may owe additional tax.

T mers/two jobs. If you have a working s or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* **Pub. 503,** *Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, **or** if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give **Form W-4 to your employer. Keep the top part for your records.**

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010
2001

1 Type or print your first name and middle initial: SCOT R | Last name: PETERSEN | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] NOV 20 2001

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] Date ▶ 11-20-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

#4308

NOV 21 2001
DEC 07 2001

EOG-01565

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2001 tax return.*

1 Enter an estimate of your 2001 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2001, you may have to reduce your itemized deductions if your income is over $132,950 ($66,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter: { $7,600 if married filing jointly or qualifying widow(er) / $6,650 if head of household / $4,550 if single / $3,800 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0- . . . . . 3 $

4 Enter an estimate of your 2001 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total (include any amount for credits from **Worksheet 7** in Pub. 919.) . 5 $

6 Enter an estimate of your 2001 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than -0- . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here 2

3 If line 1 **is more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **less than** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2001. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2000. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $4,000	0	42,001 - 47,000	8	$0 - $6,000	0	65,001 - 80,000	8
4,001 - 8,000	1	47,001 - 55,000	9	6,001 - 12,000	1	80,001 - 105,000	9
8,001 - 14,000	2	55,001 - 65,000	10	12,001 - 17,000	2	105,001 and over	10
14,001 - 19,000	3	65,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 90,000	12	22,001 - 28,000	4		
25,001 - 32,000	5	90,001 - 105,000	13	28,001 - 40,000	5		
32,001 - 38,000	6	105,001 - 115,000	14	40,001 - 50,000	6		
38,001 - 42,000	7	115,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $50,000	$440	$0 - $30,000	$440
50,001 - 100,000	800	30,001 - 60,000	800
100,001 - 130,000	900	60,001 - 120,000	900
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

EOG-01566

Form W-4 (2001)

Purpose. Complete Form W-4 so your emp can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 919, How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the Two-Earner/Two-Job Worksheet on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E ____
F	Enter "1" if you have at least $1,500 of child or dependent care expenses for which you plan to claim a credit (Note: *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.
- If you are single, have more than one job and your combined earnings from all jobs exceed $35,000, or if you are married and have a working spouse or more than one job and the combined earnings from all jobs exceed $60,000, see the Two-Earner/Two-Job Worksheet on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

1 Type or print your first name and middle initial: Scot I — Last name: Peterson — OCT - 3 2001 — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] — 3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

City or town, state, and ZIP code: [redacted] — 4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $ 150.00
7	I claim exemption from withholding for 2001, and I certify that I meet both of the following conditions for exemption: • Last year I had a right to a refund of all Federal income tax withheld because I had no tax liability and • This year I expect a refund of all Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson — Date ▶ 10-03-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

#4308

OCT 12 2001

KB

EOG-01567

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
[redacted]		1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		[redacted]							
		3000	FIT	06	150.00	.00	YYYYY	S	4
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	950.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	218.17	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
Bank Acct: [redacted]		Bank: 002 [redacted]							
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

OCT 12 2001

MB

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	1000	FICA	03	6.20	6.20	YYYYY		
		1100	MEDICA	03	1.45	1.45	YYYYY		
		2421	OHS DE	01	.00	10.93	NYNNN		
		2513	HUM HM	01	.00	450.36	NYNNN		
		2701	OHS MC	01	14.56	.00	NYNNN		
		2713	HUM HM	01	.00	.00	NYNNN		
		[redacted]							
		3001	FIT-SD	05	.00	.00	YYYYY	M	1
		6422	PETERS	02	1192.00	.00	YYYNN		
		7005	HB	03	.00	18.44	YYYYY		
		8000	PBA -	01	17.17	.00	YYYNN		
		9030	DLE DI	01	.00	10.72	YYYNN		
		9044	DEPEND	02	.00	.00	YNNNN		
		9045	$24,00	01	.00	10.68	NYNNN		
		9170	CRED U	02	218.17	.00	YYYNN		
		9300	DIR DE	09	100.00	.00	YYYNN		
	Bank Acct: [redacted]		Bank: 002 [redacted]						
		9400	DLE DI	01	4.60	.00	YYYNN		

Tot emp count: 0001

** END OF REPORT **

SEP 14 2001

Form W-4 (2001)

Purpose. Complete Form W-4 so your emp can withhold the correct Federal income from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do not include child support payments. See* ***Pub. 503, Child and Dependent Care Expenses,*** *for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, or if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** (2001)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

1	Type or print your first name and middle initial: SCOT R — Last name: PETERSON	2 Your social security number: [redacted]
	Home address (number and street or rural route): [redacted]	3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*
	City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐
5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability and • This year I expect a refund of all Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot R Peterson — Date ▶ 08-27-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

Cat. No. 10220Q

#4308

SEP 14 2001

MB

EOG-01570

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Scot Peterson

CCN: 4308 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: SRO

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☐ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☑ MARITAL STATUS CHANGE

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME: _____

STREET ADDRESS: _____

CITY, STATE: _____

ZIP CODE: _____

TELEPHONE NUMBER: _____

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson — SIGNATURE

4308 — CNN

8-13-01 — DATE

Distribution: White - Human Resources **Green - District/Division** **Yellow - Communications** **Pink – Employee Benefits** **Goldenrod - Employee**

BSO A#44 (Revised Jun 2000)

FOG-01571

AUG 31 2001

Department of Health • Vital Statistics

STATE OF FLORIDA
MARRIAGE RECORD

TYPE IN UPPER CASE
USE BLACK INK

This license not valid unless seal of Clerk, Circuit or County Court, appears thereon.

(STATE FILE NUMBER)

DATE RETURNED: [redacted]

RECORDED: BOOK [redacted] PAGE [redacted]

HOWARD C. FORMAN CLERK OF COU

BY .... DEPUTY CLE

[redacted]
(APPLICATION NUMBER)

APPLICATION TO MARRY

1. GROOM'S NAME (First, Middle, Last)			2. DATE OF BIRTH (Month, Day, Year)
SCOT RALPH PETERSON			[redacted]
3a. RESIDENCE - CITY, TOWN, OR LOCATION	3b. COUNTY	3c. STATE	4. BIRTHPLACE (State or Foreign Country)
[redacted]	BROWARD	FLORIDA	ILLINOIS
5a. BRIDE'S NAME (First, Middle, Last)	5b. MAIDEN SURNAME (If different)		6. DATE OF BIRTH (Month, Day, Year)
[redacted]	[redacted]		[redacted]
7a. RESIDENCE - CITY, TOWN, OR LOCATION	7b. COUNTY	7c. STATE	8. BIRTHPLACE (State or Foreign Country)
[redacted]	BROWARD	FLORIDA	FLORIDA

WE THE APPLICANTS NAMED IN THIS CERTIFICATE, EACH FOR HIMSELF OR HERSELF, STATE THAT THE INFORMATION PROVIDED ON THIS RECORD IS CORRECT TO THE BEST OF OUR KNOWLEDGE AND BELIEF, THAT NO LEGAL OBJECTION TO THE MARRIAGE NOR THE ISSUANCE OF A LICENSE TO AUTHORIZE THE SAME IS KNOWN TO US AND HEREBY APPLY FOR LICENSE TO MARRY.

9. SIGNATURE OF GROOM (Sign full name using black ink)	10. SUBSCRIBED AND SWORN TO BEFORE ME ON (DATE)
▶ Scot Ralph Peterson	JUL 12, 2001
11. TITLE OF OFFICIAL	12. SIGNATURE OF OFFICIAL (Use black ink)
DEPUTY CLERK	▶ J.T. Gray
13. SIGNATURE OF BRIDE (Sign full name using black ink)	14. SUBSCRIBED AND SWORN TO BEFORE ME ON (DATE)
▶ [redacted]	JUL 12, 2001
15. TITLE OF OFFICIAL	16. SIGNATURE OF OFFICIAL (Use black ink)
DEPUTY CLERK	▶ J.T. Gray

CIRCUIT & COUNTY COURTS 17th JUDICIAL CIRCUIT SEAL Broward County, Florida

LICENSE TO MARRY

AUTHORIZATION AND LICENSE IS HEREBY GIVEN TO ANY PERSON DULY AUTHORIZED BY THE LAWS OF THE STATE OF FLORIDA TO PERFORM A MARRIAGE CEREMONY WITHIN THE STATE OF FLORIDA AND TO SOLEMNIZE THE MARRIAGE OF THE ABOVE NAMED PERSONS. THIS LICENSE MUST BE USED ON OR AFTER THE EFFECTIVE DATE AND ON OR BEFORE THE EXPIRATION DATE IN THE STATE OF FLORIDA IN ORDER TO BE RECORDED AND VALID.

17. COUNTY ISSUING LICENSE	18. DATE LICENSE ISSUED	18a. DATE LICENSE EFFECTIVE	19. EXPIRATION DATE
BROWARD	JUL 12, 2001	JUL 15, 2001	SEP 12, 200

20a. SIGNATURE OF COURT CLERK OR JUDGE	20b. TITLE	20c. BY D.C.
▶ J.T. Gray	DEPUTY CLERK	

CIRCUIT & COUNTY COURTS 17th JUDICIAL CIRCUIT SEAL Broward County, Florida

CERTIFICATE OF MARRIAGE

I HEREBY CERTIFY THAT THE ABOVE NAMED GROOM AND BRIDE WERE JOINED BY ME IN MARRIAGE IN ACCORDANCE WITH THE LAWS OF THE STATE OF FLORIDA.

21. DATE OF MARRIAGE (Month, Day, Year)	22. CITY, TOWN, OR LOCATION OF MARRIAGE
August 5 2001	Margate
23a. SIGNATURE OF PERSON PERFORMING CEREMONY (Use black ink)	[redacted]
▶ Jeffrey B Conover	
23b. NAME AND TITLE OF PERSON PERFORMING CEREMONY (Or notary stamp)	24. SIGNATURE OF WITNESS TO CEREMONY (Use black ink)
Jeffrey B Conover Minister	▶ [redacted]
SEAL	25. SIGNATURE OF WITNESS TO CEREMONY (Use black ink)
	▶ [redacted]

INFORMATION BELOW FOR USE BY VITAL STATISTICS ONLY - NOT TO BE RECORDED

IF ANSWER TO ITEM 26 IS "YES" THEN COMPLETE ITEMS 26a, 26b and 26c

EOG-01572

08/17/2001 Broward County Sheriff's Office PAGE 1
12:36:07 DEDUCTION LIST - By Employee premdrpt

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3900	FIT	05	.00	.00	YYYYY	M	4

Tot emp count: 0001

** END OF REPORT **

AUG 3 1 2001

Form W-4 (2001)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919, How Do I Adjust My Tax Withholding?** for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A	
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B	
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C	
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D	
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E	
F	Enter "1" if you have at least $1,500 of child or dependent care expenses for which you plan to claim a credit (**Note:** *Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.*)	F	
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G	
H	Add lines A through G and enter total here. (Note: *This may be different from the number of exemptions you claim on your tax return.*) ▶	H	

AUG 14 2001

For accuracy, complete all worksheets that apply.

- If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single**, have **more than one job** and your combined earnings from all jobs exceed $35,000, or if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

1 Type or print your first name and middle initial: Scot — Last name: Peterson — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted] — 3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

City or town, state, and ZIP code: [redacted] — 4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 4
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of all Federal income tax withheld because I had no tax liability and • This year I expect a refund of all Federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶	7	

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ Scot Peterson — Date ▶ 8-14-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		–

Cat. No. 10220Q

#4308

EOG-01574

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Dep Scot Peterson

CCN: 4308 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: SRO Countywide Operations

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☐ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☑ MARITAL STATUS CHANGE Divorce

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME: _____

STREET ADDRESS: _____

CITY, STATE: _____

ZIP CODE: _____

TELEPHONE NUMBER: _____

I hereby authorize release of the above to BSO department/divisions requiring this information. okay EC

SIGNATURE	CNN	DATE
[signature]	4308	7-19-01

Distribution: White - Human Resources Green - District/Division Yellow - Communications Pink – Employee Benefits Goldenrod - Employee

BSO A#44 (Revised Jun 2000) FOG-01575

AUG 0 3 2001

IN THE CIRCUIT COURT OF THE SEVENTEENTH JUDICIAL CIRCUIT
IN AND FOR BROWARD COUNTY, FLORIDA

IN RE: THE MARRIAGE OF:

CASE NO. FMCE[redacted]
Florida Bar #: [redacted]

SCOT R. PETERSON,
Petitioner/Husband,

and

[redacted]
Respondent/Wife.
_____/

FINAL JUDGMENT OF DISSOLUTION OF MARRIAGE

The final hearing in this case was heard before the Court on April 4th and 5th 2001. On the evidence presented, the Court finds and orders as follows:

BACKGROUND AND JURISDICTIONAL FINDINGS

1. The parties were married on September 19, 1986 in Broward County Florida and separated on April 2, 2000..

2. The Petition for Dissolution of Marriage was filed by the Husband on June 28, 2000 ; an answer and Counterpetition were filed by the Wife on October 26, 2000.

3. Both parties have resided in Broward County for six (6) months prior to the filling of the Petition and Counterpetion for Dissolution of Marriage.

4. Florida is the home state of the minor children and is the sole jurisdictional state to determine child custody and visitation under the Uniform Child Custody Jurisdiction Act.

5. This Court has jurisdiction of the parties, children, and of the subject matter herein.

6. Four children were born of this marriage:

[redacted], D/O/B/[redacted], SS#[redacted].
[redacted]D/O/B/[redacted]
D/O/B[redacted]
[redacted] D/O/B[redacted]

EOG-01576

DATE: **April 2, 2001**

TO: **DEPUTY/CC SCOT PETERSON CCN: 4308**
SCHOOL RES OFFC

FROM: **Sheriff Ken Jenne**

SUBJECT: PBA Deputy and Sergeant Salary Adjustment – April 2001

I am pleased to announce effective the first full pay period in April 2001 (April 7 – April 20) the pay schedule for PBA Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on April 27, 2001.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Director William MacDonald, Bureau of Finance and Budget
Elijah Williams, Assistant Director, Department of Legal Affairs
Employee Personnel File

H:\Classification and Compensation\MEMOS\PBA Deputy and Sergeant 2001 Increase.doc

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	S	5

Tot emp count: 0001

** END OF REPORT **

Form W-4 (2001)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2001 expires February 18, 2002.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $750 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See **Pub. 919,** How Do I Adjust My Tax Withholding? for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using **1040-ES,** Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2001. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit (**Note:** *Do **not** include child support payments. See **Pub. 503,** Child and Dependent Care Expenses, for details.*)	F ____
G	**Child Tax Credit** (including additional child tax credit): • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. (**Note:** *This may be different from the number of exemptions you claim on your tax return.*) ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $35,000, **or** if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

RECEIVED JAN 24 2002 HUMAN RESOURCES

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2001

1 Type or print your first name and middle initial: SCOT — Last name: PETERSON — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☑ Single ☐ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card. ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	5 14
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2001, and I certify that I meet **both** of the following conditions for exemption: • Last year I had a right to a refund of **all** Federal income tax withheld because I had **no** tax liability **and** • This year I expect a refund of **all** Federal income tax withheld because I expect to have **no** tax liability. If you meet both conditions, write "Exempt" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it.) ▶ [signature] 4308 Date ▶ 1-24-01

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
		-

Cat. No. 10220Q

FEB 0 2 2001

EOG-01579

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions, claim certain credits, or claim adjustments to income on your 2001 tax return.*

1	Enter an estimate of your 2001 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2001, you may have to reduce your itemized deductions if your income is over $132,950 ($66,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,600 if married filing jointly or qualifying widow(er) $6,650 if head of household $4,550 if single $3,800 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 2001 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total (Include any amount for credits from **Worksheet 7** in Pub. 919.)	5	$
6	Enter an estimate of your 2001 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet,** line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **lowest** paying job and enter it here	2	
3	If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **less than** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4		
5	Enter the number from line 1 of this worksheet	5		
6	**Subtract** line 5 from line 4		6	
7	Find the amount in **Table 2** below that applies to the **highest** paying job and enter it here		7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed		8	$
9	Divide line 8 by the number of pay periods remaining in 2001. For example, divide by 26 if you are paid every two weeks and you complete this form in December 2000. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck		9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
$0 - $4,000	0	42,001 - 47,000	8	$0 - $6,000	0	65,001 - 80,000	8
4,001 - 8,000	1	47,001 - 55,000	9	6,001 - 12,000	1	80,001 - 105,000	9
8,001 - 14,000	2	55,001 - 65,000	10	12,001 - 17,000	2	105,001 and over	10
14,001 - 19,000	3	65,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 90,000	12	22,001 - 28,000	4		
25,001 - 32,000	5	90,001 - 105,000	13	28,001 - 40,000	5		
32,001 - 38,000	6	105,001 - 115,000	14	40,001 - 50,000	6		
38,001 - 42,000	7	115,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
$0 - $50,000	$440	$0 - $30,000	$440
50,001 - 100,000	800	30,001 - 60,000	800
100,001 - 130,000	900	60,001 - 120,000	900
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. **Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and using it in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping,** 46 min.; **Learning about the law or the form,** 13 min.; **Preparing the form,** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

Form W-4 (2000)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2000 expires February 16, 2001.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer (or zero) allowances.**

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see **Pub. 919,** How Do I Adjust My Tax Withholding?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using **Form 1040-ES,** Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2000. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married and have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $34,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** (2000)
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010

1 Type or print your first name and middle initial: SCOT R.	Last name: PETERSON	2 Your social security number: [redacted]
Home address (number and street or rural route): [redacted]	3 ☑ Single ☐ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*	
City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. **You must call 1-800-772-1213 for a new card.** ▶ ☐	
5 Total number of allowances you are claiming (from line H above **OR** from the applicable worksheet on page 2)		5 5
6 Additional amount, if any, you want withheld from each paycheck		6 $
7 I claim exemption from withholding for 2000, and I certify that I meet **BOTH** of the following conditions for exemption: • Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND** • This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability. If you meet both conditions, write "EXEMPT" here ▶		7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ [signature] Date ▶ 10-31-00

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number
4308		

EOG-01581

Cat. No. 10220Q

RECEIVED OCT 27 2000 HUMAN RESOURCES

NOV 10 2000

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 2000 tax return.*

1	Enter an estimate of your 2000 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2000, you may have to reduce your itemized deductions if your income is over $128,950 ($64,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,350 if married filing jointly or qualifying widow(er) $6,450 if head of household $4,400 if single $3,675 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 2000 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total (Include any amount for credits from **Worksheet 7** in Pub. 919.)	5	$
6	Enter an estimate of your 2000 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet,** line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet,** also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here	2	
3	If line 1 is **MORE THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is **LESS THAN** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4			
5	Enter the number from line 1 of this worksheet	5			
6	**Subtract** line 5 from line 4			6	
7	Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here			7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed			8	$
9	Divide line 8 by the number of pay periods remaining in 2000. For example, divide by 26 if you are paid every other week and you complete this form in December 1999. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck			9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	41,001 - 45,000	8
4,001 - 7,000	1	45,001 - 55,000	9
7,001 - 13,000	2	55,001 - 63,000	10
13,001 - 19,000	3	63,001 - 70,000	11
19,001 - 25,000	4	70,001 - 85,000	12
25,001 - 31,000	5	85,001 - 100,000	13
31,001 - 37,000	6	100,001 - 110,000	14
37,001 - 41,000	7	110,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $5,000	0	65,001 - 80,000	8
5,001 - 11,000	1	80,001 - 100,000	9
11,001 - 17,000	2	100,001 and over	10
17,001 - 22,000	3		
22,001 - 27,000	4		
27,001 - 40,000	5		
40,001 - 50,000	6		
50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$420
50,001 - 100,000	780
100,001 - 130,000	870
130,001 - 250,000	1,000
250,001 and over	1,100

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$420
30,001 - 60,000	780
60,001 - 120,000	870
120,001 - 270,000	1,000
270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a **properly** completed form will result in your being treated as a single person who claims no withholding allowances; **providing fraudulent information may also subject you to penalties.** Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and for use in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping** 46 min., **Learning about the law or the form** 13 min., **Preparing the form** 59 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

EOG-01582

Printed on recycled paper U.S. Government Printing Office: 1999 — 456-119

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	S	4

Tot emp count: 0001

** END OF REPORT **

FEB 0 2 2001

ROWARD SHERIFF'S OFFIC

CHANGE OF EMPLOYEE INFORMATION

NAME: SCOT PETERSON
CCN: 4308
JOB TITLE: DEPUTY SHERIFF
CURRENT ASSIGNMENT: SRO COMMUNITY OPS

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☑ ADDRESS CHANGE
- ☑ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

RECEIVED
JUL 13 2000
HUMAN RESOURCES

REVISED PERSONAL INFORMATION:

NAME:
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

[signature]
SIGNATURE / CCN

7-13-00
DATE

AUG 04 2000

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EOG-01584

BSO A#44 (NEW 9/89)

07/27/2000 Broward County Sheriff's Office PAGE 1
14:56:30 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 004308 3532 SCOT PETERSON Stat: A Pos#: 050019
S.S.#: [redacted] BU: PBA GRST: 15 -09
298 DEPUTY SHE
Hire : 07/22/1985 [redacted] 13532 SCHOOL RES
Birth: [redacted] Rate: 26.3844 Per-Sal: 2,110.75 Ann-Sal: 54,879.50
Perm : 07/22/1985

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
05/11/96	2094		PBA	00000	52094	15	08	0.00001	669.45	0.00
Action: COLA				Reason:				Title: 298 DEPUTY SHE		
04/12/97	3532		PBA	00000	13532	15	09	0.00001	752.93	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
10/11/97	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
02/23/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
02/23/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
09/29/98	3532		PBA	00000	13532	15	09	0.00001	840.58	0.00
Action: NAME/ADD				Reason:				Title: 298 DEPUTY SHE		
11/21/98	3532		PBA	00000	13532	15	09	0.00001	868.18	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		
04/10/99	3532		PBA	00000	13532	15	09	0.00001	896.21	0.00
Action: Union Amen				Reason:				Title: 298 DEPUTY SHE		

AUG 0 4 2000

SCOT PETERSON # 4308
DEPUTY SHERIFF - DLE/CC
SCHOOL RES OFFC

DATE: **April 3, 2000**

TO: **PBA Deputies and Sergeants**

FROM: **Sheriff Ken Jenne**

SUBJECT: PBA Deputy and Sergeant Salary Adjustment – April 2000

I am pleased to announce effective the first full pay period in April 2000 (April 8 – April 21) the pay schedule for PBA Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in pay checks received on April 28, 2000.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Executive Director, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Director Homer J. Reid, Bureau of Human Resources
Director William MacDonald, Bureau of Management, Finance and Budget
General Counsel Lynn Futch, Director, Department of Legal Affairs
Employee Personnel File

H:\Classification and Compensation\MEMOS\PBA Deputy and Sergeant 2000 Increase.doc

Form W-4 (2000)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2000 expires February 16, 2001.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see Pub. 919, How Do I Adjust My Tax Withholding?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2000. Get Pub. 919 especially if you used the Two-Earner/Two-Job Worksheet on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your spouse. But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children	G ____
H	Add lines A through G and enter total here. Note: *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single, have more than one job** and your combined earnings from all jobs exceed $34,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give Form W-4 to your employer. Keep the top part for your records.** ----------

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010
2000

1 Type or print your first name and middle initial: Scot R — Last name: Peterson — 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: If married, but legally separated, or spouse is a nonresident alien, check the Single box.

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card . . . ▶ ☐

5 Total number of allowances you are claiming (from line H above OR from the applicable worksheet on page 2) — 5 | 1

6 Additional amount, if any, you want withheld from each paycheck — 6 | $

7 I claim exemption from withholding for 2000, and I certify that I meet **BOTH** of the following conditions for exemption:
- Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND**
- This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability.

If you meet both conditions, write "EXEMPT" here ▶ 7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ Scot Peterson 4308 Date ▶ 5-8-00

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

10 Employer identification number

MAY 26 2000

EOG-01587

Cat. No. 10220Q

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 2000 tax return.*

1	Enter an estimate of your 2000 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2000, you may have to reduce your itemized deductions if your income is over $128,950 ($64,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.)	1	$
2	Enter: $7,350 if married filing jointly or qualifying widow(er) $6,450 if head of household $4,400 if single $3,675 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 2000 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total (Include any amount for credits from **Worksheet 7** in Pub. 919.)	5	$
6	Enter an estimate of your 2000 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from the **Personal Allowances Worksheet**, line H, page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1	Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**)	1	
2	Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here	2	
3	If line 1 is **MORE THAN OR EQUAL TO** line 2, **subtract** line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet	3	

Note: *If line 1 is LESS THAN line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed	8	$
9	Divide line 8 by the number of pay periods remaining in 2000. For example, divide by 26 if you are paid every other week and you complete this form in December 1999. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	41,001 - 45,000	8
4,001 - 7,000	1	45,001 - 55,000	9
7,001 - 13,000	2	55,001 - 63,000	10
13,001 - 19,000	3	63,001 - 70,000	11
19,001 - 25,000	4	70,001 - 85,000	12
25,001 - 31,000	5	85,001 - 100,000	13
31,001 - 37,000	6	100,001 - 110,000	14
37,001 - 41,000	7	110,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $5,000	0	65,001 - 80,000	8
5,001 - 11,000	1	80,001 - 100,000	9
11,001 - 17,000	2	100,001 and over	10
17,001 - 22,000	3		
22,001 - 27,000	4		
27,001 - 40,000	5		
40,001 - 50,000	6		
50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$420
50,001 - 100,000	780
100,001 - 130,000	870
130,001 - 250,000	1,000
250,001 and over	1,100

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$420
30,001 - 60,000	780
60,001 - 120,000	870
120,001 - 270,000	1,000
270,001 and over	1,100

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EOG-01588

Emp #	Employee Name	Ded	Desc	Calc	Employee	Employer	Cycles	MS	EX
004308	S. PETERSON	3000	FIT	05	.00	.00	YYYYY	M	1

Tot emp count: 0001

** END OF REPORT **

MAY 2 0 2000

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

DATE: April 15, 1999

TO: PETERSON,SCOT R CON 4308
SCHOOL RES OFFC

FROM: Sheriff Ken Jenne

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for Law Enforcement Deputies and Sergeants, effective the first full pay period after April 1, 1999 (April 10 - April 23), you will receive a one and one-half percent (1 1/2%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on April 30.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

cc: Colonel Thomas Carney, Department of Law Enforcement
Director William MacDonald, Bureau of Management, Finance and Budget
Director Homer J. Reid, Bureau of Human Resources
Employee Personnel File

h:\docs\classcomp\memos\pba99

3532 SCHOOL RES OFFC
PETERSON,SCOT R CCN 4308

(954) 831-8900

DATE: November 30, 1998

TO: Law Enforcement Deputies and Sergeants

FROM: Sheriff Ken Jenne

SUBJECT: **Wage Increase**

I am pleased to advise you that effective the first full pay period after October 1, 1998 (October 10 - October 23), you will receive a pay increase of one and one-half percent (1 ½%) to your base salary. This increase will be reflected in your pay check distributed on December 11, 1998. This is consistent with our collective bargaining agreement for law enforcement deputies and sergeants.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

KJ/jh
cc: Lynn Futch, Counsel to the Sheriff
Colonel Thomas Carney, Department of Law Enforcement
Director William MacDonald, Bureau of Management, Finance and Budget
Director Homer J. Reid, Human Resources
Employee File

h:\docs\classcomp\pba98

3532 SCHOOL RES OFFC
PETERSON, SCOT R

ERIFF
rd County
Box 9507
le, FL 33310-9507

DATE: September 15, 1997

TO: Crime Prevention Deputies and Sergeants

FROM: Susan W. McCampbell, Chief Deputy

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period after October 1, 1997 (October 11 - October 24), you will receive a five percent (5%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on October 31.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

SWMcC/jh
cc: Henry L. Templeton, Chief of Staff
Charles Whitelock, Counsel to the Sheriff
Lt. Colonel Thomas Carney, Department of Crime Prevention
William MacDonald, Bureau of Management,Finance and Budget
Director Homer J. Reid, Human Resources
Employee File

LOC: 3532 SCHOOL RES OFFC
ORG: 13532 SCHOOL RESOURCE OFFICER

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
10/11/97	00000104	UCA	Union Contract Amendment	PBA	15 9	23.0072	298 DEPUTY SHERIFF - DCP/CC
04/12/97	00000103	UCA	Union Contract Amendment	PBA	15 9	21.9116	298 DEPUTY SHERIFF - DCP/CC
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8		298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6		298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6		298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5		298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5		0000 NOT ASSIGNED
00/00/00	00000102			PBA	15 8		298 DEPUTY SHERIFF - DCP/CC

OCT 31 1997

LOC: 3532 SCHOOL RES OFFC
ORG: 13532 SCHOOL RESOURCE OFFICER

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
04/12/97	00000103	UCA	Union Contract Amendment	PBA	15 9	21.9116	298 DEPUTY SHERIFF - DCP/CC
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8		298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6		298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6		298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5		298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5		0000 NOT ASSIGNED
00/00/00	00000102			PBA	15 8		298 DEPUTY SHERIFF - DCP/CC

07/22/97 $87.65 Biweekly Supplement (12yr Longevity)

AUG 8 1997

1997 ANNUAL & HOLIDAY LEAVE ACCRUALS
PAY PERIOD ENDING JUNE 20, PAY DATE JUNE 27

DEPT#	LOCATION	CCN	NAME	PERIOD ENDING JUNE 20 ANNUAL	HOLIDAY	BALANCE	1997 CAP	6/27 EXCESS
3532	SCHOOL RES OFFC	4308	PETERSON,SCOT R	215.08	8.00	223.08	320.00	

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# CC97-078

DATE: July 10, 1997

TO: Distribution

FROM: Christine B. Holley, Human Resources Analyst
Classification and Compensation

SUBJECT: **Annual and Holiday Leave Accruals**

In a continued effort to assist employees in monitoring the above referenced accruals, attached is a list of leave balances for employees in your area(s) of command for pay period ending June 20, 1997. There will be an amount shown in the column titled "excess" for those employees who are currently over their annual/holiday leave accrual cap. Please distribute the enclosed accrual statements.

There are fourteen (14) more pay periods (period beginning June 21, 1997 to period ending January 2, 1998) in which employees may accrue and/or use annual leave time. There are six (6) holidays (Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving and Christmas) which may also be accrued/used. Please be aware that December 31 falls in pay period ending January 2, 1998; therefore, all hours over the 320 or a grandfathered cap must be exhausted by Friday, January 2 or be forfeited by the employee.

Requests to carry forward excess accruals into 1998 should be made by the employee through his or her chain of command to the department director level prior to submission to Personnel. As always, such requests should show that the employee made reasonable attempts to use annual/holiday leave and was subsequently denied because of operational necessity. This documentation should be forwarded to Personnel no later than Friday, January 2, 1998.

Please feel free to contact me at 321-4417 if you require additional information.

cc: Employee
Employee Personnel File

I:\ACCRUALS\6-97STAT

3532 SCHOOL RES OFFC
PETERSON, SCOT R

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: April 1, 1997

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Pay Range Extension**

Consistent with our collective bargaining agreement, effective the first full pay period after April 1, 1997, an additional step will be added to the existing pay range for deputies and sergeants. As stated in Article 20, "Those bargaining unit members who have been at...step H for at least one (1) year effective October 1, 1996, i.e. from October 1, 1995 (or earlier) and who are in good standing will.. (be placed in the new)... five percent (5%) pay step."

I am pleased to advise you that the above step increase will be effective pay period beginning April 12, 1997. The new "I" step at either the hourly rate of $21.9116 for deputies or $26.6509 for sergeants will be reflected in your pay check distributed on Friday, May 2.

Should you require additional information, please feel free to contact Compensation Manager Joanna Hely at 321-4418 or Human Resources Analyst Christine Holley at 321-4417 in Personnel's Classification and Compensation Section.

RC/cbh

cc: Lt. Colonel Thomas Carney, Crime Prevention
Director William MacDonald, Bureau of Management, Finance and Budget
Employee Personnel File

I:\UNION\APRIL97.PBA

EOG-01597

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: October 8, 1996

MEMO TO: **Carole Barnhart, Director**
Human Resources

FROM: **Linda Brooks, Director**
Administrative Management and Intelligence

SUBJECT: **PERSONNEL ORDER NO.** 96-141 **EFFECTIVE DATE: October 12, 1996.**

RECEIVED
ACCOUNTING
96 OCT 10 PM 1:10

520194

The following personnel action shall become effective on the date indicated above.

The following personnel need to be transferred from Budget 3532 School Resource Officers to Budget 2094 Community Policing reporting to Captain Farley.

[redacted]

The following personnel need to be transferred from Budget 2094 Community Policing to Budget 3532 School Resource Officers reporting to Captain Farley.

3532

[redacted]

Scot Peterson, CCN 4308

[redacted]

NT 11-1-96 Keyed

Reviewed and Recommended by:

Linda Brooks, Director — Date: 10-8-96

Colonel Norm Botsford
Director, D.C.P. — Date: 10-8-96

Carole Barnhart, Director
Human Resources Division — Date: 10-9-96

[redacted] [redacted]

ACCRUALS: PAY PERIOD ENDING 6/7, PAY DATE 6/14

LOC #	LOCATION	CCN	NAME	PERIOD ENDING 6/7 ANNUAL	HOLIDAY	BALANCE	CAP	6/7 EXCESS
2094	COMM POLICING	4308	PETERSON,SCOT R	203.66	8.00	211.66	320.00	

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# CC96 - 53

DATE: June 20, 1996

TO: Distribution

FROM: Christine B. Holley, Human Resources Analyst
Classification & Compensation

SUBJECT: **Annual/Holiday Leave Accruals**

To assist employees in monitoring this valuable benefit, attached is a list of leave balances for employees in your area(s) of command for pay period ending June 7. Those employees who are currently over their cap are so indicated. Please distribute the enclosed copies.

When reviewing leave hours, please keep in mind that there are fifteen (15) more pay periods (pay period ending 6/21/96 through period ending 1/3/97) in which employees can accrue and/or use annual leave time. There are six (6) more holidays(Independence, Labor, Veterans, Thanksgiving, Day After Thanksgiving and Christmas) which may also be accrued/used. Please note that since December 31 falls in pay period ending January 3, 1997, all hours over the 320 or a grandfathered cap must be exhausted by January 3. New Year's Day 1997 also falls in pay period ending January 3, 1997, but it will not be included in the review of excess accruals until the end of 1997.

Please feel free to contact me at 321-4417 if you require additional information.

cc: Employee
Employee File

LOC: 2094 COMM POLICING
ORG: 52094 COMM ORIENT POLICE SERVIC

EMP SSN: [redacted] EMP#: 04308 SCOT R PETERSON STATUS: F BIRTH: [redacted] HIRE: 07/22/85 TAX MSTATUS: S
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 0 SIT 0 LIT 0 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	%INCR.	BASE PAY	JOB TITLE
05/11/96	00000101	COLA	COST OF LIVING INCREASE	PBA	15 8	2.000	20.8682	298 Deputy Sheriff-DCP/CC
11/11/95	00000100	ADJUS	Adjustment	PBA	15 8	2.000	20.4590	298 Deputy Sheriff-DCP/CC
08/05/95	00000099	TRANS	Department Transfer	PBA	15 8	0.000	20.0578	298 Deputy Sheriff-DCP/CC
07/08/95	00000098	ADJUS	Adjustment	PBA	15 8	5.800	20.0578	298 Deputy Sheriff-DCP/CC
06/10/95	00000097	CORR	Correction	PBA	15 7	0.000	18.9582	298 Deputy Sheriff-DCP/CC
10/01/94	00000096	COLA	COLA	PBA	15 7	2.500	18.9582	298 Deputy Sheriff-DCP/CC
04/01/94	00000095	COLA	COLA	PBA	15 7	2.500	18.4958	298 Deputy Sheriff-DCP/CC
02/05/94	00000094	MERIT	Merit Increase	PBA	15 7	5.856	18.0447	298 Deputy Sheriff - DLE/CC
10/01/93	00000093	TRANS	Department Transfer	PBA	15 6	0.000	17.0464	298 Deputy Sheriff - DLE/CC
02/06/93	00000092	MERIT	Merit Increase	PBA	15 6	5.849	17.0464	298 Deputy Sheriff - DLE/CC
10/22/92	00000091	IMP	User Import Transaction	PBA	6	0.000	16.1045	298 Deputy Sheriff - DLE/CC
10/22/92	00000090	IMP	User Import Transaction	PBA	15 5	0.000	16.1045	298 Deputy Sheriff - DLE/CC
10/22/92	00000089	SS	System Start Up	PBA	5	0.000	16.1045	0000 NOT ASSIGNED

MAY 31 1996

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: May 1, 1996

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Wage Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period after May 1, 1996 (May 11 - May 24), you will receive a two percent (2%) increase. I am pleased to advise you that this wage increase will be reflected in your pay check distributed on May 31.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

cc: Employee Personnel File

EOG-01603

CRI[redacted]EVENTION DEPUTIES & SERGE[redacted]S
2% Wage Increase – May 11, 1996

DEPT#	LOCATION	NAME	CLASSIFICATION
2094	COMM POLICING	PETERSON,SCOT R	DEPUTY SHERIFF – DCP/CC

EMPLOYEE PROFILE REPORT as of 01/24/96

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV:

BIOGRAPHIC INFORMATION:

[redacted]

[redacted]

Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET. [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1995
NEXT REVIEW: 02/01/1996
NEXT REVIEW:

STATUS: 100 DEPT: 520940
SEX: M LOC:
RACE: 1
NATIONALITY: USA MAIL:
DISABLED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

[redacted]INFORMATION:

[redacted]DE.: 298 SCHEDULED: SHIFT:
[redacted]O..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff-DCP/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
11/11/1995	AJ	Adjustment	115 H	2.00	0.40	20.46	MAX	1.345	BSO1	298	Deputy Sheriff-DCP/CC
08/05/1995	DT	Department Transfer	115 H	0.00	0.00	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
07/08/1995	AJ	Adjustment	115 H	5.80	1.10	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
06/10/1995	CR	Correction	115 G	0.00	0.00	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
10/01/1994	CA	COLA	115 G	2.50	0.46	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
04/01/1994	CA	COLA	115 G	2.50	0.45	18.50	MAX	1.216	BSO1	298	Deputy Sheriff-DCP/CC
[redacted]/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

PBA DEPUTIES & SERGEANTS
Leave Accruals

DEPT	NAME	APRIL 14
135320	Peterson,Scot R	207.90

EMPLOYEE PROFILE REPORT as of 07/24/95

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]

[redacted]

Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted] STATUS: 100 DEPT: 610250
HIRED: 07/22/1985 SEX: M LOC: 7515 N.W. 88
SENIORITY: / / RACE: 1
RETIREMENT: / / NATIONALITY: USA MAIL: Tamarac
EARLY RET.: [redacted] DISABLED: N TEL: ( ) -
TERMINATED: / / EXT:
(REASON):
RE-HIRED: / / MARITAL: S SPOUSE:
SVC.AWARD: 07/22/1995 DEPENDENTS: 0 DOB: / /
LAST REVIEW: 02/01/1994
NEXT REVIEW: 02/01/1996 EDUC. LEVEL: Bachelor's
NEXT REVIEW:

INFORMATION:

[redacted]ODE.: 298 SCHEDULED: SHIFT: CLOCK.: B
[redacted]O..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff-DCP/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
07/08/1995	AJ	Adjustment	115 H	5.80	1.10	20.06	MAX	1.319	BSO1	298	Deputy Sheriff-DCP/CC
06/10/1995	CR	Correction	115 G	0.00	0.00	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
10/01/1994	CA	COLA	115 G	2.50	0.46	18.96	MAX	1.246	BSO1	298	Deputy Sheriff-DCP/CC
04/01/1994	CA	COLA	115 G	2.50	0.45	18.50	MAX	1.216	BSO1	298	Deputy Sheriff-DCP/CC
02/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/C
[redacted]/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
JUL 11 1995

DATE: July 7, 1995

MEMO TO: **Carole Barnhart, Director**
Human Resources

FROM: Lt. Colonel Walter Laun, Deputy Director
Department of Crime Prevention

SUBJECT: **Personnel Order No.** 95-127 **Effective Date: August 5, 1995**

The following personnel action shall become effective on the date indicated above.

Name	Transfer From	To	Reporting To
[redacted]	District 1 Budget 3210 PF0391	SRO Budget 2094 PG2586	Capt. Farley
	District 1 Budget 3210 PF0389	SRO Budget 2094 PG2588	Capt. Farley
	District 4 Budget 3260 PF0584	SRO Budget 2094 PG2580	Capt. Farley
	District 4 Budget 3260 PF0587	SRO Budget 2094 PG2582	Capt. Farley
	District 4 Budget 3260 PF0611	SRO Budget 2094 PG2584	Capt. Farley
	District 4 Budget 3260 PF0598	SRO Budget 2094 PG2590	Capt. Farley
	District 5 Budget 3270 PF0688	SRO Budget 2094 PG2581	Capt. Farley

[redacted]	District 5 Budget 3270 PF0650	SRO Budget 2094 PG2583	Capt. Farley
	District 5 Budget 3270 PF0661	SRO Budget 2094 PG2587	Capt. Farley
	District 5 Budget 3270 PF0685	SRO Budget 2094 PG2591	Capt. Farley
	District 5 Budget 3270 PF0673	SRO Budget 2094 PG2592	Capt. Farley
	District 5 Budget 3270 PF0647	SRO Budget 2094 PG2593	Capt. Farley
	District 7 Budget 3420 PF0858	SRO Budget 2094 PG2601	Capt. Farley
	District 8 Budget 3440 PF0901	SRO Budget 2094 PG2579	Capt. Farley
	District 8 Budget 3440 PF0918	SRO Budget 2094 PG2589	Capt. Farley
	District 10 Budget 3460 PF1041	SRO Budget 2094 PG2585	Capt. Farley
	District 10 Budget 3460 PF1068	SRO Budget 2094 PG2598	Capt. Farley
	SRO Budget LETF PG1305	SRO Budget 2094 PG2594	Capt. Farley
Scot Peterson CCN4308	SRO Budget LETF PG1306	SRO Budget 2094 PG2595	Capt. Farley
[redacted]	SRO Budget LETF PG1307	SRO Budget 2094 PG2596	Capt. Farley

[redacted]	SRO Budget LETF PG1308	SRO Budget 2094 PG2602	Capt. Farley
	SRO Budget 3532 PF1304	SRO Budget 2094 PG2597	Capt. Farley
	SRO Budget 3532 PF1300	SRO Budget 2094 PG2599	Capt. Farley
	SRO Budget 3532 PF1299	SRO Budget 2094 PG2600	Capt. Farley
	SRO Budget 3532 PF2522	District 4 Budget 3260 PF0585	Chief Adams

Reviewed and Recommended by:

Linda Brooks — 7-10-95
Linda Brooks
Director
Date:

Colonel Norm Botsford — 7-10-95
Colonel Norm Botsford
Director, D.C.P.
Date:

Carole Barnhart — 7-13-95
Carole Barnhart, Director
Human Resources Division
Date:

RON COCHRAN
SHERIFF
BROWARD COUNTY

DATE: July 13, 1995

TO: Crime Prevention Deputies and Sergeants

FROM: Ron Cochran, Sheriff

SUBJECT: **Step Increase**

Consistent with our collective bargaining agreement for deputies and sergeants, effective the first full pay period beginning after July 1, 1995, an additional step will be added to the existing pay range for deputies and sergeants. "Those deputies and sergeants who have been at the...top of the pay (range) for at least one year, i.e from July 1, 1994 or earlier, and who are in good standing will receive...(a step) increase... of five and eight-tenths percent (5.8%)."

I am pleased to advise you that the above step increase will be effective during pay period ending July 21, 1995. Either the new "H" step at the hourly rate of $20.0578 for deputies or $24.3963 for sergeants will be reflected in your pay check distributed on Friday, July 28.

Should you require additional information, please feel free to contact Human Resources' Classification and Compensation Section at 321-4417 or 321-4418.

EOG-01611

CRIME PREVE[redacted]ON DEPUTIES & SERGEA[redacted]
At Top of Ra[redacted]ge – Before or On July 1, 1994

DEPT#	NAME	CLASSIFICATION
610250	Peterson,Scot R	Deputy Sheriff–DCP/CC

RON COCHRAN
SHERIFF
Broward County
2601 W. Broward Boulevard
Ft. Lauderdale, FL 33312

Memo# 95 - 383B

DATE: May 3, 1995

TO: Crime Prevention Deputies and Sergeants

FROM: Carole Z. Barnhart, Director
Bureau of Human Resources

SUBJECT: **Accrued Annual and Holiday Leave**

As a result of an agreement reached between BSO and the Police Benevolent Association, please be aware that Article 40 of the Collective Bargaining Agreement has been amended. For purposes of holiday and annual leave accruals, "fiscal year" has been changed to "calendar year." Combined annual and holiday leave accruals in excess of a grandfathered cap or the 320 cap will be reviewed December 31, 1995, which is included in pay period ending January 5, 1996.

To illustrate the above, please review the following examples:

* A deputy has 400 hours of annual leave and 80 hours of holiday leave on the accrual report for pay date October 7, 1994. This is over the 320 cap maximum. This deputy would be grandfathered in at 480 hours. Before December 31, 1995, the deputy will need to use any excess time over 480 or forfeit the time.

* On the October 7, 1994 accrual report, a sergeant has 280 hours annual leave and 40 hours holiday leave. The cumulative total of 320 hours is at the cap maximum. Any annual/holiday leave accrued before the end of this calendar year will need to be used, or the sergeant will forfeit the time.

* A deputy has a grandfathered cap of 900 hours, but at the end of the calendar year, the deputy's cumulative annual and holiday leave total is 800 hours. The deputy's new grandfathered cap is 800 hours.

Please make every effort to use excess vacation and/or holiday accruals so as not to lose this valuable benefit. If you have made reasonable attempts to use excess accruals, yet your request has been denied due to operational necessity, please notify me in writing via chain of command for authorization to carry excess accruals into the next calendar year.

See attached for your annual/holiday leave balance as of pay period ending April 14, 1995.

Should you have any questions or require additional information, please contact Joanna Hofer at 321-4418 or Christine Holley at 321-4417 in Human Resources' Classification and Compensation Section.

Thank you.

CZB/cbh

cc: Henry L. Templeton, Chief of Staff
Colonel Norm Botsford, Director/Crime Prevention
Lt. Colonel Walter J. Laun, Deputy Director/Crime Prevention
William MacDonald, Director/Management Finance & Budget
Major Tom Brennan, Region I
Major Sherman Brown, Community Policing
Major Tom Carney, Region II
Major Frank LeBlanc, Special Services
Major Ray Saxon, Criminal Investigations
Charles Whitelock, Legal Counsel

I:\UNION\ACCRPBA2.320

EMPLOYEE MASTER PROF

Employee ID **

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Oil.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B4		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	15.3376		

Gross Calc	Weekly Standard Hours	Factors: Meals	Tips	Worksheet Print: Last Group	Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	586.06	
V	285.30	32.00
H	60.00	8.00
C	25.50	8.00

Taxes

Federal: Marital Status	Exempts	FWT Block	SS/MED Block	State: State 1 Code	State 2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT	Tax Blocks: SUI Tax	SUI Tabl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Block Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp Stat.	Term Reason Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/21/92	1762.59	5.8	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/92	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB. DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2136	15	04/10/92	400	125310	070103	PETERSON

EMPLOYEE MASTER PRO

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Div. Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	15.3376		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Workshest Print Last Group	Workshest Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	574.99	
V	271.44	32.00
H	60.00	
C	25.50	8.00

Taxes

Federal

Marital Status	Exempts	FWT Block	SS/MED Block
S	00		

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Cam Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42	00		

Local

City 1 Code	City 2 Code

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/21/92	1762.59	5.8	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
** 02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
** 02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/92	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2115	09	02/28/92	250	125310	070103	PETERSON

EMPLOYEE PROFILE REPORT as of 02/18/94

Scot R Peterson

ID: [redacted] SSN: [redacted]
SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]
[redacted]
Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET.: [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1994
NEXT REVIEW: 02/01/1995
NEXT REVIEW:

STATUS: 100 DEPT: 135320
SEX: M LOC: 7515 N.W. 88
RACE: 1
NATIONALITY: USA MAIL: Tamarac
DISABLED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

INFORMATION:
CODE..: 298 SCHEDULED: SHIFT: CLOCK..: B
EEO..: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff - DLE/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
02/05/1994	MI	Merit Increase	115 G	5.86	1.00	18.04	1	1.186	BSO1	298	Deputy Sheriff - DLE/
10/01/1993	DT	Department Transfer	115 F	0.00	0.00	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/
02/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

FEB 25 1994

EMPLOYEE PROFILE REPORT as of 02/22/93

Scot R Peterson

ID: [redacted] SSN: [redacted]

SPV: Maj. Sherman Brown

BIOGRAPHIC INFORMATION:

[redacted]
[redacted]
Telephone: ( ) [redacted]

CONTACT:
PHONE: ( ) -
DOCTOR:
HOSPITAL:
OTHER:

DOB: [redacted]
HIRED: 07/22/1985
SENIORITY: / /
RETIREMENT: / /
EARLY RET.: [redacted]
TERMINATED: / /
(REASON):
RE-HIRED: / /
SVC.AWARD: 07/22/1995
LAST REVIEW: 02/01/1993
NEXT REVIEW: 02/01/1994
NEXT REVIEW:

STATUS: 100 DEPT: 125310
SEX: M LOC: 7515 N.W. 88
RACE: 1
NATIONALITY: USA MAIL: Tamarac
HANDICAPPED: N TEL: ( ) -
EXT:
MARITAL: S SPOUSE:
DEPENDENTS: 0 DOB: / /
EDUC. LEVEL: Bachelor's

JOB INFORMATION:

[redacted].: 298 SCHEDULED: SHIFT: CLOCK.: B
[redacted].: 4 UNION....: Y GROUP: POINTS: 0
FLSA.: N FACTORY..: Y LEVEL: GRADE.: 115

TITLE: Deputy Sheriff - DLE/CC

HISTORY:

DATE	TX	TRANSACTION	RATNG	%INCR	$INCR	SALARY	QTL	C-RATIO	ORG	JOB	TITLE
02/06/1993	MI	Merit Increase	115 F	5.85	0.94	17.05	1	1.121	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	IMP	User Import Transaction		0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	IMP	User Import Transaction	115 E	0.00	0.00	16.10	1	0.000	BSO1	298	Deputy Sheriff - DLE/CC
10/22/1992	SS	System Start Up		0.00	0.00	16.10	MAX	0.000	BSO1	000000	NOT ASSIGNED

FEB 26 1993

EOG-01618

EMPLOYEE MASTER PRO[illegible]

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off	Dept	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B5		298	LE	070103	SCOT R PETERSON

Street Address: [redacted] City and State: Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	16.1045		

Gross Calc.	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	670.93	
V	239.56	8.00
H	60.00	8.00
C	25.50	24.00

Taxes

Federal Marital Status	Exempts	EWT Block	SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00			000	

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser.%	Extra Federal Tax Amount	Card Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp Stat	Term Req. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2	0	1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

	Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
*	02/21/92	1762.59	5.6	M	115	F	14.4902	H	2
*	02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
**	02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
**	02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
**	02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	8.50	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/92	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2139	07	02/19/93	90	125310	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

**

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Div.	Organization Code Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B5		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State | Zip Code

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	16.1045		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	604.51	
V	308.40	56.00
H	76.00	24.00
C	25.50	8.00

Taxes

Federal

Marital Status	Exempts	FWT Block	SS/MED Block
S	00		

Earned Income Credit Status	FUTA Block

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42	00		

SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl.
42			

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Spec%	Extra Federal Tax Amount	Corn Class

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Acting Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/21/92	1762.59	5.6	M	115	E	14.4902	H	2
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	8.50	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/92	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2181	25	06/19/92	240	125310	070103	PETERSON

EOG-01620

EMPLOYEE MASTER PROFILE

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Workshop Last	Workshop Group	Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00							60.00	I

Accruals

Code	Allowed	Taken
S	568.23	8.00
V	300.96	16.00
H	140.00	80.00
C	25.50	

Taxes

Federal

Marital Status	Exempts	PWT Block	SS/MED Block
S	00		

Earned Income Credit Status	FUTA Block

Sal.%	Extra Federal Tax Amount	Garn Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	Tax Blocks SUI Tax	SUI Taxl.
42			

Extra State Tax Amount	Non-Res %	Comb. Income	Reciprocity Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Passion	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	SHNSTR	.50	D	20	FAMLIF	1.38	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/91	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	5143	01	01/03/92	1207	125310	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Oil	Dept.	Sect.	File Number	Employee Name
**	WLH	B 125310	[redacted]	B3		298	50	070103	SCOT R PETERSON

Street Address: [redacted] | City and State | Zip Code

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suprss	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	542.40	8.00
V	268.62	
H	100.00	56.00
C	7.50	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Scr%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Rcsip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT			FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 042091	**Date Five** ADJ HIRE DATE
Spec. Acct. No. 1 BADGE NUMBER	**Spec. Acct. No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	WC No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2113	39	09/27/91	2270	125310	070103	PETERSON

EMPLOYEE MASTER PR[redacted]

Employee ID

**

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	125310	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Code	Weekly Standard Hours	Factors: Meals	Tips	Worksheet Print: Last Group	Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	505.50	
V	222.42	
H	76.00	32.00

Taxes

Federal: Marital Status	Exempts	FWT Block	SS/MED Block	State 1 Code	State 2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	SUI Tax	SUI Tabl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Reside Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Rsn. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/91	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 042091	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2117	19	05/10/91	433	125310	070103	PETERSON

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 3, 1991

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #91-078, EFFECTIVE APRIL 20, 1991

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF SCOT PETERSON, CGN #4308, IS HEREBY TRANSFERRED FROM THE DEPARTMENT OF LAW ENFORCEMENT FIELD SERVICES/DISTRICT #4, TO THE DEPARTMENT OF COMMUNITY INVOLVEMENT/SCHOOL RESOURCE OFFICER PROGRAM, REPORTING TO MAJOR DAVID YURCHUCK.

[redacted]

RP

EOG-01624

Nick Navarro
SHERIFF NICK NAVARRO

EMPLOYEE MASTER PRO[illegible]E

Employee ID

Comp Code	Clock #	Home Dept	Soc. Sec. Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	498.12	
V	213.18	
H	68.00	32.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal SS/MED Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI TxbL	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Resip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/91	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 032391	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7
					Y	

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3125	15	04/12/91	487	224300	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Div.	Personnel Organization Code: Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

**

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	14.4902		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Supress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	487.05	
V	199.32	
H	60.00	16.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: SS/MED Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Spc%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Resp Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Form Req. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Home Telephone: Number
M	ACT				FULL			[redacted]

Data 1	Data 2	Control 3	Control 4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes: Occup.	Codes: O.T.	Organization Code
1	8		
WHT	LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/22/91	1665.25	5.8	M	115	D	13.6896	H	2
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/91	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 092890	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	W/C No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2115	09	03/01/91	305	224300	070103	PETERSON

EMPLOYEE MASTER PRO[redacted]E

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File No.	Employee Name
**	WLH	B	224300	[redacted]	B3		298	98	070103	SCOT R PETERSON

Street Address: [redacted] | City and State: | Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factory Meals	Factory Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	479.67	
V	190.08	
H	60.00	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT Tax Blocks	SUI Tax Blocks	SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sp%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Public Emp Allow	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT			FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Code Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 092890	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2117	05	02/01/91	378	224300	070103	PETERSON

EMPLOYEE MASTER PR[illegible] LI[illegible]

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	484.60	8.00
V	360.22	144.00
H	96.00	52.00

Taxes

Federal: Marital Status	Exempts	FWT Block	FICA Block
S	00		

State: State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

Local: City 1 Code	City 2 Code

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT	Tax Blocks SUI Tax	SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

**

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 082490	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2199	51	12/21/90	2126	224300	070103	PETERSON

EMPLOYEE MASTER PRC[illegible]E

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address: [redacted]

City and State:

Zip Code:

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Cross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	473.53	8.00
V	346.36	144.00
H	72.00	44.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
S	00		

Earned Income Credit Status	FUTA Block

Scr%	Extra Federal Tax Amount	Gen Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	SUI Tax	SUI Table
42			

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

S[illegible] Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

**

Code	Name	Amount	S/%	Code	Name	Amount	S/%
C	CRUNON	25.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE

Date Three	Date Four
LAST INCREASE 02/01/90	BIRTH DATE [redacted]

Title Desc.	Date Five
RETRO DATES 082490	ADJ HIRE DATE

Spec. Acct No. 1	Spec. Acct No.2
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE

Area Three	Area Four
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2131	45	11/09/90	283	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID **

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Div.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	B2		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data **

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						55.38	I

Accruals

Code	Allowed	Taken
S	462.46	8.00
V	332.50	80.00
H	64.00	44.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Tabl	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Public Rate Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 082490	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3155	39	09/28/90	672	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Code	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	447.70	
V	314.02	60.00
H	56.00	44.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: FICA Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

Scr%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat	Term Rea. Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Home Telephone: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	7720

EEOC

Race	Codes Occup.	O.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No. 2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2118	31	08/03/90	2069	224300	070103	PETERSON

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	125310				Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 School Resource Officer	Deputy Sheriff/DLE	02	08	92

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 115E			15.3376	

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS	
12		

13

14

15

16

REMARKS:

17

18	LAST NAME	FIRST NAME	INIT.

19	STREET ADDRESS

20	CITY	STATE	ZIP

21	HOME TELEPHONE	WORK TELEPHONE

22

23

24	SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25		EDUCATIONAL LEVEL		ANNIVERSARY DATE

26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28	INDEX CODE	SUB. OBJECT	

29

30

31 TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

FEB 28 1992

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		R. Peterson

9SO AP # 22 12/82

FOG-01632

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	224300				Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff DLE CC	03	23	91

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ OTHER: ~~FTO supplement~~ $23.08 biweekly

APR 1 2 1991

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4
NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.
5
DEPARTMENT | DIVISION NAME | OCCUP. CODE
6
PAY STEP | BI-WKLY. HRS. | BI-WKLY. RATE | HOURLY RATE | STATE SUPP. SALARY
7
Occupational Title:
8

EXCEPTIONS
CODE | REASON
9

SHIFT | SECOND JOB | BUDGET STATUS | PERF. POINTS
10

HOURS TO BE TRANSFERRED
ANNUAL | SICK | COMP. | HOLIDAY | HOURS PAID
11

MEDICAL EXAMINATION DATE | CLASS
12

13

14

15

16

REMARKS:

17
LAST NAME | FIRST NAME | INIT.
18
STREET ADDRESS
19
CITY | STATE | ZIP
20
HOME TELEPHONE | WORK TELEPHONE
21
22
23
SEX | RACE | CITIZENSHIP | DATE OF BIRTH
24
EDUCATIONAL LEVEL | ANNIVERSARY DATE
25
MARITAL STATUS | TAX EXEMPTIONS | WITHHOLDING OPTION CODE | AMOUNT
26
EXEMPT FICA | RETIREMENT KIND CODE | PERCENT
27
INDEX CODE | SUB. OBJECT
28
29
30

TERMINAL TIME AND LEAVE

31	KIND	HOURS	PERCENT	PAID HRS.
	ANNUAL			
	SICK			
	COMP			
	HOLIDAY			
32				

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		K. Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG01623

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT. DIV. LOC OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1	224300	Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff DLE CC	02	09	91

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3

TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire ☐ Rehire ☐ Reinstatement ☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased MAR 1 1991
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7115D			$14.4902	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Rose Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG 01624

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
[redacted]	224300			Peterson	Scot	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff/DLE-CC	09	28	90

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire ☐ Rehire ☐ Reinstatement ☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ xx OTHER: Incentive $60.00 biweekly

FEB 01 1991

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7				

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS	
12		

13

14

15

16

REMARKS:

17

LAST NAME	FIRST NAME	INIT.
18		

STREET ADDRESS
19

CITY	STATE	ZIP
20		

HOME TELEPHONE	WORK TELEPHONE
21	

22

23

SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24			

	EDUCATIONAL LEVEL		ANNIVERSARY DATE
25			

MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
26			

EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
27			

INDEX CODE	SUB. OBJECT	
28		

29

30

TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
31 ANNUAL			
SICK			
COMP			
HOLIDAY			
32			

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		K. Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EXCO01635

BROWARD COUNTY SHERIFF'S OFFICE

NOTICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300				Peterson	Scott	

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 District 4	Deputy Sheriff - DLE/CC	8	24	90

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☒ OTHER: Incentive $55.38 Bi-Weekly

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7				

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

REMARKS:

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32			

SEP 28 1990

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Rosie Peterson

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01626

BROWARD SHERIFF'S OFFICE

CHANGE OF EMPLOYEE INFORMATION

NAME: Scot Peterson
CCN: 4308
JOB TITLE: DEPUTY SHERIFF
CURRENT ASSIGNMENT: District 4

90 JUL -3 AM 8:42

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☑ ADDRESS CHANGE
- ☑ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

JUL 20 1990

REVISED PERSONAL INFORMATION:

NAME: Scot Peterson
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson 4308
SIGNATURE / CCN

07-03-90
DATE

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EOG-01637

BSO A#44 (NEW 9/89)

EMPLOYEE MASTER PRO[illegible]E

Employee ID **

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.6896		

Gross Calc	Weekly Standard Hours	Factors: Meals	Tips	Worksheet Print: Last Group	Supress	Permanent: Exclude	Fifth Field Earnings: Amount	Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	444.01	
V	309.40	44.00
H	48.00	44.00

Taxes

Federal: Marital Status	Exempts	FWT Block	FICA Block	State: State 1 Code	State 2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT	Tax Blocks: SUI Tax	SUI Subj.	Exempts	Tax Block	Reciprocity Code
		42						

Sur%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel **

Gender	Emp. Stat.	Term Rea Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Number
M	ACT				FULL			[redacted]

Date Control: 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes: Occup.	O.J.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr Type	Grade	Step	Previous Rate	Type	Freq.
02/23/90	1542.32	5.7	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No. 2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2135	29	07/20/90	215	224300	070103	PETERSON

EOG-01638

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	13.4212		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	426.18	
V	277.06	20.00
H	32.00	32.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT	Tax Blocks SUI Tax	SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

Sort%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rea/Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Home Telephone Number
M	ACT			FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D
V	BRKSTR	.50	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/90	BIRTH DATE [redacted]
Title Date	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2173	15	04/12/90	281	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	13.4212		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Supress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	415.11	
V	263.20	
H	24.00	24.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: FICA Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
** S	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	Home Telephone Number: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	52003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/23/90	1542.32	5.8	M	115	C	12.6797	H	2
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
** 02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
** 02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
C	CRUNON	300.00	D	A	PBA	6.00	D

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/90	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	2198	09	03/02/90	255	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Dlt.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						46.15	I

Accruals

Code	Allowed	Taken
S	407.73	
V	253.96	
H	24.00	8.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block

Co%	Extra Federal Tax Amount	Garn Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.
42			

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Res Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	O/T	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	05	02/02/90	836	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					46.15	I

Accruals

Code	Allowed	Taken
S	411.42	
V	258.58	
H	24.00	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	O.T.	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
**							
C	CRUNON	300.00	D	A	PBA	6.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 102189	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3113	07	02/16/90	333	224300	070103	PETERSON

1990 Form W-4

Department of the Treasury
Internal Revenue Service

Purpose. Complete Form W-4 so that your employer can withhold the correct amount of Federal income tax from your pay.

Exemption From Withholding. Read line 6 of the certificate below to see if you can claim exempt status. *If exempt, complete line 6; but do not complete lines 4 and 5.* No Federal income tax will be withheld from your pay. This exemption expires February 15, 1991.

Basic Instructions. Employees who are not exempt should complete the Personal Allowances Worksheet. Additional worksheets are provided on page 2 for employees to adjust their withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply to your situation. The worksheets will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer allowances than this.

Head of Household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals.

Nonwage Income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES. Otherwise, you may find that you owe additional tax at the end of the year.

Two-Earner/Two-Jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. This total should be divided among all jobs. Your withholding will usually be most accurate when all allowances are claimed on the W-4 filed for the highest paying job and zero allowances are claimed for the others.

Advance Earned Income Credit. If you are eligible for this credit, you can receive it added to your paycheck throughout the year. For details, obtain Form W-5 from your employer.

Check Your Withholding. After your W-4 takes effect, you can use **Publication 919,** Is My Withholding Correct for 1990?, to see how the dollar amount you are having withheld compares to your estimated total annual tax. Call 1-800-424-3676 (in Hawaii and Alaska, check your local telephone directory) to order this publication. Check your local telephone directory for the IRS assistance number if you need further help.

Personal Allowances Worksheet

A Enter "1" for **yourself** if no one else can claim you as a dependent . . . . . A ____

B Enter "1" if:
1. You are single and have only one job; or
2. You are married, have only one job, and your spouse does not work; or
3. Your wages from a second job or your spouse's wages (or the total of both) are $2,500 or less.

. . . . . B ____

C Enter "1" for your **spouse.** But, you may choose to enter "0" if you are married and have either a working spouse or more than one job (this may help you avoid having too little tax withheld) . . . . . C ____

D Enter number of **dependents** (other than your spouse or yourself) whom you will claim on your tax return . . . . . D ____

E Enter "1" if you will file as a **head of household** on your tax return (see conditions under "Head of Household," above) . . E ____

F Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit . . . . F ____

G Add lines A through F and enter total here . . . . . ▶ G ____

For accuracy, do all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, turn to the Deductions and Adjustments Worksheet on page 2.
- If you are **single** and have **more than one job** and your combined earnings from all jobs exceed $25,000 OR if you are **married** and have a **working spouse or more than one job,** and the combined earnings from all jobs exceed $44,000, then turn to the Two-Earner/Two-Job Worksheet on page 2 if you want to avoid having too little tax withheld.
- If **neither** of the above situations applies to you, **stop here** and enter the number from line G on line 4 of Form W-4 below.

---------- **Cut here and give the certificate to your employer. Keep the top portion for your records.** ----------

MAR 02 1990

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see reverse.**

OMB No. 1545-0010
1990

1 Type or print your first name and middle initial: Scot | Last name: Peterson | 2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 Marital status:
- ☐ Single ☐ Married
- ☒ Married, but withhold at higher Single rate.

Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 Total number of allowances you are claiming (from line G above or from the Worksheets on back if they apply) . . . | 4 | 0

5 Additional amount, if any, you want deducted from each pay . . . . . | 5 | $

6 I claim exemption from withholding and I certify that I meet **ALL** of the following conditions for exemption:
- Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability; **AND**
- This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability; **AND**
- This year if my income exceeds $500 and includes nonwage income, another person cannot claim me as a dependent.

If you meet all of the above conditions, enter the year effective and "EXEMPT" here . . . . . ▶ | 6 | 19

7 Are you a full-time student? (**Note:** *Full-time students are not automatically exempt.*) . . . . . | 7 ☐ Yes ☐ No

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate or entitled to claim exempt status.

Employee's signature ▶ Scot Peterson Date ▶ 02-08, 19 90

8 Employer's name and address (**Employer:** Complete 8 and 10 **only if sending to IRS**) | 9 Office code (optional) | 10 Employer identification number

EOG-01643

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 1990 tax return.*

1 Enter an estimate of your 1990 itemized deductions. These include: qualifying home mortgage interest, 10% of personal interest, charitable contributions, state and local taxes (but not sales taxes), medical expenses in excess of 7.5% of your income, and miscellaneous deductions (most miscellaneous deductions are now deductible only in excess of 2% of your income) . . . . . 1 $

2 Enter: { $5,450 if married filing jointly or qualifying widow(er) / $4,750 if head of household / $3,250 if single / $2,725 if married filing separately } . . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter zero . . . . . 3 $

4 Enter an estimate of your 1990 adjustments to income. These include alimony paid and deductible IRA contributions . . 4 $

5 **Add** lines 3 and 4 and enter the total . . . . . 5 $

6 Enter an estimate of your 1990 nonwage income (such as dividends or interest income) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than zero . . . . . 7 $

8 **Divide** the amount on line 7 by $2,000 and enter the result here. Drop any fraction 8

9 Enter the number from Personal Allowances Worksheet, line G, on page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the Two-Earner/Two-Job Worksheet, also enter the total on line 1, below. Otherwise, **stop here** and enter this total on Form W-4, line 4 on page 1 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions at line G on page 1 direct you here.*

1 Enter the number from line G on page 1 (or from line 10 above if you used the Deductions and Adjustments Worksheet) . 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **GREATER THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "0") and on Form W-4, line 4, on page 1. **DO NOT** use the rest of this worksheet 3

Note: *If line 1 is **LESS THAN** line 2, enter "0" on Form W-4, line 4, on page 1. Complete lines 4–9 to calculate the additional dollar withholding necessary to avoid a year-end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding amount needed 8 $

9 Divide line 8 by the number of pay periods each year. (For example, divide by 26 if you are paid every other week.) Enter the result here and on Form W-4, line 5, page 1. This is the additional amount to be withheld from each paycheck . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **LOWEST** paying job are—	Enter on line 2 above	If wages from **LOWEST** paying job are—	Enter on line 2 above
0 - $4,000	0	0 - $4,000	0
4,001 - 8,000	1	4,001 - 8,000	1
8,001 - 19,000	2	8,001 - 14,000	2
19,001 - 23,000	3	14,001 - 16,000	3
23,001 - 25,000	4	16,001 - 21,000	4
25,001 - 27,000	5	21,001 and over	5
27,001 - 29,000	6		
29,001 - 35,000	7		
35,001 - 41,000	8		
41,001 - 46,000	9		
46,001 and over	10		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from **HIGHEST** paying job are—	Enter on line 7 above	If wages from **HIGHEST** paying job are—	Enter on line 7 above
0 - $44,000	$310	0 - $25,000	$310
44,001 - 90,000	570	25,001 - 52,000	570
90,001 and over	680	52,001 and over	680

Privacy Act and Paperwork Reduction Act Notice.—We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to cities, states, and the District of Columbia for use in administering their tax laws. You are required to give this information to your employer.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping** 46 min., **Learning about the law or the form** 10 min., **Preparing the form** 70 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form more simple, we would be happy to hear from you. You can write to the **Internal Revenue Service**, Washington, DC 20224, Attn: IRS Reports Clearance Officer, T:FP; or the **Office of Management and Budget**, Paperwork Reduction Project (1545-0010), Washington, DC 20503.

☆ U.S. Government Printing Office:1989-245-066

EOG-01644

FEB 2 1990

BROWARD SHERIFF'S OFFICE

CHANGE OF EMPLOYEE INFORMATION

90 JAN 19 AM 9:02

NAME: SCOT PETERSON
CCN: 4308
JOB TITLE: DEP. SHERIFF
CURRENT ASSIGNMENT: D.L.C, DIST 4

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☒ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

REVISED PERSONAL INFORMATION:

NAME: Scot Peterson
STREET ADDRESS: [redacted]
CITY, STATE: [redacted]
ZIP CODE: [redacted]
TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Scot Peterson — SIGNATURE / CCN

01-06-90 — DATE

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

EMPLOYEE MASTER PROFILE

[redacted]

Employee ID

Comp Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div	Oil	Dept	Sect	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc.	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					46.15	I

Accruals

Code	Allowed	Taken
S	396.66	
V	328.10	88.00
H	136.00	120.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.
42			

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Sort	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non Res %	Comb. Income	Recip Code	Puerto Rico Alloy.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	52003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3128	51	12/22/89	1833	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID **

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1B		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date **

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.6797		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					46.15	I

Accruals

Code	Allowed	Taken
S	385.59	
V	314.24	8.00
H	112.00	96.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42	00		

SUI/DIS Code	SWT	SUI Tax	SUI Txbl.
42			

Soc%	Extra Federal Tax Amount	Garn Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.6	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13 8	A A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 102189	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	1150	45	11/09/89	231	224300	070103	PETERSON

EOG-01647

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address: [redacted] City and State: Zip Code:

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	386.21	
V	305.00	8.00
H	104.00	88.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Taxbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat	Term Rea Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A'			

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D
A	PBA	6.00	D				

PER FDLE'S LIST OF CORRECTIONS, DATED 09/21/89, COPY ATTACHED, IN ERROR I ADDED BS DEGREE INCENTIVE PAY TO HIS AS DEGREE, CORRECTION WILL BE IMPLEMENTED AS FOLLOWS:

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

22 - 10/21/89
36A - 1B
49I - $46.15 BIWEEKLY

PER COMMANDER MONTGOMERY, EMPLOYEE WILL NOT HAVE TO PAY BACK OVERPAYMENT.

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct. No. 1	**Spec. Acct. No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

R-FORM - 11/01/89 MM

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3188	41	10/13/89	186	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00					60.00	I

Accruals

Code	Allowed	Taken
S	375.14	
V	291.14	
H	96.00	64.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block	SUI/DIS Code
		42

Sch%	Extra Federal Tax Amount	Garn Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SWT	SUI Tax	SUI Taxbl.

Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code

Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependants	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Type	Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

**

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D	C	CRUNON	300.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 031089	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3135	35	09/01/89	122	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors Meals	Factors Tips	Worksheet Last Group	Print Supress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	371.45	
V	286.52	
H	96.00	64.00

Taxes

Federal

Marital Status	Exempts	FWT Block	FICA Block
M	00		

Earned Income Credit Status	FUTA Block

Spr%	Extra Federal Tax Amount	Geo Class

State

State 1 Code	State 2 Code	Exemptions	Head of Household
42		00	

SUI/DIS Code	SWT	SUI Tax	SUI Txbl.
42			

Extra State Tax Amount	Non-Res %	Comb Income	Recip Code	Puerto Rico Allow.

Local

City 1 Code	City 2 Code	Exempts	Tax Block	Reciprocity Code

Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat	Term Rsn Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq At Hire	Highest Educ.Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

Labor Distribution

Code	Percentage	Department	Percentage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct No. 1	**Spec. Acct No.2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Co.Code	Company Name	Batch	Wk No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	0000	31	08/04/89	1056	224300	070103	PETERSON

EMPLOYEE MASTER PROFILE

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code: Div.	OIL	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Date

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc	Weekly Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	367.76	
V	281.90	
H	96.00	64.00

Taxes

Federal: Marital Status	Federal: Exempts	Federal: FWT Block	Federal: FICA Block	State: State 1 Code	State: State 2 Code	State: Exemptions	State: Head of Household	Local: City 1 Code	Local: City 2 Code
M	00			42	00				

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWI	Tax Blocks: SUI Tax	Tax Blocks: SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser%	Extra Federal Tax Amount	Gen Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

**

Gender	Emp. Stat.	Term Rec Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Number: Area	Home Telephone Number
M	ACT				FULL			[redacted]

Date Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp.Code
1	2		1	YES				FOP	01003	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ.Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary Hist.

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/89	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 031089	**Date Five** ADJ HIRE DATE
Spec. Acct No. 1 BADGE NUMBER	**Spec. Acct No.2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Persemage	Job Number

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date

Co.Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File No.	Employee Last Name
WLH	SHERIFF OF BROW CTY	3152	31	08/04/89	85	224300	070103	PETERSON

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

89 JUL 28 PM 12:14

DATE: 7-28-89

MEMO TO: Maritza Rodriquez

FROM: Scot Peterson

SUBJECT: Telephone Number

This is to notify you of a change in my telephone number. My correct telephone number is: [redacted]. Please make the necessary change. Thank-you for your cooperation in this matter

Sincerely,

Scot Peterson

[redacted]

Y-Card ✓ 7/27/89
Risk mgmt ✓ 7/27/89
Tearsheet ✓ 7/27/89

Employee Master Profile

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	1BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]		

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						60.00	I

Accruals

Code	Allowed	Taken
S	353.00	
V	263.42	
H	80.00	48.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

CORRECTED PHONE NUMBER PER THE ATTACHED MEMO FROM RORIE PETERSON.

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 031089	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home	36K =	431-4359		
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	TEARSHEET PROCESSED 7/27/89			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3178	23	06/09/89	94	224300	070103	PETERSON

EOG-01653

PR 189-1 (7/86)

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	224300	[redacted]	BF		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						50.77	I

Accruals

Code	Allowed	Taken
S	330.86	
V	235.70	
H	72.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

INCENTIVE MONEY: "020" + "047" = 80 HRS
$9.23 BIWKLY.
22 -- 03/10/89
36A -- 1BF
49I -- $60.00 BIWKLY.

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/89	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 010189	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

D/S 04/01/89 mm

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3157	11	03/17/89	149	224300	070103	PETERSON

EOG-01654

PR 189-1 (7/86)

Employee Master Pro

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
	WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
**	2-B	H	12.1920		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	327.17	
V	231.08	
H	64.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
** 02/24/89	1401.30	5.8	M	115	B	11.5183	H	2
** 02/26/88	1075.15	5.0	AJ	15	A	10.3937	H	2
** 02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
** 02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
**				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
F	FOP#32	6.00	D				

INCENTIVE MONEY: "BS DEGREE" $36.92 BIWKLY. EFFEC. 01/01/89.
36A -- "BF"
49I -- $50.77 BIWKLY (TOTAL).

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three: LAST INCREASE 02/01/89	Date Four: BIRTH DATE [redacted]
Title Desc.: RETRO DATES 020189	Date Five: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home	PER ELIGIBILITY	CJSTC	EDUC. SALARY INCENTIVE FORM.	
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	T/S 03/09/89 mm			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3191	09	03/03/89	210	224300	070103	PETERSON

EOG 01655

PR 189-1 (7/86)

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
INTERVIEWS AND INTERROGATIONS
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MARCH 10, 1989

[redacted]

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-89-047-02

EOG-01656

"047" + "20" = 67 Hrs. = $9.22 Biweekly. SMSC 03/10/89. TTS 06/01/89 mr

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
CASE PREPARATION AND COURT PRESENTATION
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

JANUARY 27, 1989

[redacted]

03-89-020-01

EOG-01657

"020" + "047" = 80 Hrs. = $9.03 Biweekly Effec. 03/10/89. TIS 06/01/89(mi

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	316.72	
V	223.98	8.00
H	136.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term. Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				FOP	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
U	UNTDWY	1.00	D	F	FOP#32	6.00	D

MERIT - 11SB = $12.1920 HRLY.
EFFEC. - 02/01/89.

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/88	BIRTH DATE [redacted]
Title Desc	**Date Five**
RETRO DATES 062088	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB OSOLE-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3		YES 02/23/89 MM		

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	51	12/23/88	135	224300	070103	PETERSON

Employee Master Pro[redacted]

[redacted]

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	305.65	
V	210.12	8.00
H	112.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

	Code	Name	Amount	$/%	Code	Name	Amount	$/%
**	U	UNTDWY	1.00	D	F	FOP#32	6.00	D

Corrected Union Code From XXX To "FOP".

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB OSOLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

TS 12/15/88 MM

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	2191	45	11/10/88	67	224300	070103	PETERSON

EOG 01659

PR 189-1 (7/86)

Employee Master Pro[redacted]

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.5183		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	301.96	
V	205.50	8.00
H	104.00	64.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	01013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.7	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
K	NACO	25.00	D	U	UNTDWY	1.00	D
F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Date RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec Acct #1 BADGE NUMBER	**Spec Acct #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3130	43	10/28/88	173	224300	070103	PETERSON

E84-01660

Employee Master Pro[redacted]

[redacted]

ADP

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	224300	[redacted]	F		298	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	290.89	
V	191.64	8.00
H	96.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

	Code	Name	Amount	$/%	Code	Name	Amount	$/%
**	K	NACO	25.00	D	U	UNTDWY	1.00	D
	F	FOP#32	6.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Date Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE DSDLE-CC	
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3195	37	09/16/88	54	224300	070103	PETERSON

EOG-01661

PR 189-1 (7/86)

Employee Master Pro[redacted]

ADP

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	224300	[redacted]	F		29B	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Lst Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	272.44	
V	170.08	8.00
H	88.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State State1 Code	State State2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Sor.%	Extra Federal Tax Amount	Garn. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				XXX	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT	8 LBR		

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	AJ	15	A	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
K	NACO	25.00	D	U	UNTDWY	1.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Title Desc. RETRO DATES 062088	**Date Five** ADJ HIRE DATE
Spec. Acct. # BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDLE-CC	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3136	27	07/08/88	93	224300	070103	PETERSON

EOG 01662

PR 189-1 (7/86)

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: JUNE 07, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-130, EFFECTIVE JUNE 20, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION [redacted], BCN #4308 IS HEREBY TRANSFERRED TO THE DEPARTMENT OF LAW ENFORCEMENT AS DEPUTY SHERIFF, ASSIGNED TO DISTRICT #4, REPORTING TO CAPT. RONALD BANTA.

[redacted]

Nick Navarro
SHERIFF NICK NAVARRO

PD 3/3

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300			28	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DIST. 4	DSDLE-CC	02	01	89

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3
TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4
NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.
5
DEPARTMENT | DIVISION NAME | OCCUP. CODE
6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 115B	80		$12.19	

Occupational Title:
8

EXCEPTIONS
CODE | REASON
9

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13
14
15
16

17
18 LAST NAME | FIRST NAME | INIT.
19 STREET ADDRESS
20 CITY | STATE | ZIP
21 HOME TELEPHONE | WORK TELEPHONE
22
23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH
25	EDUCATIONAL LEVEL		ANNIVERSARY DATE 2/90
26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
28 INDEX CODE	SUB. OBJECT		

29
30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			
32			

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Alice Argati

7

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01664

BR[illegible] COUNTY SHERIFF['s] [illegible]CE

ADVICE OF PERSONNEL ACTION

P.D. 7/08/88

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	224300			298	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DISTRICT #4	DEPUTY SHERIFF CC D.L.E.	06	20	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ XXX Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 15A	80	890.30	11.12	

Occupational Title:

8 TRANSFER FROM DETENTION TO D.L.E.
LATERAL MOVE/SAME SALARY.

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13

14

15

16

17

LAST NAME	FIRST NAME	INIT.
18		

STREET ADDRESS		
19		

CITY	STATE	ZIP
20		

HOME TELEPHONE	WORK TELEPHONE
21	

22

23

SEX	RACE	CITIZENSHIP	DATE OF BIRTH
24			

	EDUCATIONAL LEVEL		ANNIVERSARY DATE
25			2/01/88

MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
26			

EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	
27			

INDEX CODE	SUB. OBJECT	
28		

29

30

TERMINAL TIME AND LEAVE

	KIND	HOURS	PERCENT	PAID HRS.
31	ANNUAL			
	SICK			
	COMP			
	HOLIDAY			
32				

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL

950 AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01665

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1988 JUN -8 PM 12:42

DATE: JUNE 07, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-130, EFFECTIVE JUNE 20, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION SCOTT PETERSON, CCN #4308 IS HEREBY TRANSFERRED TO THE DEPARTMENT OF LAW ENFORCEMENT AS DEPUTY SHERIFF, ASSIGNED TO DISTRICT #4, REPORTING TO CAPT. RONALD BANTA.

Lateral Move
Transfer
6/8/88 by MMR

[redacted]

Nick Navarro
SHERIFF NICK NAVARRO

PETERSON - Currently 13C = $ 11.1288 92.
DPY SHF - DLE - CC = 15A = $ 11.1288 } LATERAL MOVE Same Salary
36F = XXX
36C = 298
36X = DSDLE - CC

[redacted]

Employee Master Profile [redacted] [redacted]

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	261.37	
V	160.84	8.00
H	80.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEN	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
** K	NACO	25.00	D	U	UNTDWY	1.00	D

REASSIGNED TO DIST 4 - Cross-Certified Deputy
EFFECTIVE 6/20/88
SEE ORDER #88-130

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/88	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 020188	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2	15A = $11.1288 (LATERAL MOVE/SAME SALARY)			
3	36F = XXX			
4	36C = 298			
5	36X = DSDLE-CC			
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	TEARSHEET 6/29/88			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3115	21	05/27/88	108	427111	070103	PETERSON

EXHIBIT 66

Employee Master Profile [redacted] [redacted]

ADP

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427701	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	257.68	
V	157.76	8.00
H	80.00	24.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gem. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				B	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/88	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 020188	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3142	19	05/13/88	96	427701	070103	PETERSON

EOG-01668

PR 189-1 (7/86)

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		350	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Codes Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three: LAST INCREASE 02/01/88	Date Four: BIRTH DATE [redacted]
Title Desc.: RETRO DATES 020188	Date Five: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DSDETN-CC	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3190	15	04/15/88	240	427111	070103	PETERSON

EOG-01669

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 14, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-085, EFFECTIVE APRIL 14, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION [redacted], CCN #4308, IS HEREBY GRADUATED FROM CROSS CERTIFICATION ACADEMY #5, AND RETURNING TO DEPARTMENT OF DETENTION, REPORTING TO DIRECTOR WILLIS ROBERTS.

[redacted]

SHERIFF NICK NAVARRO

Employee Master Profile

ADP

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code: Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427111	[redacted]	F		349	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors: Meals	Factors: Tips	Worksheet Print: Last Group	Worksheet Print: Suppress	Permanent Exclude	Fifth Field Earnings: Amount	Fifth Field Earnings: Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal: Marital Status	Exempts	FWT Block	FICA Block	State: State1 Code	State2 Code	Exemptions	Head of Household	Local: City 1 Code	City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks: SWT	SUI Tax	SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone: Area	Home Telephone: Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTOWY	1.00	D				

GRADUATED CROSS CERTIFICATION
ACADEMY #5 EFFEC 4/14/88

Custom Data Areas **

Data One	Data Two
HIRE DATE 07/22/85	TERM DATE
Data Three: LAST INCREASE 02/01/88	Data Four: BIRTH DATE [redacted]
Data Five: RETRO DATES 020188	Data Six: ADJ HIRE DATE
Spec. Acct. #1: BADGE NUMBER	Spec. Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DPYSHFDETN	TITLE
Area Three: TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2	~~15A~~ =	8/1088 (Same Hrly Rate		
3				
4	13C =	(Lateral Move		
5		~~Same Grade Step~~		
6	36C = 349			
7				
8	~~36E = WW~~	36X = DSDETN-CC		

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Loansheet 4/21/88 RMR

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3150	14	04/08/88	1095	427111	070103	PETERSON

EOG-01671

189-1 (7/86)

4/21/88 BATCH

4-CARD - 05/09/88 mm

PROOFED - 05/10/88 mm

APA -

Personnel Change Notice

HERE

Employee Name | Co. Code | File Number

PETERSON, SCOTT R | KLH | 070103 | 1

C	D	E	F	G	H1
M=MALE F=FEMALE	HOME DEPT.	SOCIAL SECURITY NO.	CLOCK NO. IDENT.	PAY FREQ. TYPE	FIRST RATE (DECIMAL IS HERE FOR HOURLY/DAILY; DECIMAL IS HERE FOR SALARY)
35	36-41	42-50	51-55	56, 57	58-64
					1 11288

H2	H3	I	J	K	L	M
TYPE	SECOND HOURLY RATE	TYPE	THIRD HOURLY RATE	Gross Calc	Marital St	EXEMPTIONS IF DIFFERENT FROM FED: FED / STATE / CITY / STATE	TAX CODES: CITY / SUI SDI
57	58-64	57	58-64	65	66	67-68 / 69-70 / 71-72 / 73-74	75-78 / 79-80
2		3					

N	O	P	Q	R	S	T	U	V	Y
EXTRA TAXES (IF $ MINIMUM 001. = $1.00, MAXIMUM 999. = $999.00; IF X ENTER PIN COL. 17 OR 20 OR 23 FOLLOWED BY PERCENTAGE MINIMUM .001 = 1%, MAXIMUM .999 = 99%): FED / STATE / CITY	NO TAXES: FED X / FICA X / SUI X / STATE X / CITY X	NON-RESIDENT PARTIAL TAXES: % OF STATE / % OF CITY	LOCAL TAX %	PAY GRD 2	PENSION FACTORS: BASIS / % / MEAL / TIP	X=EXCLUDE P=QUAL.PENS.	F=FED. GARN. G=REG. GARN.	T=TERM L=LOA R=REHIRE C=TEC
17-19 / 20-22 / 23-25	26 / 27 / 28 / 29	30 / 31-32	33-34	35-36	37	38	39-42 / 43-44 / 45-47	48	49	80

Standard Codes

Type 50-51	CD 52	Data 53-69	Type 60-61	CD 62	Data 63-69	Type 70-71	CD 72	Data 73-79
22		041488	36	C	349			
32	U	A-J Mont						
32	X	13						
32	Y	C						

Custom Codes

Type 50-51	CD 52	Data 53-72
36	X	D.S.D. EITN - C.C.

HERE

NAME 38-67 (58) LAST (COMMA) FIRST (SPACE) MIDDLE INITIAL

STREET ADDRESS 16-35 | CITY AND STATE 36-55

ZIP 56-64 | ADDITIONAL STREET ADDRESS 16-35 (58)

STANDARD CODE LIST

NOTE—Enter change in right hand positions of the data area

Field Name	Type	CD	Data
Employee ID			
P.O.C.—Div.	36	A	XXX
P.O.C.—Dlt.	36	B	XXX
P.O.C.—Dept.	36	C	XXX
P.O.C.—Sect.	36	D	XX
Pay Data			
Std. Hours			

Field Name	Type	CD	Data
Salary History			
Date of Increase	37	Z	MMDDYY
Annual Amt. of Inc.	37	T	$$$$$cc
Type Increase	37	U	XX
Pay Grade	37	X	XXX
Pay Step	37	Y	XX
Previous Rate—Salary	37	S	$$$$$cc
Previous Rate—Hrly.	37	H	$$$.cccc
Previous Rate—Daily	37	D	$$$.cccc

Field Name	Type	CD	Data
EEOC			
Race Code	57	1	X
Occup Code	57	2	XX
OJT Code	57	3	X
Maj. Org. Cd.	57	5	XX
Inter. Org. Cd.	57	6	XX
Minor Org. Cd.	57	7	XX
Job Class	38	5	XX
Job Class ext.	38	Y	XX

EOG-01672

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
**	WLH	B	427111	[redacted]	F		349	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	11.1288		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	250.30	
V	151.60	8.00
H	72.00	16.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block.	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/26/88	1075.15	4.9	M	13	C	10.3937	H	2
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
G	FEDPUB	8.01	D	K	NACO	25.00	D
U	UNTDWY	1.00	D				

GRADUATED Cross CERTIFICATION
Academy #5 EFFEC 4/14/88

Custom Data Areas **

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/88	**Date Four** BIRTH DATE [redacted]
Date Six RETRO DATES 020188	**Date Five** ADJ HIRE DATE
Spec Acct. #1 BADGE NUMBER	**Spec Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB DPYSHFDETN	TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2	~~15A~~ = 8/1/88			Same Hrly RATE
3	13C = 7			(Lateral Move
4				~~Merit Increase~~
5				
6	36C = 349			
7				
8	~~36E~~ WH			36X = DSDETN-CC

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3	Transfer 4/21/88			

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3150	14	04/08/88	1095	427111	070103	PETERSON

EOG-01673

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1988 APR 18 PM 1:55 MMR

DATE: APRIL 14, 1988

MEMO TO: DISTRIBUTION

FROM: PERSONNEL DIVISION

SUBJECT: PERSONNEL ORDER #88-085, EFFECTIVE APRIL 14, 1988

THE FOLLOWING PERSONNEL ACTION SHALL BECOME EFFECTIVE ON THE DATE INDICATED ABOVE:

[redacted]

DEPUTY SHERIFF FOR DEPARTMENT OF DETENTION SCOTT PETERSON, CCN #4308 IS HEREBY GRADUATED FROM CROSS CERTIFICATION ACADEMY #5, AND RETURNING TO DEPARTMENT OF DETENTION, REPORTING TO DIRECTOR WILLIS ROBERTS.

[redacted]

√ = Teonsheet 4/21/88 MMR

for SHERIFF NICK NAVARRO

GRADE 15 = Lateral move - per sheriff's policy MMR

EOG-01674

Employee Master Profi

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427111	[redacted]	F		401	98	070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	[redacted]

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	10.3937		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	1

Accruals

Code	Allowed	Taken
S	232.47	8.00
V	130.04	
H	136.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
M	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1	YES				AEY	02013	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl. Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/13/87	1018.37	4.9	M	13	B	9.9041	H	2
02/14/86	4214.70	27.7	PR	13	A	7.3092	H	2
				8	A			

Deductions

	Code	Name	Amount	S/%	Code	Name	Amount	S/%
**	G	FEDPUB	7.48	D	K	NACO	25.00	D
	U	UNTDWY	1.00	D				

Merit - 13C = 8/10-9/06 (BARGAINING UNIT)
Effec 02/01/88

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/87	**Date Four** BIRTH DATE [redacted]
Title Desc RETRO DATES 020187	**Date Five** ADJ HIRE DATE
Spec. Acct. #1 BADGE NUMBER	**Spec. Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT DPY	TITLE
Area Three TRANSFER DATES	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Union Dues $ 7.85

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Timesheet 02/15/88

Co. Code	Company Name	Batch	WK. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3114	01	01/08/88	465	427111	070103	PETERSON

EOG 01673

PR 189-1 (7/86)

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427700	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	9.9041		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	143.91	
V	56.12	
H	64.00	8.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

S or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01013	

EEOC

Race Codes	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	25.7	PR	13 B	A A	7.3092	H	2

Deductions

Code	Name	Amount	S/%	Code	Name	Amount	S/%
**							
G	FEDPUB	7.13	D	K	NACO	100.00	D

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three LAST INCREASE 02/01/86	**Date Four** BIRTH DATE [redacted]
Title Date RETRO DATES 020586	**Date Five** ADJ HIRE DATE
Spec Acct. #1 BADGE NUMBER	**Spec Acct. #2** CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT JOB DPY	TRANSFER TITLE
Area Three TRANSFER DATES	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

New Address

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3123	06	02/06/87	112	427700	070103	PETERSON

EOG-01676

Employee Master Profile

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	8	427700	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	9.9041		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	136.53	
V	113.96	64.00
H	144.00	72.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01013	

EEOC

Codes Race	Codes Occup.	Codes OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	25.7	PR	13 8	A A	7.3092	H	2

Deductions

	Code	Name	Amount	$/%	Code	Name	Amount	$/%
**	G	FEDPUB	7.13	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE

Date Three	Date Four
LAST INCREASE 02/01/86	BIRTH DATE [redacted]

Title Desc.	Date Five
RETRO DATES 020586	ADJ HIRE DATE

Spec. Acct. #1	Spec. Acct. #2
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT JOB DPY	TRANSFER TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	1160	52	12/24/86	484	427700	070103	PETERSON

EOG-01677

PR 189-1 (7/84)

Employee Master Profil

Employee ID

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427504	[redacted]	F		401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	9.6156		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00						13.85	I

Accruals

Code	Allowed	Taken
S	92.25	
V	77.00	
H	88.00	40.00

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Ser.%	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip. Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2		1					AEY	01003	

EEOC

Race Code	Occup. Code	OJT Code	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Sal History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq.
02/14/86	4214.70	26.7	PR	13 8	A A	7.3092	H	2

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%
G	FEDPUB	6.92	D				

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 02/01/86	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES 020586	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB C DNT DPY	TRANSFER TITLE
Area Three	**Area Four**
TRANSFER DATES	

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Married 9/19/86 Change to Dep. Death 10/23/86 CWJS

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3177	30	07/25/86	78	427504	070103	PETERSON

EOG-01578

PR 189-1 (7/84)

Employee Master Profil

Employee ID **

Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
WLH	B	427503	[redacted]			401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	7.3092		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00							

Accruals

Code	Allowed	Taken
S	22.14	
V	18.48	
H	8.00	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

$ or %	Extra Federal Tax Amount	Gam. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar. Stat.	Union Code	Location Code	Workers Comp. Code
1	2							AEN	01003	

EEOC

Race	Occup.	OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three	**Date Four**
LAST INCREASE 08/01/85	BIRTH DATE [redacted]
Title Desc.	**Date Five**
RETRO DATES	ADJ HIRE DATE
Spec. Acct. #1	**Spec. Acct. #2**
BADGE NUMBER	CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE NC DET DPY	TRANSFER DATES
Area Three	**Area Four**

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BROW CTY	3185	44	11/01/85	562	427503	070103	PETERSON

EOG-01679

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's [redacted]hholding Allowance Certificate

► For Privacy [redacted]nd Paperwork Reduction Act Notice, see inst[redacted]

OMB No. 1545-0010

1987

1 Type or print your full name: Scot Ralph Peterson

2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

City or town, state, and ZIP code: [redacted]

3 Marital Status: ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate

Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

4 Total number of allowances you are claiming (from the Worksheet on page 3) 0

5 Additional amount, if any, you want deducted from each pay (see Step 4 on page 2) . . . . . $ 0

6 I claim exemption from withholding because (see Step 2 above and check boxes below that apply):

a ☐ Last year I did not owe any Federal income tax and had a right to a full refund of **ALL** income tax withheld, **AND**

b ☐ This year I do not expect to owe any Federal income tax and expect to have a right to a full refund of **ALL** income tax withheld. If both a and b apply, enter the year effective and "EXEMPT" here . . . ► Year 19

c If you entered "EXEMPT" on line 6b, are you a full-time student? . . . . . ☐ Yes ☐ No

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate or, if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's signature ► Scot Peterson Date ► 2/22, 19 87

7 Employer's name and address **(Employer: Complete 7, 8, and 9 only if sending to IRS)**

8 Office code

9 Employer identification number

EOG-01680

allowed only as an itemized deduction)

- Qualified alimony payments made
- Deductible business and investment losses
- Penalty on early withdrawal of savings
- Qualified contributions to an IRA account or Keogh plan. If either you or your spouse, if applicable, have an IRA and are covered by an employer's pension plan, your 1987 IRA deduction may be reduced or eliminated if your adjusted gross income is at least $40,000 ($25,000 if single, or $0 if married filing separately). Get **Publication 590**, Individual Retirement Arrangements (IRAs), for details.

next whole number. For example, 3 becomes 3, and 4.61 becomes 5.

Lines Q through T—Working Spouse? More Than One Job? Nonwage Income?—So that you will have enough tax withheld, you MUST complete any lines that apply to you.

Line U—Total Withholding Allowances.—If the number on line T is larger than the number on line P, you will probably owe more tax when you file your return and may have to pay a penalty unless you take further

$54,641 and over	$

Privacy Act and Paperwork Reduction Act Notice.—We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to cities, states, and the District of Columbia for use in administering their tax laws. You are required to give this information to your employer.

EOG-01681

Employee Master Profile

Employee ID	Comp. Code	Clock #	Home Dept.	Social Security No.	Personnel Organization Code Div.	Off.	Dept.	Sect.	File Number	Employee Name
	WLH	B	427500	[redacted]			401		070103	SCOT R PETERSON

Street Address	City and State	Zip Code
[redacted]	[redacted]	

Pay Data

Pay Group	Pay Freq.	Rate Type	Pay Rate One	Pay Rate Two	Pay Rate Three
	2-B	H	7.3092		

Gross Calc.	Standard Hours	Factors Meals	Factors Tips	Worksheet Print Last Group	Worksheet Print Suppress	Permanent Exclude	Fifth Field Earnings Amount	Fifth Field Earnings Code
3	80.00							

Accruals

Code	Allowed	Taken
S	3.69	
V	3.08	

Taxes

Federal Marital Status	Federal Exempts	Federal FWT Block	Federal FICA Block	State 1 Code	State 2 Code	State Exemptions	State Head of Household	Local City 1 Code	Local City 2 Code
S	00			42		00			

Earned Income Credit Status	FUTA Block	SUI/DIS Code	Tax Blocks SWT	Tax Blocks SUI Tax	Tax Blocks SUI Txbl.	Exempts	Tax Block	Reciprocity Code
		42						

Extra Federal $ or %	Extra Federal Tax Amount	Gen. Class	Extra State Tax Amount	Non-Res %	Comb. Income	Recip Code	Puerto Rico Allow.	Extra Local Tax Amount	Non-Res %	Local %

Action Flags

No.	Code	Week	Year

Personnel

Gender	Emp. Stat.	Term Reason/ Code	Rehire Status	FLSA Code	Employee Type	Assign Shift	Home Telephone Area	Home Telephone Number
M	ACT				FULL			[redacted]

Data Control 1	2	3	4	Qualif. Pension	Pension Percent	Actual Dependents	Actual Mar.Stat.	Union Code	Location Code	Workers Comp. Code
1	2							AEN		

EEOC

Race	Codes Occup.	Codes OJT	Organization Code
1 WHT			

Job Class	Job Class At Hire	Yrs. Exp. At Hire	Educ. Lvl. At Hire

Pay Rate At Hire	Pay Freq. At Hire	Highest Educ. Lvl Attained	Hiring Source
H 7.3092	2-B		

Salary History

Date of Increase	Annualized Increase Amount	Percent Increase	Incr. Type	Grade	Step	Previous Rate	Previous Type	Previous Freq
				8	A			

Deductions

Code	Name	Amount	$/%	Code	Name	Amount	$/%

Custom Data Areas

Date One	Date Two
HIRE DATE 07/22/85	TERM DATE
Date Three: LAST INCREASE 08/01/85	Date Four: BIRTH DATE [redacted]
Date Five Desc.: RETRO DATES	Date Five: ADJ HIRE DATE
Spec Acct. #1: BADGE NUMBER	Spec Acct. #2: CERTIF NUMBER 0004308

1	2	3	4	5	6	7

Area One	Area Two
JOB TITLE NC DET DPY	TRANSFER DATES
Area Three	Area Four

Labor Distribution

Code	Percentage	Department	Percentage	Job Number
Home				
2				
3				
4				
5				
6				
7				
8				

Banking

No.	Transit/ABA Number	Account Number	Deposit Code	Prenote Date
1				
2				
3				

Co. Code	Company Name	Batch	Wk. No.	Pay Date	Page	Home Dept.	File #	Employee Last Name
WLH	SHERIFF OF BRDW CTY	3137	32	08/09/85	171	427500	070103	PETERSON

EOG-01682

BROWARD COUNTY SHERIFF'S OFFICE APPLICANT CHECK LIST

APPLICANT'S NAME Peterson, Scot POSTION CC Deputy

APPLICATION RECEIVED BY Mills DATE RECEIVED 2-3-88

BIRTH CERTIFICATE	✓	SOCIAL SECURITY CARD	✓
HIGH SCHOOL DIPLOMA	✓	VALID DRIVERS LICENSE	✓
COLLEGE DIPLOMA	AA	MILITARY DISCHARGE	
NATURALIZATION #			

AUTHORIZATION TO RELEASE ✓
INFORMATION-NOTARIZED ✓
STATE CERTIFICATE ✓ CORK
OUT OF STATE CERTIFICATION

CJTC TEST ID# 116-17
WRITTEN 94.68% DATE TAKEN 2-16-88
AGILITY PASSED FAILED
DATE OF AGILITY 2-16-88
VERIFICATION DATE 2-16-88 written slip
BY
SON/DENNY RESULTS-

OTHER TEST (TYPING, ETC.)
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE
DATE SCORE

PRE-SCREEN INTERVIEW
POSITION
DATE TIME
APPROVED YES NO
BY

INTERVIEW
POSITION
DATE TIME
APPROVED YES NO
BY
Dr Singer needs

POLYGRAPH
DATE 2-18-88 TIME 2 P.M
RECOMMENDED ✓ YES NO
BY Tom Walthour
Need the results, report today

LAW ENFORCEMENT PROFILE
DATE 2-22-88 TIME 9:00 Am.
RECOMMENDED YES NO
Verbal OK

MEDICAL EXAMINATION
DATE 2-25-88 TIME 11:15
PASSED ✓ FAILED
Verbal

BACKGROUND INVESTIGATION
DATE
APPROVED YES NO
BY

ORAL REVIEW BOARD 11:30 AM
DATE 2-19-88 YES NO
DATE YES NO
DATE YES NO

NCIC/FCIC DRIVERS LICENSE CHECK ASAP
DATE 3/1/88
RECORD NO RECORD
BY Valid Chase 3/1/88

FINGERPRINTS TAKEN
DATE TAKEN BY

C/C
STARTING DATE 3-07-88 ACADEMY #5
JOB TITLE CC DEPUTY
DEPARTMENT DETENTION
STATUS ACADEMY
SALARY STAYS SAME
CCN # 4308

ADDITIONAL COMMENTS
Pls continue process ltr 2/19/88

Pls set up psych w/ Dr Singer. (He went to Scholastic twice) Also set up physical
Cmds McCallot
2/19/88

ACTING Diane Arquati
COMMANDER, PERSONNEL DIVISION

EOG-01683

2 EMPLOYER REVIEW AND VERIFIC (To be completed and signed by employer.)

Instructions:

Examine one document from List A and check the appropriate box, ***OR*** examine one document from List B ***and*** one from List C and check the appropriate boxes. Provide the ***Document Identification Number*** and ***Expiration Date*** for the document checked.

List A Documents that Establish Identity and Employment Eligibility		List B Documents that Establish Identity	and	List C Documents that Establish Employment Eligibility
☐ 1. United States Passport		☐ 1. A State-issued driver's license or a State-issued I.D. card with a photograph, or information, including name, sex, date of birth, height, weight, and color of eyes. (Specify State)_____)		☐ 1. Original Social Security Number Card (other than a card stating it is not valid for employment)
☐ 2. Certificate of United States Citizenship		☐ 2. U.S. Military Card		☐ 2. A birth certificate issued by State, county, or municipal authority bearing a seal or other certification
☐ 3. Certificate of Naturalization		☐ 3. Other (Specify document and issuing authority)		☐ 3. Unexpired INS Employment Authorization Specify form
☐ 4. Unexpired foreign passport with attached Employment Authorization				#
☐ 5. Alien Registration Card with photograph				
Document Identification		***Document Identification***		***Document Identification***
#		#		#
Expiration Date (if any)		***Expiration Date (if any)***		***Expiration Date (if any)***

CERTIFICATION: I attest, under penalty of perjury, that I have examined the documents presented by the above individual, that they appear to be genuine and to relate to the individual named, and that the individual, to the best of my knowledge, is eligible to work in the United States.

Signature	Name (Print or Type)	Title
Employer Name	Address	Date

Form I-9 (05/07/87)
OMB No. 1115-0136

U.S. Department of Justice
Immigration and Naturalization Service

EOG-01684

BROWA[illegible] COUNTY SHERIFF'S OF[illegible]CE

ADVICE OF PERSONNEL ACTION

P.D. - 04/29/88

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
[redacted]	427111			349	Peterson	Scot	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Det. - Class. / N.B.D.C.	Deputy Sheriff Detention	04	14	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- XXX Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  From: _____
  To: _____
- ☐ Return from Leave of Absence
  Actual
  Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  W/O ☐ W/P ☐
  From: _____
  To: _____
- ☐ Return from Suspension
  Actual
  Date: _____
- ☐ Pay Adjustment
  _____
- ☐ Special Action
  _____
  _____
- ☐ Recommended for Rehire
  YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13C	80	890.30	11.12	

Occupational Title:

8 Deputy Sheriff - Detn/CC
Graduated Cross Certification
Academy #5.

Lateral Move - No Change in salary

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13

14

15

16

17

18	LAST NAME	FIRST NAME	INIT.

19	STREET ADDRESS

20	CITY	STATE	ZIP

21	HOME TELEPHONE	WORK TELEPHONE

22

23

24	SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25		EDUCATIONAL LEVEL		ANNIVERSARY DATE
				04/89

26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	

28	INDEX CODE	SUB. OBJECT	

29

30

31

TERMINAL TIME AND LEAVE

KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		[signature]

BSO AP ♦ 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01685

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427111			401	Peterson	Scot	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Det. - Class. / N.B.D.C.	Detention Deputy	02	01	88

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
713C	80	872.85	10.91	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			02/89

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Lee

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01686

BR[redacted]RD COUNTY SHERIFF'[redacted]FICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427503			401	Peterson	Scot	R

DEPARTMENT. DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 Detention	NC Detention Deputy	2	5	86

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3 TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☒ Transfer
- ☒ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☐ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment _____
- ☐ Special Action _____ _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6 Detention		401

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13A	80	746.84	9.3355	13.85

Occupational Title:

8 C Detention Deputy

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			2/1/87

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT	

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			
32			

REMARKS:

COMPLETED CORRECTIONS ACADEMY

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
Margaret H. Bosarge		

BSO AP # 22 12/82

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01687

BROWARD COUNTY SHERIFF'S OFFICE

ADVICE OF PERSONNEL ACTION

P/D 2/20/87

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427700			401	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DETENTION/ MAIN JAIL	C. DETENTION DEPUTY	2	1	87

REASON FOR CHANGE

COMPENSATION STATUS
- ☐ Full Time
- ☐ Part Time

3

TYPE OF APPOINTMENT
- ☐ Permanent
- ☐ Exempt
- ☐ Substitute
- ☐ Provisional
- ☐ Temporary
- ☐ Emergency
- ☐ Trainee
- ☐ Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
☐	☐	☐

- ☐ Transfer
- ☐ Promotion
- ☐ Reclassification
- ☐ Grant Transition
- ☒ Merit Increase
  - Numerical Rating _____
- ☐ Retirement
- ☐ Dismissal
- ☐ Resignation
- ☐ Deceased
- ☐ Leave of Absence
  - From: _____
  - To: _____
- ☐ Return from Leave of Absence
  - Actual Date: _____
- ☐ OTHER: _____

- ☐ Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- ☐ Return from Suspension
  - Actual Date: _____
- ☐ Pay Adjustment
  - _____
- ☐ Special Action
  - _____
  - _____
- ☐ Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4

NEW/CHANGE SOCIAL SECURITY NUMBER	DEPT. NO.
5	

DEPARTMENT	DIVISION NAME	OCCUP. CODE
6		

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
7 13B	80	831.50	10.39	

Occupational Title:

8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

12 MEDICAL EXAMINATION DATE	CLASS	

13

14

15

16

17

18 LAST NAME	FIRST NAME	INIT.

19 STREET ADDRESS		

20 CITY	STATE	ZIP

21 HOME TELEPHONE	WORK TELEPHONE

22

23

24 SEX	RACE	CITIZENSHIP	DATE OF BIRTH

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			2/17/88

26 MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT

27 EXEMPT FICA	RETIREMENT KIND CODE	PERCENT

28 INDEX CODE	SUB. OBJECT	

29

30

TERMINAL TIME AND LEAVE

31 KIND	HOURS	PERCENT	PAID HRS.
ANNUAL			
SICK			
COMP			
HOLIDAY			

32

MARKS:

TY	BUDGET APPROVAL	PERSONNEL APPROVAL
		Ann Lee

BSO AP ♦ 22 12/82

EOG-01688

Personnel Green/Finance Blue/Employee Canary/Department or Division

Form **W-4**
(Rev. January 1982)

Department of the Treasury—Internal Revenue Ser

Employee's Withholding Allowance Certificate

OMB No. 1545-0010
Expires 4-30-83

1 Type or print your full name
Scot R. Peterson

2 Your social security number
[redacted]

Home address (number and street or rural route)
[redacted]

City or town, State and ZIP code
[redacted]

3 Marital Status
- [x] Single
- [ ] Married
- [ ] Married, but withhold at higher Single rate

Note: If married, but legally separated, or spouse is a nonresident alien, check the Single box.

4 Total number of allowances you are claiming (from line F of the worksheet on page 2) 0

5 Additional amount, if any, you want deducted from each pay . . . . . $

6 I claim exemption from withholding because (see instructions and check boxes below that apply):

a [ ] Last year I did not owe any Federal income tax and had a right to a full refund of ALL income tax withheld, AND

b [ ] This year I do not expect to owe any Federal income tax and expect to have a right to a full refund of ALL income tax withheld. If both a and b apply, enter "EXEMPT" here . . . . . ▶

c If you entered "EXEMPT" on line 6b, are you a full-time student? . . . . . [ ] Yes [ ] No

Under the penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's signature ▶ Scot Peterson Date ▶ 7-22-85, 19 85

7 Employer's name and address (including ZIP code) (FOR EMPLOYER'S USE ONLY)
Brewerton Sheriff's office

EOG-01689

8 Office code

9 Employer identification number

Line 6 of Form W–4

Exemption from withholding.—You can claim exemption from withholding only if last year you did not owe any Federal income tax and had a right to a refund of all income tax withheld, and this year you do not expect to owe any Federal income tax and expect to have a right to a refund of all income tax withheld. If you qualify, check boxes 6a and b, write "EXEMPT" on line 6b and answer Yes or No to the question on line 6c.

If you want to claim exemption from withholding next year, you must file a new Form W–4 with your employer on or before February 15 of next year. If you are not having Federal income tax withheld this year, but expect to have a tax liability next year, the law requires you to give your employer a new Form W–4 by December 1 of this year.

If you are covered by the Federal Insurance Contributions Act, your employer must withhold social security tax.

A fine of $500 may be charged if you file a Form W–4 which decreases the tax withheld with no reasonable basis at the time for the decrease. In addition, criminal penalties apply for willfully supplying false or fraudulent information or failing to supply information requiring an increase in withholding.

Your employer must send to IRS any Form W–4 claiming more than 14 withholding allowances or claiming exemption from withholding if the wages are expected to usually exceed $200 a week.

Privacy Act and Paperwork Reduction Act Notice.—If you do not give your employer a certificate, you will be treated as a single person with no withholding allowances as required by Internal Revenue Code sections 3402(l) and 3401(e).

We ask for this information to carry out the Internal Revenue laws of the United States. We may give the information to the Department of Justice for civil or criminal litigation and to the States and the District of Columbia for use in administering their tax laws.

Table for Figuring Your Withholding Allowances For Estimated Tax Credits and Income Averaging

Estimated Salaries and Wages from all Sources	Single Employees		Head of Household Employees		Married Employees (When Spouse not Employed)		Married Employees (When Both Spouses are Employed)	
	(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)
Under $10,000	$ 100	$160	$ 20	$160	$ 75	$ 80	$ 105	$ 65
10,000–15,000	140	175	50	175	85	150	295	75
15,001–20,000	155	240	0	240	110	180	410	150
20,001–25,000	160	310	0	310	115	220	605	165
25,001–30,000	165	355	0	355	150	245	885	180

EOG-01690

BROW[redacted]COUNTY SHERIFF'[redacted]FICE

ADVICE OF PERSONNEL ACTION

SOCIAL SECURITY NUMBER	DEPT.	DIV.	LOC	OCCUP. CODE	LAST NAME	FIRST NAME	INITIAL
1 [redacted]	427500			401	PETERSON	SCOT	R

DEPARTMENT, DIVISION NAME	OCCUPATIONAL TITLE	EFFECTIVE DATE MONTH	DAY	YEAR
2 DETENTION	NC DET. DPY.	7	22	85

REASON FOR CHANGE

COMPENSATION STATUS
- [X] Full Time
- [ ] Part Time

3
TYPE OF APPOINTMENT
- [ ] Permanent
- [ ] Exempt
- [ ] Substitute
- [X] Provisional
- [ ] Temporary
- [ ] Emergency
- [X] Trainee
- [ ] Other Grant

PERSONNEL DIVISION USE ONLY

New Hire	Rehire	Reinstatement
XX	☐	☐

- [ ] Transfer
- [ ] Promotion
- [ ] Reclassification
- [ ] Grant Transition
- [ ] Merit Increase
  - Numerical Rating _____
- [ ] Retirement
- [ ] Dismissal
- [ ] Resignation
- [ ] Deceased
- [ ] Leave of Absence
  - From: _____
  - To: _____
- [ ] Return from Leave of Absence
  - Actual Date: _____
- [ ] OTHER: _____

- [ ] Suspension
  - W/O ☐ W/P ☐
  - From: _____
  - To: _____
- [ ] Return from Suspension
  - Actual Date: _____
- [ ] Pay Adjustment
  - _____
- [ ] Special Action
  - _____
  - _____
- [ ] Recommended for Rehire
  - YES ☐ NO ☐

APPROVED CHANGES

4
NEW/CHANGE SOCIAL SECURITY NUMBER | DEPT. NO.
5
DEPARTMENT | DIVISION NAME | OCCUP. CODE
6

PAY STEP	BI-WKLY. HRS.	BI-WKLY. RATE	HOURLY RATE	STATE SUPP. SALARY
8A	80	584.73	7.30	

Occupational Title:
8

EXCEPTIONS

CODE	REASON
9	

SHIFT	SECOND JOB	BUDGET STATUS	PERF. POINTS	
10				

HOURS TO BE TRANSFERRED

ANNUAL	SICK	COMP.	HOLIDAY	HOURS PAID
11				

MEDICAL EXAMINATION DATE	CLASS
12	

13
14
15
16

17
18 LAST NAME | FIRST NAME | INIT.
19 STREET ADDRESS [redacted]
20 CITY [redacted] | STATE [redacted] | ZIP [redacted]
21 HOME TELEPHONE [redacted] | WORK TELEPHONE
22
23

24	SEX	RACE	CITIZENSHIP	DATE OF BIRTH
	MALE	WHITE	USA	[redacted]

25	EDUCATIONAL LEVEL		ANNIVERSARY DATE
			8/1/86

26	MARITAL STATUS	TAX EXEMPTIONS	WITHHOLDING OPTION CODE	AMOUNT
	SINGLE	00		

27	EXEMPT FICA	RETIREMENT KIND CODE	PERCENT
		HIGH	

28	INDEX CODE	SUB. OBJECT	

29 CCN# 4308
30

TERMINAL TIME AND LEAVE

31	KIND	HOURS	PERCENT	PAID HRS.
	ANNUAL			
	SICK			
	COMP			
	HOLIDAY			
32				

REMARKS:

APPOINTING AUTHORITY	BUDGET APPROVAL	PERSONNEL APPROVAL
		8/8/85 [signature]

BSO AP #22

Distribution: White/Personnel Green/Finance Blue/Employee Canary/Department or Division

EOG-01691

BROWARD SHERIFF'S OFFICE APPLICANT T

APPLICANT'S NAME Peterson, Scot POSITION DD

APPLICATION RECEIVED BY M Paolone DATE RECEIVED 4/17/85

BIRTH CERTIFICATE	X	SOCIAL SECURITY CARD	X	AUTHORIZATION TO RELEASE	
HIGH SCHOOL DIPLOMA	X	VALID DRIVERS LICENSE	X	INFORMATION - NOTARIZED	4-16-85
COLLEGE DIPLOMA		MILITARY DISCHARGE	X	STATE CERTIFICATE	

LETC TEST C 33-23
Date 6-13-85 Time 98%
Passed ✓ Failed
6-12-85 guilty

OTHER TESTS (TYPING, ETC.)
Date Time
Passed Failed

INTERVIEW
Date 4/19/85 Time 2PM
Approved Yes X No
By Dep. C. Thomas

POLYGRAPH per memo
Date 5-23-85 Time 2PM
Passed mB Failed
By Nelson

LAW ENFORCEMENT PROFILE EXAMINATION
Date 6-20-85 Time 7 AM
Passed ✓ Failed
Gave Job to LaPointe

MEDICAL EXAMINATION
Date 6-20-85 Time 7 AM
Passed ✓ Failed

NCIC/FCIC/DRIVERS LICENSE CHECK
Date 6/11/85
Record No Record
By Valid License C.P. Thomas

BACKGROUND INVESTIGATION
Date Sent 7-1-85 Time
Approved Yes No
By C.P. Thomas 7/9/85

REVIEW BOARD

Date	Recommended	Not Recommended	By	
Date	Recommended	Not Recommended	By	
Date	Recommended	Not Recommended	By	

FINGERPRINTS TAKEN
Date By
Submitted To FDCLE-Date
Return Date
Record No Record

APPLICANT NOTIFIED BY
Letter
Telephone
Personally
Date

PHOTOGRAPH TAKEN
Date By

Starting Date 7/22/85
Job Title Cadet
Department Detention
Status Probationary
Salary 08
CCN NO. 4308

CRIMINAL JUSTICE REGISTRATION
Prepared By
Date
Return Date
Results

7/10/85 Tom Rook
COMMANDER, PERSONNEL DIVISION

D.

EOG-01692

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE:

IN REPLY REFER TO:

AUTHORIZATION TO RELEASE INFORMATION

As an applicant for a position with the Broward Sheriff's Office, I am required to furnish information concerning my moral, physical, educational and mental qualifications. In this regard, I hereby appropriate inquiries regarding the above enumerated qualifications. Moreover, I authorize those people or organizations selected by the Broward Sheriff's Office to release any and all information that they may have concerning me, including information of a confidential or privileged nature.

I hereby release you, your organization or others from any liability or damage which may result from furnishing the information requested.

Signed Scott Peterson

Dated 4-16-85

Subscribed and sworn to before me this 16 day of April, 1985.

Wendy A. Siegenmeier
NOTARY PUBLIC

...OF FLORIDA
MY COMMISSION EXPIRES APR 26 1986
BONDED THRU GENERAL INS. UNDERWRITERS

Date Commission Expires

EOG-01693

BROWARD COUNTY SHERIFF'S OFFICE

NAME: Scot Peterson

DATE: 4-15-85

HAVE YOU EVER BEEN DETAINED, HELD, ARRESTED, INDICTED OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE; (Include minor traffic violations and court martials while in the military service.)
YES ( ) NO (X) (If "yes," list in remarks section: the date, nature of offense or penalty imposed or other disposition of each case.)

REMARKS:

Ticket Speeding 1983 Paid Fine Ct

I CERTIFY THAT THE ABOVE ENTRIES ARE TRUE, COMPLETE, AND CORRECT TO THE BEST OF MY KNOWLEDGE, AND BELIEF AND ARE MADE IN GOOD FAITH.

CURRENT DRIVER'S LICENSE NO.: [redacted]

STATE: FL

DATE OF BIRTH: [redacted]

SIGNATURE: Scot Peterson

ADDRESS: [redacted]

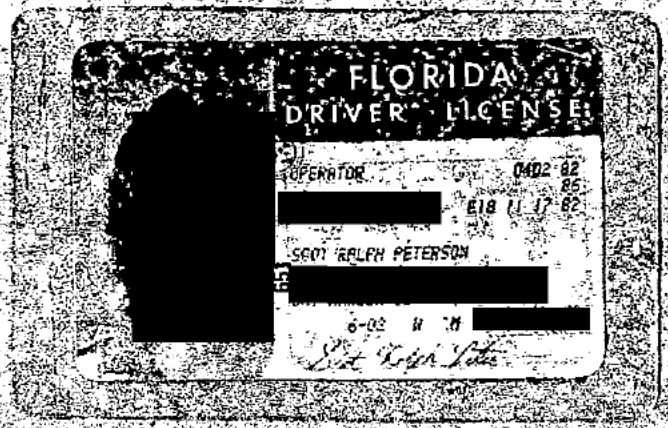
City State Zip

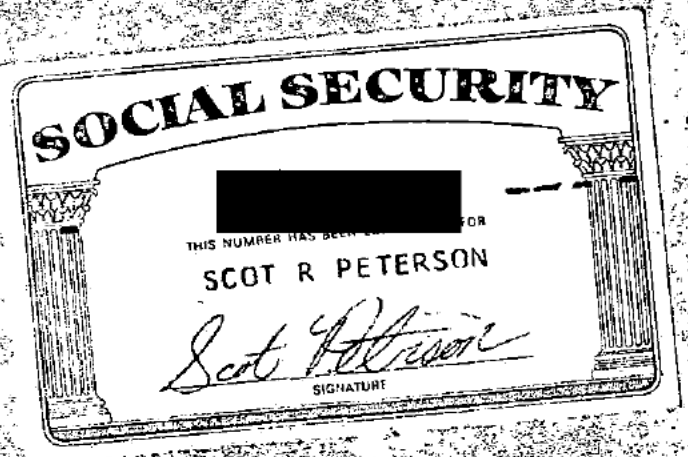
FILE NUMBER / DEPT NUMBER	NAME / CLOCK NO. / PER. NO. / RATE	HOURS REGULAR 1	HOURS OVERTIME 2	HOURS EARNINGS 3&4	EARNINGS REGULAR 1	EARNINGS OVERTIME 2	EARNINGS EARNINGS 3&4	EARNINGS DATA CODE 5	GROSS PAY	STATUTORY DEDUCTIONS FEDERAL TAX	STATUTORY DEDUCTIONS FICA FED DIS	STATUTORY DEDUCTIONS STATE CITY TAX AMOUNT	STATUTORY DEDUCTIONS CODE	VOLUNTARY DEDUCTIONS AMOUNT	VOLUNTARY DEDUCTIONS CODE	VOLUNTARY DEDUCTIONS AMOUNT	VOLUNTARY DEDUCTIONS CODE	CHECK NO. / NET PAY	✓

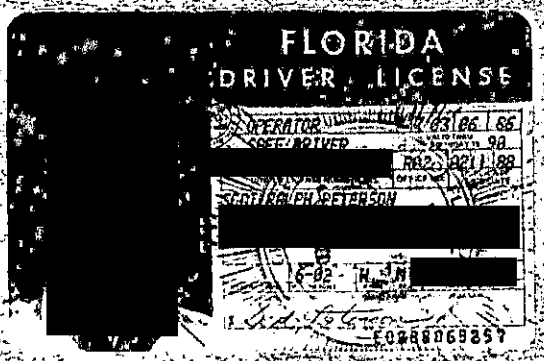
FILE	NAME	-DEPT-	RATE 1	RATE 2	RATE 3	DESCRIPTION
110373	[redacted]	427503	10.1021	.0000	.0000	TERMINATION
110369		427503	10.1021	.0000	.0000	TERMINATION
110461		427504	10.1021	.0000	.0000	TERMINATION
110549		427505	7.9093	.0000	.0000	REHIRE
110562		427301	6.8409	.0000	.0000	TERMINATION
110600		427204	7.9094	.0000	.0000	TERMINATION

FILE	NAME	-DEPT-	CLOCK	SOC SEC	DATA WAS	DATA IS	DIFF	PCT	DESCRIPTION
1068	[redacted]	124400 B	W	[redacted]	13.5292	14.2094	.6802	5.0	HOURLY RATE 1
3614		124130 B			14.2094	14.9169	.7075	5.0	HOURLY RATE 1
4853		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
5691		323200 A			10.1021	10.6015	.4994	4.9	HOURLY RATE 1
6127		427701 B			11.6837	11.6837	.0000	.0	HOURLY RATE 1
6553		427321 A			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
6779		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
7056		123100 A			6.2026	7.5347	1.3321	21.5	HOURLY RATE 1
7567		427101 B			15.6526	16.4435	.7909	5.1	HOURLY RATE 1
7600		124110 B			11.6838	11.6837	.0001	.0	HOURLY RATE 1
7868		427110 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
8304		124400 B	H		12.8867	13.5292	.6425	5.0	HOURLY RATE 1
8438		427700 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
9242		427400 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
10381		125400 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
10515		224300 B	Y		15.6526	16.4435	.7909	5.1	HOURLY RATE 1
12525		122200 A			15.6526	16.4435	.7909	5.1	HOURLY RATE 1
12860		427400 B			12.2666	12.2666	.0000	.0	HOURLY RATE 1
14099		125300 A			16.4435	17.2620	.8185	5.0	HOURLY RATE 1
14133		427202 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
14334		427700 B			23.1318	24.2976	1.1658	5.0	HOURLY RATE 1
14635		120500 B			13.5293	12.8867	.6426	4.7-	HOURLY RATE 1
15004		125100 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
15489		124130 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
15808		224300 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
16009		427600 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
16729		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
16860		427503 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
18153		427502 B			14.2094	14.9169	.7075	5.0	HOURLY RATE 1
19560		124110 B			22.0356	23.1318	1.0962	5.0	HOURLY RATE 1
20565		427220 B			12.8868	13.5292	.6424	5.0	HOURLY RATE 1
20933		427503 B			11.1288	11.6837	.5549	5.0	HOURLY RATE 1
22374		323200 A			10.6016	12.8867	2.2651	21.6	HOURLY RATE 1
23915		125400 B			13.5293	14.2094	.6801	5.0	HOURLY RATE 1
24163		122100 A	X		11.6838	12.2666	.5828	5.0	HOURLY RATE 1
26595		121020 B			19.0383	19.9959	.9576	5.0	HOURLY RATE 1
28270		427402 A			9.6164	10.1020	.4856	5.0	HOURLY RATE 1
29342		323200 B			12.8868	11.6837	1.2031	9.3-	HOURLY RATE 1

EOG-01696


FLORIDA
DRIVER LICENSE
OPERATOR
SCOT RALPH PETERSON


SOCIAL SECURITY
SCOT R PETERSON
SIGNATURE



Carol.

Here is my copy of my valid Drivers License

Dep S. Peterson
NBDC

Att: Cross Certification Selection

WATERMARK T O C — FILL IN THIS FORM WITH TYPEWRITER OR LEGIBLE PRINTING — ORIGINAL

STATE OF ILLINOIS
CERTIFICATE OF LIVE BIRTH

Registration District No. 16.24 — Registered Number 1093 — Child's Birth Number [redacted]

CHILD

1. Place of birth — A. State: Illinois — B. County: Cook — C. ☒ Inside corporate limits and in: Oak Park (City, Village, or incorporated Town) — D. ☐ Outside corporate limits and in: (Township, or Road District No.) — E. Name of Hospital or Institution: Oak Park Hospital — F. If not in hospital or institution give Street & No. or R.F.D. and Post Office:

2. Usual Residence of Mother (Where does mother live?) — A. State: Illinois — B. County: Cook — C. ☒ Inside corporate limits and in: Cicero (City, Village, or incorporated Town) — D. ☐ Outside corporate limits and in: (Township, or Road District No.) — E. Residence address (Street & No. or R.F.D. and Post Office): [redacted] — F. Does mother reside on a farm? Yes ☐ No ☒

3. Child's Name — A. (First): Scot — B. (Middle): Ralph F. — C. (Last): Peterson

4. Sex: Male

5A. This Birth was: Single ☒ Twin ☐ Triplet ☐ Quad ☐ — 5B. If Multiple, Child Born: 1st ☐ 2nd ☐ 3rd ☐ 4th ☐

6. Date of Birth (Hour) 12:15A.M. (Month) [redacted] (Day) (Year)

FATHER

7. Father's Full Name — A. (First): [redacted] — B. (Middle): E. — C. (Last): [redacted]

8. Color or Race: White

9. His Age: 41 Years

10. His Birthplace (City and State or Country): Koenigsberg, Germany

11A. His Usual Occupation: Designer

11B. Kind of Business or Industry: Container

MOTHER

12. Mother's Full Maiden Name — A. (First): [redacted] — B. (Middle): M. — C. (Last): [redacted]

13. Her Race: White

14. Her Age: 39 Years

15. Her Birthplace (City and State or Country): Stralsund, Germany

16. Mother's Mailing Address: [redacted] Cicero, 50, Illinois

I hereby certify that this child was born alive on the date stated above

18A. Signature: Kolak & Lenek

18B. Attendant at Birth: MD ☒ DO ☐ Midwife ☐ Other (Specify)

18C. Address: 414 S. Oak Park Ave. Oak Park, Illinois

18D. [redacted]

18E. Illinois License Number: 35690

19. Received for Filing on: April 30, 1963 (Signed): [illegible]

I HEREBY CERTIFY THAT the foregoing is a true and correct copy of the birth record for the child named at item 3 and that this record was established and filed in my office in accordance with the provisions of the Illinois statutes relating to the registration of birth, stillbirths and deaths.

DATE MAY 7 1984 — SIGNED Virginia K. Carrier

At OAK PARK, ILLINOIS. — OFFICIAL TITLE — LOCAL REGISTRAR

The original record of this birth is permanently filed with the ILLINOIS DEPARTMENT OF PUBLIC HEALTH at Springfield. County clerks and local registrars are authorized to make certifications from copies of the original record. The Illinois statutes provide that the certification of a birth record by the Department of Public Health or the local registrar or the county clerk shall be prima facie evidence in all courts and places of the facts therein stated.

EOG-01698

[redacted] DRIV OPERATOR [redacted] SCOT RA [redacted]

Miami-Dade Community College

Miami Florida

Has conferred on

Scot R. Peterson

the degree

Associate in Arts

and all the rights and privileges thereunto appertaining.

In Witness Whereof, this diploma, duly signed, has been issued and the seal of the College affixed.

Issued by the District Board of Trustees of Miami-Dade Community College upon recommendation of the Faculty of the College at Miami, this month of July, A.D. 1984.

Daniel K. Lee
Chairman, District Board of Trustees

Robert H. McCabe
President

EOG-01699

broward community college
criminal justice institute

central campus
3501 southwest davie road
fort lauderdale, florida 33314
(305) 475 - 6790

From: RON KAVANAGH, Coordinator

To: Whom It May Concern

Subject: VERIFICATION OF TESTING SCORES

The below named person did complete the written and the agility tests.

Name PETERSON, SCOT R.
PRINT CLEARLY

I.D.# 116-17

Written 94.6% Date 2/16/88

Agility (cross out one) PASSED ~~FAILED~~ Date 2/12/88

Ron Kavanagh
Ron Kavanagh

"AN EQUAL ACCESS/EQUAL OPPORTUNITY INSTITUTION"

Florida International University

The State University of Florida at Miami

PERMANENT ACADEMIC RECORD

Refer to the back of the form for complete explanation of the grading system.

THIS TRANSCRIPT IS NOT OFFICIAL UNLESS IT BEARS THE EMBOSSED SEAL OF THE UNIVERSITY

PAGE	DATE PRINTED	STUDENT IDENTIFICATION NUMBER	BIRTHDATE
01 OF 02	01/09/89	[redacted]	[redacted]

STUDENT NAME

LAST PETERSON FIRST SCOT MIDDLE MAIDEN RALPH

TEST SCORES

SEX M

CLAST MATH 275 READ 299 WRIT 275 ESSAY 5 (06/84)

COURSE PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	SEMESTER HR. CREDITS ATTEMPTED	EARNED	GRADE POINTS
UNDERGRADUATE TRANSFER CREDIT GRANTED:							
IAMI-DADE CC 1981-1984							
[redacted]ERGRAD TRANSFER CREDIT			0			63.0	
[redacted]ERGRAD TRANSFER TOTAL						63.0	
DMITTED TO UNDERGRADUATE DEGREE PROGRAM							
SPRING TERM 1985 3J 2105			PA				
CJ 3011	51	NATURE&CAUSES CRIME		A	3.0	3.0	12.00
CJ 3101	51	LAW ENF SYSTEMS		B	3.0	3.0	9.00
CJ 3700	51	METHDS OF CRJ RSRCH		B	3.0	3.0	9.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		GPA
TERM		9.0 / 9.0 / 9.0			30.00		3.333
OVERALL		72.0 / 9.0			30.00		3.333
SUMMER TERM 1985							
CJ 3020	51	OVERVIEW OF CJ SYS		DR	3.0	0.0	0.00
CJ [redacted]032	51	CRIME AND THE MEDIA		DR	3.0	0.0	0.00
CJ [redacted]53	51	INSTITUTIONAL CHANG		A	3.0	3.0	12.00
CJ [redacted]4663	51	WOMEN CRIME & CJ		A	3.0	3.0	12.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		GPA
TERM		12.0 / 6.0 / 6.0			24.00		4.000
FIU		21.0 / 15.0 / 15.0			54.00		3.600
OVERALL		78.0 / 15.0			54.00		3.600
* DEANS LIST **							
CONTINUED TOP RIGHT OF THIS PAGE							

COURSE PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	SEMESTER HR. CREDITS ATTEMPTED	EARNED	GRADE POINTS
SUMMER TERM 1986							
CCJ 3301	51	CORRECTION AL PHIL		A	3.0	3.0	12.00
CCJ 4251	51	JUSTICE&CONSTITUTIO		B+	3.0	3.0	9.99
CCJ 4660	51	CRIME AND SCHOOLS		A-	3.0	3.0	11.01
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		GPA
TERM		9.0 / 9.0 / 9.0			33.00		3.667
FIU		30.0 / 24.0 / 24.0			87.00		3.625
OVERALL		87.0 / 24.0			87.00		3.625
** DEANS LIST **							
SPRING TERM 1987							
ANT 3302	51	MALE &FEMALE SEX R		B+	3.0	3.0	9.99
SOW 3233	41	SO WEL POL&SER II		B+	3.0	3.0	9.99
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		GPA
TERM		6.0 / 6.0 / 6.0			19.98		3.330
FIU		36.0 / 30.0 / 30.0			106.98		3.566
OVERALL		93.0 / 30.0			106.98		3.566
SUMMER TERM 1987 4R 2105			PA				
SOW 3302	41	INTRO SOC WORK PRAC		A	3.0	3.0	12.00
SOW 3350	41	TECHNIQ INTERVIEWNG		A	3.0	3.0	12.00
TOTALS		CREDIT ATTEMPTED / CREDIT EARNED / CREDIT FOR GPA		GPA	GRADE POINTS		GPA
TERM		6.0 / 6.0 / 6.0			24.00		4.000
FIU		42.0 / 36.0 / 36.0			130.98		3.638
OVERALL		99.0 / 36.0			130.98		3.638
CONTINUED ON NEXT PAGE							

DIRECTOR OF RECORDS & REGISTRATION

EOG-01701

"THIS TRANSCRIPT HAS BEEN FORWARDED TO YOU AT THE REQUEST OF THE STUDENT WITH THE UNDERSTANDING THAT IT WILL NOT BE RELEASED TO OTHER PARTIES. THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974 PROHIBITS RELEASE OF THIS INFORMATION WITHOUT THE STUDENT'S WRITTEN CONSENT. PLEASE RETURN THIS MATERIAL TO US IF YOU ARE UNABLE TO COMPLY WITH THIS CONDITION OF RELEASE."

FLORIDA INTERNATIONAL UNIVERSITY TRANSCRIPT EXPLANATION

FIU IN REVIEW: A member of the State University System and fully accredited by the Southern Association of Colleges and Schools, the University is a four year institution offering degrees at the associate's, bachelor's, master's and doctorate's levels. Admissions is granted without regard to race, creed, color, sex, age or national origin.

CREDIT: The basic unit of credit is the semester hour. Prior to Fall 1981, all institution hours were awarded under the quarter system. All credit hours have been converted to semester hours. MINIMUM GPA GRADUATION REQUIREMENT: undergraduate = 2.0 graduate = 3.0

REPEATING COURSES: There is no limit to the number of courses a student may repeat, however effective Fall 1986, a student can only report four attempts (undergraduate) and two attempts (graduate) for the purpose of improving the GPA. The last attempt is denoted by the letter ~R~ under the column ~type~.

GRADING SYSTEM-FALL 1985 to PRESENT

GRADES	*GP PCH	DEFINITION
A	4.00	
A-	3.67	
B+	3.33	
B	3.00	
B-	2.67	
C+	2.33	
C	2.00	
C-	1.67	
D+	1.33	
D	1.00	
D-	0.67	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

*grade point per credit hour

EOG-01702

GRADING SYSTEM-FALL 1977 to SUMMER 1985

GRADES	*GP PCH	DEFINITION
A	4.00	
B	3.00	
C	2.00	
D	1.00	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
NC	0.00	NO CREDIT (DISCT SUMMER 81)
CR	N/A	CREDIT (DISCT SUMMER 81)
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

GRADING SYSTEM - FALL 1975-SUMMER 1977

GRADES	*GP PCH	DEFINITION
A	4.00	EXCELLENT
B	3.00	GOOD
C	2.00	AVERAGE
D	1.00	POOR
F	0.00	FAILURE
NC**	N/A	NO CREDIT
IN	N/A	INCOMPLETE
WI	N/A	WITHDREW FOR THE TERM
AU	N/A	AUDIT
DR	N/A	DROPPED COURSE
NR	N/A	NOT REPORTED
EM	N/A	EXAMINATION

**NOT CALCULATED IN GPA

*grade point per credit hour

GRADING SYSTEM FALL 1972-SUMMER 1975

GRADES	DEFINITION
HC	EXCELLED IN DEMONSTRATING ALL REQUIRED COMPETENCIES
CR	DEMONSTRATED ALL REQUIRED COMPETENCIES
A	ACHIEVED KNOWLEDGE AND SKILL AT A SIGNIFICANTLY HIGHER LEVEL THAN REQUIRED
B	ACHIEVED KNOWLEDGE AND SKILL AT A HIGHER LEVEL THAN REQUIRED
C	ACHIEVED THE LEVEL OF KNOWLEDGE AND SKILL REQUIRED
AU	Audit, no credit hours earned
WI	Withdrew from the term
NR	Not reported (temporary symbol)
NC	No Credit (non-penal grade and should not be interpreted as failure. Grade was given to a student who did not earn credit hours for course(s) regardless of reason, i.e., course dropped after 2nd week, personal illness, incomplete, etc.

NOTE: At the time the above symbols were in use, the School of Education and School of Health and Social Services utilized the following grades: HC, CR, NC. It should be pointed out that in many courses within these two schools the HC grade was not utilized, thus making the CR grade the highest grade possible. The remainder of the college/schools used ABC/NC. All utilized AU and WI symbols when appropriate.

NO GPA WAS COMPUTED UNDER THIS SYSTEM

Florida International University

The State University of Florida at Miami

PERMANENT ACADEMIC RECORD

Refer to the back of the form for complete explanation of the grading system.

THIS TRANSCRIPT IS NOT OFFICIAL UNLESS IT BEARS THE EMBOSSED SEAL OF THE UNIVERSITY

PAGE	DATE PRINTED	STUDENT IDENTIFICATION NUMBER	BIRTHDATE
02 OF 02	01/09/89	[redacted]	[redacted]

STUDENT NAME

LAST	FIRST	MIDDLE MAIDEN
PETERSON	SCOT	RALPH

TEST SCORES

SEX: M

CLAST MATH 275 READ 299 WRIT 275 ESSAY 5 (06/84)

COURSE					SEMESTER HR. CREDITS		
PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	ATTEMPTED	EARNED	GRADE POINTS
FALL TERM 1987							
CJ 3290	51	JUDICIAL POL MAKING		B	3.0	3.0	9.00
CJ [redacted]130	51	POLICE COMM REL		A	3.0	3.0	12.00
CJ [redacted]4280	51	LAW & CRIM JUSTICE		A-	3.0	3.0	11.01
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		9.0	9.0	9.0	32.01		3.557
FIU		51.0	45.0	45.0	162.99		3.622
OVERALL			108.0	45.0	162.99		3.622
* DEANS LIST **							
SPRING TERM 1988							
OS 3604	52	CONSTI LAW:LIMITS		DR	3.0	0.0	0.00
CJ 3341	51	CORRECTIONAL COUNSE		A	3.0	3.0	12.00
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	3.0	3.0	12.00		4.000
FIU		57.0	48.0	48.0	174.99		3.646
OVERALL			111.0	48.0	174.99		3.646
SUMMER TERM 1988							
EP 4464	51	PSYCHOLOGY OF AGING		A-	3.0	3.0	11.01
DF 3723	51	SCHOOLING IN AMERIC		A	3.0	3.0	12.00
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	6.0	6.0	23.01		3.835
FIU		63.0	54.0	54.0	198.00		3.667
OVERALL			117.0	54.0	198.00		3.667

CONTINUED TOP RIGHT OF THIS PAGE

COURSE					SEMESTER HR. CREDITS		
PREFIX/NUMBER	SEC.	TITLE	TYPE	GRADE	ATTEMPTED	EARNED	GRADE POINTS
FALL TERM 1988							
POS 3413	51	THE PRESIDENCY		B-	3.0	3.0	8.01
CCJ 3501	51	DEL PREV & CONTROL		A-	3.0	3.0	11.01
		CREDIT ATTEMPTED	CREDIT EARNED	CREDIT FOR GPA	GRADE POINTS		GPA
TOTALS TERM		6.0	6.0	6.0	19.02		3.170
FIU		69.0	60.0	60.0	217.02		3.617
OVERALL			123.0	60.0	217.02		3.617

BACHELOR OF SCIENCE IN CRIMINAL JUSTICE
AWARDED DECEMBER 09 1988
MAJOR: CRIMINAL JUSTICE
SCHOOL OF PUBLIC AFFAIRS/SER.
GRADUATION WITH HONORS

END OF TRANSCRIPT

JAN 11 1989

Lourdes R. Fonseca

DIRECTOR OF RECORDS & REGISTRATION

EOG-01703

"THIS TRANSCRIPT HAS BEEN FORWARDED TO YOU AT THE REQUEST OF THE STUDENT WITH THE UNDERSTANDING THAT IT WILL NOT BE RELEASED TO OTHER PARTIES. THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974 PROHIBITS RELEASE OF THIS INFORMATION WITHOUT THE STUDENT'S WRITTEN CONSENT. PLEASE RETURN THIS MATERIAL TO US IF YOU ARE UNABLE TO COMPLY WITH THIS CONDITION OF RELEASE."

FLORIDA INTERNATIONAL UNIVERSITY TRANSCRIPT EXPLANATION

FIU IN REVIEW: A member of the State University System and fully accredited by the Southern Association of Colleges and Schools, the University is a four year institution offering degrees at the associate's, bachelor's, master's and doctorate's levels. Admissions is granted without regard to race, creed, color, sex, age or national origin.

CREDIT: The basic unit of credit is the semester hour. Prior to Fall 1981, all institution hours were awarded under the quarter system. All credit hours have been converted to semester hours. MINIMUM GPA GRADUATION REQUIREMENT: undergraduate = 2.0 graduate = 3.0

REPEATING COURSES: There is no limit to the number of courses a student may repeat, however effective Fall 1986, a student can only report four attempts (undergraduate) and two attempts (graduate) for the purpose of improving the GPA. The last attempt is denoted by the letter ~R~ under the column ~type~.

GRADING SYSTEM-FALL 1985 to PRESENT

GRADES	*GP PCH	DEFINITION
A	4.00	
A-	3.67	
B+	3.33	
B	3.00	
B-	2.67	
C+	2.33	
C	2.00	
C-	1.67	
D+	1.33	
D	1.00	
D-	0.67	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

*grade point per credit hour

GRADING SYSTEM-FALL 1977 to SUMMER 1985

GRADES	*GP PCH	DEFINITION
A	4.00	
B	3.00	
C	2.00	
D	1.00	
F	0.00	
WF	0.00	WITHDREW AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
DF	0.00	DROPPED AFTER DEADLINE WITH FAILING GRADE (EFF. FALL 84)
NC	0.00	NO CREDIT (DISCT SUMMER 81)
CR	N/A	CREDIT (DISCT SUMMER 81)
AU	N/A	AUDIT
P	N/A	SATISFACTORY (PASS)
IN	N/A	INCOMPLETE (TEMPORARY SYMBOL)
WI	N/A	WITHDREW FOR THE TERM
WP	N/A	WITHDREW AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
DR	N/A	DROPPED COURSE
DP	N/A	DROPPED AFTER DEADLINE WITH PASSING GRADE (EFF. FALL 84)
NR	N/A	NOT REPORTED (TEMPORARY ADMINISTRATIVE SYMBOL)
EM	N/A	EXAMINATION

GRADING SYSTEM - FALL 1975-SUMMER 1977

GRADES	*GP PCH	DEFINITION
A	4.00	EXCELLENT
B	3.00	GOOD
C	2.00	AVERAGE
D	1.00	POOR
F	0.00	FAILURE
NC**	N/A	NO CREDIT
IN	N/A	INCOMPLETE
WI	N/A	WITHDREW FOR THE TERM
AU	N/A	AUDIT
DR	N/A	DROPPED COURSE
NR	N/A	NOT REPORTED
EM	N/A	EXAMINATION

**NOT CALCULATED IN GPA

*grade point per credit hour

GRADING SYSTEM FALL 1972-SUMMER 1975

GRADES	DEFINITION
HC	EXCELLED IN DEMONSTRATING ALL REQUIRED COMPETENCIES
CR	DEMONSTRATED ALL REQUIRED COMPETENCIES
A	ACHIEVED KNOWLEDGE AND SKILL AT A SIGNIFICANTLY HIGHER LEVEL THAN REQUIRED
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AU	Audit, no credit hours earned
WI	Withdrew from the term
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NOTE: At the time the above symbols were in use, the School of Education and School of Health and Social Services utilized the following grades: HC, CR, NC. It should be pointed out that in many courses within these two schools the HC grade was not utilized, thus making the CR grade the highest grade possible. The remainder of the college/schools used ABC/NC. All utilized AU and WI symbols when appropriate.

NO GPA WAS COMPUTED UNDER THIS SYSTEM

EOG-01704

MANENT
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ORD

MIAMI-DADE COMMUNITY COLLEGE, MIAMI, FLORIDA
MEDICAL CENTER CAMPUS - 950 NW 20th ST., MIAMI, FL 33127
NEW WORLD CENTER CAMPUS - 300 NE 2nd AVE., MIAMI, FL 33132
NORTH CAMPUS - 11380 NW 27th AVE., MIAMI, FL 33167
SOUTH CAMPUS - 11011 SW 104th ST., MIAMI, FL 33176

PAGE	DATE	STUDENT NUMBER	SOCIAL SECURITY NUMBER
1 OF 2	07/18/84	[redacted]	[redacted]

STUDENT NAME (LAST, FIRST, MIDDLE): PETERSON SCOT RALPH
FORMER NAME:

TH DATE	SEX
[redacted]	MALE

HIGH SCHOOL LAST ATTENDED	ADDRESS OF HIGH SCHOOL (CITY, STATE)	HIGH SCHOOL GRADUATION DATE
MIAMI BEACH SR H S	MIAMI BEACH FL	06/81

TEST INFORMATION: CLAST 06/02/1984 SCALE SCORES
COMPUT/275 READ/299 WRIT/275 ESSAY/5

BASIS OF ADMISSION
[X] HIGH SCHOOL
[ ] TRANSFER
[ ] OTHER

STUDENT IS IN GOOD STANDING AND IS ELIGIBLE TO RETURN UNLESS OTHERWISE STATED. THIS TRANSCRIPT IS NOT OFFICIAL UNLESS IT BEARS THE EMBOSSED SEAL OF THE COLLEGE.

COURSE TYPE
NSTITUTIONAL CREDIT
LTED - CREDIT ALLOWED
R EXTERNAL CREDIT
LTED LAST ATTEMPT
1 - REPEATED - INITIAL ATTEMPT
X - CERTIFIED PROFESSIONAL SECRETARY
Y - ADVANCED PLACEMENT
Z - COLLEGE LEVEL EXAMINATION PROG

GRADING SYSTEM
A - 4 GRADE POINTS-EXCELLENT
B - 3 GRADE POINTS-GOOD
C - 2 GRADE POINTS-AVERAGE
D - 1 GRADE POINT-POOR
F - 0 GRADE POINTS-FAILURE
W - WITHDREW
X - AUDIT
I - INCOMPLETE
S - SATISFACTORY
P - PASS
U - UNSATISFACTORY
NR - GRADE NOT REPORTED

COURSE	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	SEMESTER CREDITS: COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
[redacted]		(81-1)-1	(08/25/81-12/17/81)	MDCC				
020	1		INTRO CRIM JUSTICE		A	30	30	30
400	1		POLICE ORG & ADMIN		A	30	30	30
012	1		SOCIAL SCIENCE		A	30	30	30
M TOTAL: SEM CR ATT 9.0 CR EARN						9.0		
GRD POINTS 36.0 TERM GPA					4.00			
T TERM		(81-2)-1	(01/05/82-04/28/82)	MDCC				
210	1		CRIMINAL LAW		A	30	30	30
100	1		CRIMINAL INVESTIGAT		A	30	30	30
M TOTAL: SEM CR ATT 6.0 CR EARN						6.0		
GRD POINTS 24.0 TERM GPA					4.00			
[redacted]		(82-1)-1	(08/24/82-12/16/82)	MDCC				
1	[redacted]	ENC1101	COMMUNICATIONS		W	30		
020	1		HUMANITIES		W	30		
			OFFICIAL-WITHDRAWAL 10/06/82					
M TOTAL: SEM CR ATT 0.0 CR EARN						0.0		
GRD POINTS 0.0 TERM GPA					0.00			
G TERM		(82-3)-1	(05/09/83-06/15/83)	MDCC				
020	1		HUMANITIES		A	30	30	30
M TOTAL: SEM CR ATT 3.0 CR EARN						3.0		
GRD POINTS 12.0 TERM GPA					4.00			

COURSE	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	SEMESTER CREDITS: COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
SUMR TERM		(82-4)-1	(06/20/83-07/27/83)	MDCC				
DEP1100	1	PSY1000	INDIV IN TRANSITION		A	30	30	30
HLP1010	1		HLTH ANALYSIS/IMPROV		A	20	20	20
TERM TOTAL: SEM CR ATT 5.0 CR EARN						5.0		
GRD POINTS 20.0 TERM GPA					4.00			
FALL TERM		(83-1)-1	(08/23/83-12/15/83)	MDCC				
CCJ1010	1		INTRO TO CRIMINOLOGY		A	30	30	30
ENC1131	1	ENC1101	COMMUNICATIONS		A	30	30	30
MIS1002	1		FIRST YR BASIC ROTC		A	10	10	10
PHI2010	1		INTRO TO PHILOSOPHY		A	30	30	30
PSC1515	1		ENERGY/NAT ENVIRON		A	30	30	30
SOW2054	1		FLD EXP/SOC SERV 1		A	30	30	30
FALL TERM		(83-1)-1	(10/17/83-12/15/83)	MDCC				
SYG2000	1		INTRO TO SOCIOLOGY		A	30	30	30
TERM TOTAL: SEM CR ATT 19.0 CR EARN						19.0		
GRD POINTS 76.0 TERM GPA					4.00			

JUL 9 1984

[redacted] Riviera
REGISTRAR NORTH CAMPUS

88
M 230 (REV. 2/82)

EOG-01705

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ANENT
EMIC
RD

MIAMI-DADE COMMUNITY COLLEGE, MIAMI, FLORIDA

- MEDICAL CENTER CAMPUS - 950 NW 20th ST., MIAMI, FL 33127
- NEW WORLD CENTER CAMPUS - 300 NE 2nd AVE., MIAMI, FL 33132
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PAGE	DATE	STUDENT NUMBER	SOCIAL SECURITY NUMBER
2 OF 2	07/18/84	[redacted]	[redacted]

STUDENT NAME (LAST, FIRST, MIDDLE)	FORMER NAME
PETERSON SCOT RALPH	

DATE	SEX
[redacted]	MALE

HIGH SCHOOL LAST ATTENDED	ADDRESS OF HIGH SCHOOL (CITY, STATE)	HIGH SCHOOL GRADUATION DATE
MIAMI BEACH SR H S	MIAMI BEACH FL	06/81

TEST INFORMATION: CLAST 06/02/1984 SCALE SCORES
COMPUT/275 READ/299 WRIT/275 ESSAY/5

BASIS OF ADMISSION
- [X] HIGH SCHOOL
- [ ] TRANSFER
- [ ] OTHER

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COURSE TYPE

STITUTIONAL CREDIT
ED - CREDIT ALLOWED
EXTERNAL CREDIT
ED LAST ATTEMPT
T - REPEATED - INITIAL ATTEMPT
X - CERTIFIED PROFESSIONAL SECRETARY
Y - ADVANCED PLACEMENT
Z - COLLEGE LEVEL EXAMINATION PROG

GRADING SYSTEM

A - 4 GRADE POINTS-EXCELLENT
B - 3 GRADE POINTS-GOOD
C - 2 GRADE POINTS-AVERAGE
D - 1 GRADE POINT-POOR
F - 0 GRADE POINTS-FAILURE
W - WITHDREW
X - AUDIT
I - INCOMPLETE
S - SATISFACTORY
P - PASS
U - UNSATISFACTORY
NR - GRADE NOT REPORTED

COURSE						SEMESTER CREDITS		
[redacted]	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA
T TERM (83-2)-1-(01/04/84-04/26/84)				MDCC				
191	1		HUM BEHAV CRIM JUST		A	3.0	3.0	3.0
330	1		PAROLE-PROBATION		A	3.0	3.0	3.0
130	1		CRIM JUST COMMUNITY		A	3.0	3.0	3.0
132	1	ENC1102	ENGLISH COMPOSITION		A	3.0	3.0	3.0
201	1		ESSENTIALS/NUTRITION		A	3.0	3.0	3.0
M TOTAL: SEM CR ATT 15.0 CR EARN						15.0		
GRD POINTS 60.0 TERM GPA					4.00			
G TERM (83-3)-1-(05/07/84-06/14/84)				MDCC				
4CC	1		FIRST AID		A	3.0	3.0	3.0
772	1		HUMAN SEXUALITY		A	3.0	3.0	3.0
M TOTAL: SEM CR ATT 6.0 CR EARN						6.0		
RD POINTS 24.0 TERM GPA					4.00			
C TOTAL: SEM CR ATT 63.0 CR EARN						63.0		
GRD POINTS 252.0 MDCC GPA					4.00			
END-OF-TRANSCRIPT								

COURSE						SEMESTER CREDITS		
DEPARTMENT AND NUMBER	SEC	M-DCC COURSE EQUIVALENT (E) SUBSTITUTE(S)	TITLE	TYPE	GRADE	COURSE CREDIT	CREDIT EARNED	CREDIT FOR GPA

JUL 9 1984

[redacted]
REGISTRAR - NORTH CAMPUS

88
M 230 (REV. 2/82)

EOG-01706

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EMPLOYMENT APPLICATION
BROWARD COUNTY SHERIFF'S DEPARTMENT
PO Box 9507, Fort Lauderdale, FL 33310

"AN EQUAL OPPORTUNITY EMPLOYER"

INSTRUCTIONS: This application must be filled out accurately and completely. All statements are subject to investigation. Exaggerated, false or misleading statements are cause for rejection. PLEASE PRINT CLEARLY or type all information. If an item does not apply, insert N/A (not applicable).

1. POSITION APPLIED FOR: Detention Deputy

2. TODAY'S DATE: 4-15-85

3. LAST NAME: Peterson | FIRST NAME: Scot | MIDDLE NAME: Ralph

4. SOCIAL SECURITY NUMBER: [redacted]

5 HOME TELEPHONE NUMBER: [redacted]

6. CURRENT VALID DRIVER'S LICENSE INFORMATION
NUMBER: [redacted]
STATE: FL
EXPIRATION DATE: 1986

7. PRESENT HOME ADDRESS: [redacted]

LENGTH OF TIME AT PRESENT ADDRESS: 6 month

7a. PREVIOUS ADDRESS: [redacted]

LENGTH OF TIME AT PREVIOUS ADDRESS: 15 yrs.

8. EDUCATION

Scot Peterson 2-16-88

[redacted]

81
Year

Year

Senior High

List Special Tr

Home: [redacted]

Name & Train

WORK [redacted]

Certificates Given
Yes

Basic Ac
Academy
Broward

List Colleges and University Attended Below:

Name & Location of College or University	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Credit Hours Sem.	Credit Hours Qtr.	Major/Minor Field of Study	Type of Degree
Miami-Dade Community College		1981	6	1984	63		Criminal Justice	Associate on Arts
Fla. International University	1	1985	Present		12		Criminal Justice Administration	

EOG-01707

EMPLOYMENT APPLICATION
BROWARD COUNTY SHERIFF'S DEPARTMENT
PO Box 9507, Fort Lauderdale, FL 33310

"AN EQUAL OPPORTUNITY EMPLOYER"

INSTRUCTIONS: This application must be filled out accurately and completely. All statements are subject to investigation. Exaggerated, false or misleading statements are cause for rejection. PLEASE PRINT CLEARLY or type all information. If an item does not apply, insert N/A (not applicable).

1. POSITION APPLIED FOR: Detention Deputy

2. TODAY'S DATE: 4-15-85

3. LAST NAME: Peterson | FIRST NAME: Scot | MIDDLE NAME: Ralph

4. SOCIAL SECURITY NUMBER: [redacted]

5. HOME TELEPHONE NUMBER: [redacted]

6. CURRENT VALID DRIVER'S LICENSE INFORMATION
NUMBER: [redacted]
STATE: FL
EXPIRATION DATE: 1986

7. PRESENT HOME ADDRESS: [redacted]
LENGTH OF TIME AT PRESENT ADDRESS: 6 month

7a. PREVIOUS ADDRESS: [redacted]
LENGTH OF TIME AT PREVIOUS ADDRESS: 15 yrs

8. EDUCATION.

Highest grade completed: Junior in College

High School Diploma (Check): ☒ Yes ☐ No If yes, date received 6 (Month) 81 (Year)

Equivalency - GED (Check): ☐ Yes ☐ No If yes, date received ____ (Month) ____ (Year)

Name of last GRADE SCHOOL or HIGH SCHOOL attended: Miami Beach Senior High

List Special Training (Business, Trade, Vocational, Armed Forces Schools, etc. below:

Name & Location of School, Training Center, etc.	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Total Months Completed	Courses or Subject Taken	Certificates Given
Basic Armed Security Academy Broward Community College	5	83	5	83	Two week Course	Armed Security Academy	Yes

List Colleges and University Attended Below:

Name & Location of College or University	Dates Attended From Mo.	From Yr.	To Mo.	To Yr.	Credit Hours Sem.	Credit Hours Qtr.	Major/Minor Field of Study	Type of Degree
Miami Dade Community College		1981	6	1984	63		Criminal Justice	Associate on Arts
Fla. International University	1	1985	Present		12		Criminal Justice Administration	

9. EMPLOYMENT RECORD - List all jobs held in the last ten years. Major changes in duties or job titles with the same employer should be listed as separate jobs. Start with your present or most recent position and work back. If additional space is needed, please use continuation sheet. Periods of unemployment should be listed separately in Section 10.

May we contact your present employer regarding your record of employment? ☒ Yes ☐ No

NOTE: We may contact previous employers to verify your descriptions of past duties.

Present or Most Recent Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
3	84	Present		1	0

Hours per week 36
Starting Salary $ 4.50 per hr
Last Salary $ 4.50 per hr.

Employer: Bay Harbor Fine Foods
Address: 1077 - 95 St Bay Harbor 33154
Telephone No. 865-0331
Your Job Title: Deliman
Supervisor's Name and Title: Raymond Silvinsky
Reason for Leaving Position: Still Presently Employed

Specific Duties: Deliman. Slicing delicatessen products to customers

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
4	84	4	84	—	1

Hours per week 40.
Starting Salary $ 4.10 per hr
Last Salary $ 4.10 per hr

Employer: Andy Frain Security
Address: 1000 Lincoln RD 532-4818
Telephone No.
Your Job Title: Security Guard
Supervisor's Name and Title: Robert Martin
Reason for Leaving Position: Better Job Opportunity

Specific Duties: Security Patrol (mobile) Warehouse Districts

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
4	83	4	84	1	—

Hours per week 25
Starting Salary $ 4.50 per hr
Last Salary $ 4.50 per hr

Employer: Kent Security
Address: 12000 Biscayne Blvd. N. M.
Telephone No. 868-1266 895-0440
Your Job Title: Security Guard
Supervisor's Name and Title: Robert Burger
Reason for Leaving Position: Wage dispute

Specific Duties: Condominium Security Basic guard duties Patrolling, report writing

Previous Job

From Mo.	From Yr.	To Mo.	To Yr.	Total Time Yrs.	Total Time Mos.
10	81	2	83	1	5

Hours per week 20
Starting Salary $ 3.35 per hr.
Last Salary $ 3.35 per hr

Employer: Bay Harbor Fine Foods
Address: 1077 95 St Bay Harbor
Telephone No. 865-0331
Your Job Title: Stock Clerk
Supervisor's Name and Title: Jose Avis
Reason for Leaving Position: military

Specific Duties: General Stock work Putting groceries on the Shelves Basic stock duties

10. LIST ANY VOLUNTEER WORK AND A[redacted]S OF UNEMPLOYMENT

From Mo.	From Yr.	To Mo.	To Yr.	Description of Activities or Volunteer Work
				N/A.

11. SPECIAL QUALIFICATIONS AND SKILLS

Special skills you possess and machines and equipment you can use. (For example, short wave radio, multilith, comptometer, key punch, transcribing machine, etc.) N/A.

Active professional, technical, occupational licenses or certificates and registrations you now hold.
Unarmed Security License

Membership(s) in professional, job related organizations.
N/A.

Awards, commendations, or other recognition received for outstanding achievement in school, military service, your work or civic duties.
Outstanding Academic Achievement Award - M.D.C.C.
4.00 gpa. Graduated with Highest Honors

Typing (approximate words per minute) N/A Shorthand N/A.

12. MILITARY SERVICE

Have you even been a member of the Armed Services? If yes, please indicate type of discharge: ☒ Honorable ☐ Dishonorable ☐ Other

Date of discharge: 3 (Month) 23 (Day) 83 (Year) NOTE: ATTACH COPY OF DD214 SEPARATION PAPERS

13. Have you even been employed by any other law enforcement agency? If yes, give Department, position and dates.

N/A.

14. Do you have or have you had any physical handicap, illness, limitation, or other disability which should be considered? If yes, give details.

No.

15. Have you ever received, applied for, or do you intend to apply for workmen's compensation for existing or past disability? If yes, give details.

NO.

16. Have you ever been arrested or convicted of any violation of the law other than a non-criminal traffic infraction? If yes, state the court, nature of the offense, disposition of case and date:

NO.

Note: An arrest or conviction does not automatically mean you cannot be appointed. What you were charged with, and how long ago, are important.

17. REFERENCES (List 5 personal references who are not relatives or former employers.

Name	Address (include zip) TELEPHONE #	Years Known
Rosemarie Shakofsky	9802 NW 1st Ave Miami Shores 33150 754-1416	2 yrs.
June Wilosk	1016 71st Miami Beach 33141 865-0331	5 yrs
Alice Prince	9490 ERH Bay Harbor Islands 33154 861-5730	8 yrs
Archie Bochnea	1080 99 St BHI. 33154 865-2185	10 yrs
Arthur Borgen	250 NE 174 St N. M.B. 932-2937	2 yrs

18. Additional space for detailed answers. Indicate item number to which answers apply. N/A.

Item No.	

If additional space is needed, use full sheets of approximately the same size as this page. On EACH sheet, write your name, and position title.

19. POLYGRAPH EXAMINATION I will submit to a polygraph examination at any time during my employment with the Sheriff's Department of Broward County. ☒ Yes ☐ No

---

All applicants must sign the following certification in the presence of a qualified Notary Public.

I understand that all appointments and/or employment are probationary and subject to dismissal without cause for a period of one (1) year during which I must demonstrate my fitness for continued employment by the Broward County Sheriff's Department. I hereby expressly authorize the Broward County Sheriff's Department to obtain, exchange or disseminate any and all information regarding my character and fitness. I further understand that any appointment and/or employment tendered me will be contingent upon the results of a complete character and fitness investigation. I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the Broward County Sheriff's Department. I agree to these conditions and I hereby certify that all statements made by me on this application are true and complete to the best of my knowledge.

4-16-85
Date

Scot Peterson
Signature

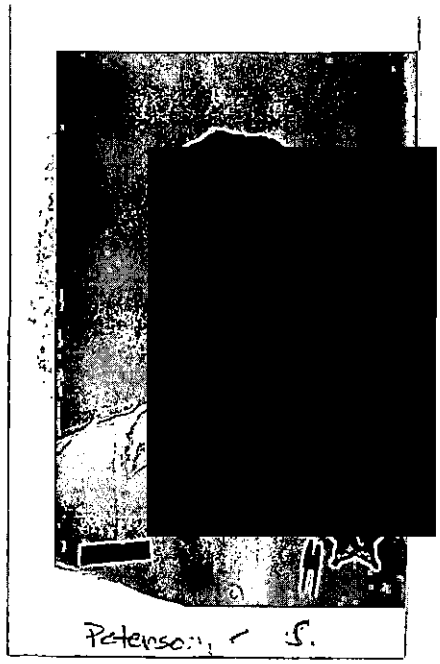
ACKNOWLEDGMENT

STATE OF FLORIDA)
) SS
COUNTY OF BROWARD)

On this 16 day of April, 19 85, before me personally appeared Scot Peterson to me well known to be the same person described in and who executed the foregoing document, who having been duly sworn (or affirmed) before me, stated that to the best of his knowledge and belief that statements and answers to questions in the aforegoing questionnaire contained, whether in writing or print, are true.

NOTARY PUBLIC, STATE OF FLORIDA AT LARGE
MY COMMISSION EXPIRES APR 26 1986
BONDED THRU GENERAL INS., UNDERWRITERS

EOG-01711


Peterson, S.

Scot Peterson
4308 Det.

2006 Emergency Contact Information Update Form
Bureau of Human Resources
Classification and Compensation Section

In order to provide our employees and thier family members with the highest level of customer service, the Bureau of Human Resources strives to maintain an updated emergency contact database within the personnel/payroll system. Below outlines the ***PRIMARY*** emergency contact information currently in our records. Please review this information for accuracy and make any necessary updates. If there are no updates, simply check the "No Updates" box.

All employees are required to return a form.

Employee Name: PETERSON, SCOT CCN: 4308

Classification: DEPUTY SHERIFF - DLE/CC

Location: SCHOOL RESOURCE DEPUT Budget Code: 3532

Current Emergency Contact Information:

Updates:

Emergency Contact Name: [redacted] ✓

Emergency Contact Phone: [redacted]

Relationship: WIFE

☑ **No Updates**

[signature] 2/24/06

Employee Signature Date

Contact the Classification and Compensation section at 954-321-4453 with any questions.

EOG-01713

BROWARD SHERIFF'S OFFICE
EMPLOYEE EMERGENCY NOTIFICATION

Date: 11-05-04

Employee Name: Scot R. Peterson

CCN: 4308

IN CASE OF EMERGENCY, NOTIFY:

Name [redacted]

Address: [redacted]

City, State, Zip, Country [redacted] USA

Telephone Number [redacted] Relationship: Spouse

Cell

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Please attach additional sheets if necessary.

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

Signed:

BSO AP#27 (Revised 10/04)

RECEIVED
NOV 16 2004
HUMAN RESOURCES

EOG-01714

BROWARD SHERIFF'S OFFICE
INFORMATION VERIFICATION FORM

LOCATION: Countywide Operations

EMPLOYEE NAME: Dep. Scot Peterson

CCN: 4308

SSN: [redacted]

ADDRESS 1: [redacted]

ADDRESS 2: N/A

CITY/ZIP: [redacted]

TELEPHONE NUMBER: [redacted]

BEEPER NUMBER: [redacted]

BLOOD TYPE: A-

EMERGENCY CONTACT: [redacted]

RELATIONSHIP: Spouse

EMERGENCY PHONE #: [redacted]

DRIVER'S LICENSE #: [redacted]

SECOND LANGUAGE: **READ ONLY:** N/A **WRITE:** _____
SPEAK: _____ **UNDERSTAND:** _____

SIGNATURE: Scot Peterson

DATE: 5-14-99

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period	
			From:	To:
Scot Peterson	4308	Deputy Sheriff/SRO	02/01/2016	02/01/2017

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.

Meets Expectations: Overall performance consistently meets the requirements for the position.

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

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

Continued on reverse→→

EOG-01716

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Peterson is trusted as the School Resource Officer at Marjory Stoneman Douglas High School in Parkland. He values his position and takes pride in protecting the students, faculty and staff at his school. Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. He is a positive influence on the students and they respect and appreciate his position. He conducts thorough follow up investigations and works closely with the Criminal Investigations Detectives and the Crime Suppression Team. Deputy Peterson handles a wide variety of cases, including property crimes, assaults, batteries, aggravated felonies, and narcotics violations. His investigative skills resulted in numerous arrests and recovered property. He communicates and uses appropriate resources at his disposal, including mental health professionals. Deputy Peterson works at one of the largest high schools in Broward County and he is active in counseling and mentoring the students.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Peterson will continue to produce the high level of service to the students and staff at his school.

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

Deputy Peterson is encouraged to seek specialized training related to his duties as an SRO.

Signatures Below:

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

Sergeant G. Molamphy / 9496

Sgt. G. Molamphy 9496 3/20/2017

Evaluator Signature — Date

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

3/20/17

Employee Signature — Date

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

Lt. Michael Devita / 7523 3/20/17

Reviewer Signature — Date

Capt. Jonathan Greenberg

Captain Jonathan Greenberg P13540 3/20/17

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

Sheriff Scott Israel

RECEIVED
APR - 4 2017
HUMAN RESOURCES

INTERNAL MEMO

Date: March 27, 2017

To: Lieutenant Michael DeVita, CCN 7523

From: Sergeant Greg Molamphy, CCN 9496

Subject: Deputy of the Year nomination

I would like to nominate Deputy Scott Peterson, CCN 4308, as the Parkland Deputy of the Year.

Deputy Scott Peterson has been in law enforcement for over 32 years and is trusted as the School Resource Officer for Marjory Stoneman Douglas High School in Parkland, FL. Peterson is a dedicated SRO who values his position and takes pride in protecting the students, faculty and staff at his school.

Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. Peterson is a positive influence on the students and they respect and appreciate his position.

Throughout 2016, Deputy Peterson conducted numerous investigations. He always went the extra step and followed through on each case and conducted thorough follow ups. The crimes he handled including property crimes, assaults, and batteries, aggravated assaults, and narcotics violations. His investigative skills resulted in numerous arrests and recovered property.

Deputy Peterson works closely with the Crime Suppression Team and the District property crimes detectives. Because of his experience and commitment, the majority of his cases are resolved with positive results.

Deputy Peterson also communicates and uses appropriate resources at his disposal, including mental health professionals and investigators from the school board.

Deputy Peterson works at one of the largest high schools in the County and besides the law enforcement entity that he provides; he is active in the counseling and mentoring of the students and involves the parents in conferences.

BSO Employee Performance Evaluation

RECEIVED
MAR 17 2016
HUMAN RESOURCES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Peterson, Scot	4308	Deputy Sheriff	02/01/2015	02/01/2016

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson continues to perform at an exceptional level, even after over 3 decades of police work. He handles cases ranging from lost property to felony narcotics. His interpersonal skills allow him to work fluidly with the current generation. He communicates easily with the staff and administration at his school, Marjorie Stoneman Douglas High School, where he is the SRO.

Deputy Peterson also works well with other members of the District, alerting the supervisors of potential issues. He works in coordination with the District CI and CST detectives and seeks their guidance on cases and proper follow up.

The Principal of his High School, Mr. Ty Thompson, went out of his way to speak to me about Deputy Peterson. He commended Peterson on his ability to work with both the staff and the student body in a concerted effort for the best of both. He stated that Peterson is a valuable part of his team.

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

Deputy Peterson will continue to work as diligently as he does. During last years rating period, he was SRO of the Year. If he stays the course, he will be nominated again.

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

Deputy Peterson will take technical courses that are available for his skill set.

Signatures Below

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

Sergeant G. Molamphy / 9496

Sgt. G. Molamphy 9496 3/16/2016

Evaluator Signature Date

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

3/14/16

Employee Signature Date

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

LT. MICHAEL DEVITA #7523 3/11/16

Reviewer Date

Capt. Jonathan Greenberg / 13940 3/14/16

Division Signature Date

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 03/14)

Scot Peterson CCN: 4308

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. Seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. Seq., or 7 USC, 1921 et. Seq. (if USDA/FmHA).

Instructions: Lender – Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer – Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly to the lender and is not to be transmitted through the applicant(s) or any other party.

Part I - Request

1. To (Name and address of employer)
Broward Sheriffs Office
2601 W Broward Blvd
Ft Lauderdale, FL 33310

2. From (Name and address of lender)
Caliber Home Loans
3701 REGENT BLVD., Suite 200
IRVING, TX 75063

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

3. Signature of Lender	4. Title	5. Date	6. Lender's No. (Optional)
[signature]	Loan Processor	9/3/2015	[redacted]

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
Scot Peterson [redacted]	SEE ATTACHED AUTHORIZATION

Part II – Verification of Present Employment

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
7/22/1985	Deputy Sheriff - DLE/CC	cannot verify

12A. Current Gross Base Pay (Enter Amount and Check Period)

$ 34.9688 ☐ Annual ☐ Monthly ☐ Weekly ☑ Hourly ☐ Other (Specify)

12B. Gross Earnings

Type	Year To Date Thru 2015	Past Year 2014	Past Year 2013
Base Pay	$ 75,822.91	$ 104,796.52	$ 102,876.82
Overtime	$ 3,902.19	$ 3508.43	$ 4189.52
Commissions	$ N/A	$ N/A	$ N/A
Bonus	$	$	$
Total	$ 79,725.10	$ 108,304.95	$ 107,066.34

13. For Military Personal Only
Pay Grade

Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If Overtime or Bonus is Applicable, is its Continuance Likely?
Overtime ☐ Yes ☑ No
Bonus ☐ Yes ☑ No

14. If paid hourly-average hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of applicants last pay increase: 10.4.2014

19. Amount of last pay increase: 2%

20. Remarks (If employee was off work for any length of time, please indicate time period and reason)
Please see attached paystub for 2013-2015 YTD totals

Part III – Verification of Previous Employments

21. Date Hired	23. Salary/Wage at Termination Per (Year/Month/Week)			
22. Date Terminated	Base	Overtime	Commission	Bonus
24. Reason for Leaving	25. Position Held			

Part IV – Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

28. Signature of Employer	27. Title (Please print or type)	26. Date
[signature]	HR Specialist	9.9.15
29. Please print or type name signed in item 28	30. Phone No.	
Peggy Gonzalez	954-321-4767	

Borrower's Certification & Authorization

LOAN NO.: [redacted]

Certification

The undersigned certify the following:

1. I/We have applied for a mortgage loan from **CALIBER HOME LOANS, INC.** (the "Lender"). In applying for the loan, I/we completed a loan application containing various information on the purpose of the loan, the amount and source of the down payment, employment and income information, and assets and liabilities. I/We certify that all of the information is true and complete. I/We made no misrepresentations in the loan application or other documents, nor did I/we omit any pertinent information.

2. I/We fully understand that it is a Federal crime punishable by fine or imprisonment, or both, to knowingly make any false statements when applying for this mortgage, as applicable under the provisions of Title 18, United States Code, Section 1014.

Authorization to Release Information

To Whom It May Concern:

1. I/We have applied for a mortgage loan from the Lender. As part of the application process, the Lender and/or **CALIBER HOME LOANS, INC.** may verify information contained in my/our loan application and in other documents required in connection with the loan, either before the loan is closed or as part of its quality control program.

2. I /We authorize you to provide to the Lender and/or **CALIBER HOME LOANS, INC.**, and to any entity to whom my/our mortgage may be sold, any and all information and documentation that they request. Such information includes, but is not limited to, employment history and income; bank, money market, and similar account balances; credit history; and copies of income tax returns.

3. The Lender and/or **CALIBER HOME LOANS, INC.**, or any entity that purchases the mortgage, may address this authorization to any party named in the loan application or disclosed by any consumer credit reporting agency or similar source.

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

5. Your prompt reply to the Lender and/or **CALIBER HOME LOANS, INC.**, or the entity that purchased the mortgage is appreciated.

NOTICE TO BORROWERS: This is notice to you as required by the Right to Financial Privacy Act of 1978 that HUD/FHA has a right to access to financial records held by financial institutions in connection with the consideration or administration of assistance to you. Financial records involving your transaction will be available to HUD/FHA without further notice or authorization but will not be disclosed or released by this institution to another Government Agency or Department without your consent except as required or permitted by law.

DocuSigned by:
Scot R Peterson
Applicant: SCOT R PETERSON

Date: 9/2/2015

© 2015 GuardianDocs

EOG-01722

FAX COVER SHEET

To:

From: Danielle Moser <Danielle.Moser@caliberhomeloans.com>

Company:

Date: 09/03/15 05:44:15 PM

Fax Number: 19547654005

Pages (Including cover): 4

Re: Request for Verification of Employment - Scot Peterson

Notes:

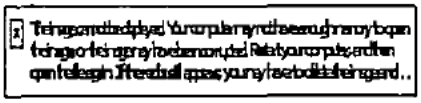
Hello,

Enclosed please find the Request for Verification of Employment on behalf of Scot Peterson. Please be sure to breakout the income types listed for the current and prior two years. The borrower's signed authorization is provided for reference.

Please let me know if anything additional is needed from me in order to complete this request.

Thank you.

DANIELLE MOSER
LOAN PROCESSOR



550 W. CYPRESS CREEK RD, STE 100 | FT. LAUDERDALE, FL 33309
O: (954) 716- 7318 FAX: (844) 332-7324
DANIELLE.MOSER@CALIBERHOMELOANS.COM
WWW.CALIBERHOMELOANS.COM

My goal is to provide Superior Customer Service. Please share your experience with my manager, Lyndsay Gaudreault at Lyndsay.Gaudreault@caliberhomeloans.com.

Fax2Mail

This electronic transmission and any documents or other writings sent with it constitute confidential information, which is intended only for the named recipient. If you are not the intended recipient, please reply to the sender that you have received the message in error and delete it. Any disclosure, copying, distribution or the taking of any action concerning the contents of this communication or any attachment(s) by anyone other than the intended recipient is strictly prohibited. Caliber Home Loans, Inc. 3701 Regent Blvd., Suite 200, Irving, TX 75063. Equal Housing Lender. NMLS # 15822

Fax2Mail

Advice No:	000000001355305
Company:	CNTY OF BRWRD OFF OF SHERIFF
Address:	P.O. Box 9507
	Fort Lauderdale, FL 33310

Net Pay:	1,695.93
Pay Begin Date:	08/22/2015
Pay End Date:	09/04/2015
Check Date:	09/11/2015

Name:	**Scot Peterson**	Fed Marital Status:	**Single**	Fed Allowances:	**2**
Employee ID:	**4308**	Department:	**23495-Parkland**	Fed Addl. Percent:	
Pay Rate:	**$2,797.51 Biweekly**	Job Title:	**Deputy Sheriff - DLE/CC**	Fed Addl. Amount:	

EARNINGS

ERN Cd	Description	Hrs	Rate	Earnings	YTD Hrs	YTD Amt
100	Regular	80.00	34.97	2,797.51	1,240.00	43,361.39
115	Retro of Overtime	0.00	0.00	0.00	0.00	5.06
140	Regular Overtime	0.00	0.00	0.00	20.50	716.86
160	Overtime 1.5%	0.00	0.00	0.00	51.50	3,185.33
200	Sick	0.00	0.00	0.00	42.00	1,468.69
220	Personal Day	0.00	0.00	0.00	8.00	279.75
230	Vacation	0.00	0.00	0.00	164.00	5,734.89
240	Holiday	0.00	0.00	0.00	48.00	1,678.50
250	Holiday Used	0.00	0.00	0.00	10.00	349.69
518	PBA D/S First Responder	0.00	0.00	111.90	0.00	2,143.58
712	Special Detail - Dep FRS	16.50	27.04	446.16	482.50	13,230.61
800	FDLE Incentive Course	0.00	0.00	60.00	0.00	1,140.00
920	12% Long PBA	0.00	0.00	335.70	0.00	6,430.75
	Total	96.50		3,751.27	2,066.50	79,725.10

TAXES

Description	Amount	YTD Amount
Fed MED/EE	54.32	1,154.87
Fed OASDI/EE	232.30	4,938.08
Fed Withholdng	647.71	14,535.16
Total	934.33	20,628.11

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	123.76
FRS Special Risk	112.54	2,391.76
Retirement		
TOTAL:	119.82	2,515.52

AFTER-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	78.47
PBA Union Dues	25.98	493.62
Critical Illness - Plan 2	9.38	178.22
Garn-Child	961.70	18,272.30
TOTAL:	1,001.19	19,022.61

EMPLOYER PAID BENEFITS

Description	Current	YTD
Coventry Medical	716.50	12,180.50
Dental	7.88	133.96
Life and AD and D	7.63	129.71
Life and AD and D*	2.65	45.05
Long Term Disability--DLE	9.64	183.16
FRS Special Risk	826.78	16,321.04
Retirement		
Vision	0.00	75.04

*TAXABLE

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current	3,751.27	3,634.10	934.33	1,121.01	1,695.93
YTD	79,725.10	77,254.63	20,628.11	21,538.13	37,558.86

NET PAY DISTRIBUTION

Advice No	Account Type	Bank Name	Deposit amount
000000001355305	Checking	AMSOUTH BANK	1,695.93

ACCRUALS INFORMATION

Plan	Start bal	Earned	Taken	Adjusted	Balance hrs
50 Sick	1,711.90	62.76	34.00	0.00	1,740.66
51 Vacation	285.30	109.85	132.00	0.00	263.15
52 Personal	0.00	8.00	8.00	0.00	0.00
5W Holiday	2.00	8.00	10.00	0.00	0.00
5X Comp Time	0.25	0.00	0.00	0.00	0.25

GRANDFATHERED VAC/HOL CAP: 320.00

Special details Invoices list

INV No	Rate	Hours	Earnings
1379339	27.04	4.50	121.68
1379340	27.04	4.00	108.16
1379341	27.04	4.00	108.16
1379342	27.04	4.00	108.16

Message:

Advice No:	000000001252091
Company:	CNTY OF BRWRD OFF OF SHERIFF
Address:	P.O. Box 9507 Fort Lauderdale, FL 33310

Net Pay:	2,067.04
Pay Begin Date:	11/29/2014
Pay End Date:	12/12/2014
Check Date:	12/19/2014

Name:	**Scot Peterson**	Fed Marital Status:	**Single**	Fed Allowances:	**2**
Employee ID:	**4308**	Department:	**23495-Parkland**	Fed Addl. Percent:	
Pay Rate:	**$2,797.51 Biweekly**	Job Title:	**Deputy Sheriff - DLE/CC**	Fed Addl. Amount:	

EARNINGS

ERN Cd	Description	Hrs	Rate	Earnings	YTD Hrs	YTD Amt
100	Regular	80.00	34.97	2,797.51	1,677.50	57,756.90
140	Regular Overtime	0.00	0.00	0.00	4.50	154.27
160	Overtime 1.5%	1.00	61.97	61.97	57.50	3,508.43
200	Sick	0.00	0.00	0.00	98.00	3,359.76
202	Sick - Family; Not FMLA	0.00	0.00	0.00	24.00	822.81
220	Personal Day	0.00	0.00	0.00	8.00	274.27
230	Vacation	0.00	0.00	0.00	188.50	6,473.34
240	Holiday	0.00	0.00	0.00	80.00	2,759.14
250	Holiday Used	0.00	0.00	0.00	12.00	411.40
518	PBA D/S First Responder	0.00	0.00	111.90	0.00	2,874.38
712	Special Detail - Dep FRS	35.50	27.54	977.72	714.00	19,727.32
800	FDLE Incentive Course	0.00	0.00	60.00	0.00	1,560.00
920	12% Long PBA	0.00	0.00	335.70	0.00	8,622.93
	Total	116.50		4,344.80	2,864.00	108,304.95

TAXES

Description	Amount	YTD Amount
Fed MED/EE	62.93	1,568.77
Fed OASDI/EE	269.08	6,707.84
Fed Withholdng	806.94	18,900.64
Total	1,138.95	27,177.25

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	174.72
FRS Special Risk	130.34	3,249.12
Retirement		
TOTAL:	137.62	3,423.84

AFTR-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	107.38
PBA Union Dues	25.98	675.48
Critical Illness - Plan 2	9.38	243.88
Garn-Child	961.70	25,004.20
TOTAL:	1,001.19	26,030.94

EMPLOYER PAID BENEFITS

Description	Current	YTD
Coventry Medical	655.42	15,730.08
Dental	7.88	189.12
Vision	9.38	112.56
Life and AD and D	7.53	180.72
Life and AD and D*	2.53	60.72
Long Term Disability--DLE	9.64	250.64
FRS Special Risk	861.14	21,052.34
Retirement		
*TAXABLE		

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current	4,344.80	4,209.71	1,138.95	1,138.81	2,067.04
YTD	108,304.95	104,941.83	27,177.25	29,454.78	51,672.92

NET PAY DISTRIBUTION

Advice No	Account Type	Bank Name	Deposit amount
000000001252091	Checking	AMSOUTH BANK	2,067.04

ACCRUALS INFORMATION

Plan	Start bal	Earned	Taken	Adjusted	Balance hrs
50 Sick	1,705.90	88.61	82.00	0.00	1,712.51
51 Vacation	305.78	155.09	156.50	0.00	304.37
52 Personal	0.00	8.00	8.00	0.00	0.00
5W Holiday	6.00	8.00	12.00	0.00	2.00
5X Comp Time	0.25	0.00	0.00	0.00	0.25

GRANDFATHERED VAC/HOL CAP: 320.00

Special details invoices list

INV No	Rate	Hours	Earnings
1348612	27.54	4.00	110.17
1348613	27.54	4.00	110.17
1348614	27.54	5.00	137.71
1348615	27.54	4.00	110.17
1348616	27.54	5.50	151.48
1348617	27.54	5.00	137.71
1348618	27.54	4.00	110.17
1348619	27.54	4.00	110.17

Message:

P.O. Box 9507
Fort Lauderdale, FL 33310

Date
12/20/2013

Advice No.
1102118

Deposit Amount: $1,907.69

To The Account(s) Of Scot Peterson

DIRECT DEPOSIT DISTRIBUTION	
Account Type	Deposit Amount
Savings	350.00
Checking	1,557.69
Total:	1,907.69

P.O. Box 9507
Fort Lauderdale, FL 33310

Pay Group:	140-PBA D/S	Business Unit:	LAWEN
Pay Begin Date:	11/30/2013	Advice #:	0000000001102118
Pay End Date:	12/13/2013	Advice Date:	12/20/2013

Scot Peterson	Employee ID:	4308	
	Department:	23495-Parkland	
	Location:	Parkland District	
	Job Title:	Deputy Sheriff - DLE/CC	
	Base Pay Rate:	$2,742.66 Biweekly	

TAX DATA:	Federal:
Marital Status:	Married
Allowances:	4
Addl. Pct.:	
Addl. Amt.:	

HOURS AND EARNINGS

Description	Rate	Current Hours	Current Earnings	YTD Hours	YTD Earnings
PBA D/S First Responder			109.71		2,832.83
FDLE Incentive Course			60.00		1,560.00
12% Long PBA			329.12		8,498.28
Regular	34.283190	80.00	2,742.66	1,708.00	57,644.18
Overtime 1.5%	60.777752	7.00	425.44	70.00	4,189.52
Sick			0.00	60.00	2,022.06
Vacation			0.00	177.00	5,959.92
Holiday			0.00	80.00	2,705.03
Special Detail - Dep FRS			0.00	678.50	19,162.32
Comp Taken			0.00	25.00	840.27
Regular Overtime			0.00	19.00	638.61
Holiday Used			0.00	2.00	67.22
Other			0.00	28.00	941.14
Totals		87.00	3,666.93	2,847.50	107,066.34

TAXES

Description	Current	YTD
Fed Withholding	360.61	11,765.77
Fed MED/EE	53.10	1,550.75
Fed OASDI/EE	227.05	6,630.77
Total:	640.76	19,947.29

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	174.72
FRS Special Risk Retirement	110.01	3,211.92
Total:	117.29	3,386.64

AFTER-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	107.38
PBA Union Dues	25.98	638.08
Critical Illness - Plan 2	9.38	243.88
Garnishments-Child	961.20	25,004.20
Total:	1,000.69	25,993.54

EMPLOYER-PAID BENEFITS

Description	Current	YTD
Coventry Medical	680.24	16,325.04
Dental	7.88	189.12
Vision	9.38	112.56
Life and AD and D	7.53	176.73
Life and AD and D*	2.53	56.35
Long Term Disability--DLE	9.64	250.64
FRS Special Risk Retirement	698.92	18,221.42
* Taxable		

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current:	3,666.93	3,552.12	640.76	1,118.48	1,907.69
YTD:	107,066.34	103,736.05	19,947.29	29,380.18	47,738.87

	START BAL	EARNED	TAKEN	ADJUST	END BAL
VAC(H)	316.77	161.55	169.00	2.00-	307.32
SICK(H)	1,705.91	92.30	64.00	8.00-	1,726.21
HOLI(H)	0.00	8.00	2.00	0.00	6.00
PERS(H)	0.00	8.00	8.00	0.00	0.00
EDUC(H)	0.00	0.00	0.00	0.00	0.00
ADMIN(H)	0.00	0.00	0.00	0.00	0.00
COMP(H)	25.25	0.00	25.00	0.00	0.25
BONUS(H)	0.00	0.00	0.00	0.00	0.00

GRANDFATHERED VAC/HOL CAP: 320.00

NET PAY DISTRIBUTION	
Advice #0000000001102118	1,907.69
Total:	1,907.69

MESSAGES:

NON-NEGOTIABLE

EOG-01727

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4308

Check Balances — Find | View All — First 1 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2015

Balance Details — Find | View All — First 1 of 9 Last

Quarter: Quarter 3 Period: September

Year-to-Date Balances

Total Gross:	$79,725.10	Total Taxes:	$20,628.11
Total Deductions:	$21,538.13	Net Pay:	$37,558.86

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances — Find | View All — First 1 of 26 Last

Company:	BSO CNTY OF BRWRD OFF OF SHERIFF	**Empl Record:**	0
Year:	2015	**Balance ID:**	Calendar Year

Balance Details — Find | View All — First 25 of 58 Last

Quarter: Quarter 2

Period: May

Earnings Type: 160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	51.50	**Year-to-Date:**	$3,185.33
Quarter-to-Date:	2.50	**Quarter-to-Date:**	$154.93
Month-to-Date:	2.50	**Month-to-Date:**	$154.93

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson **Person ID:** 4308

Earnings Balances — Find | View All — First 1 of 26 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF **Empl Record:** 0

Year: 2015 **Balance ID:** Calendar Year

Balance Details — Find | View All — First 12 of 58 Last

Quarter: Quarter 3

Period: July

Earnings Type: 140 Regular Overtime

Hours		Earnings	
Year-to-Date:	20.50	Year-to-Date:	$716.86
Quarter-to-Date:	16.00	Quarter-to-Date:	$559.50
Month-to-Date:	16.00	Month-to-Date:	$559.50

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4306

Check Balances Find | View All First 2 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2014

Balance Details Find | View All First 1 of 12 Last

Quarter: Quarter 4 Period: December

Year-to-Date Balances

Total Gross:	$108,304.95	Total Taxes:	$27,177.25
Total Deductions:	$29,454.78	Net Pay:	$51,672.92

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances Find | View All First 3 of 26 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF Empl Record: 0

Year: 2014 Balance ID: Calendar Year

Balance Details Find | View All First 2 of 86 Last

Quarter: Quarter 4

Period: December

Earnings Type: 160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	57.50	Year-to-Date:	$3,508.43
Quarter-to-Date:	14.50	Quarter-to-Date:	$894.99
Month-to-Date:	4.50	Month-to-Date:	$278.87

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4308

Check Balances Find | View All First 3 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2013

Balance Details Find | View All First 1 of 12 Last

Quarter: Quarter 4 Period: December

Year-to-Date Balances

Total Gross:	$107,066.34	Total Taxes:	$19,947.29
Total Deductions:	$29,380.18	Net Pay:	$57,738.87

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances Find | View All First 5 of 26 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF Empl Record: 0

Year: 2013 Balance ID: Calendar Year

Balance Details Find | View All First 2 of 85 Last

Quarter: Quarter 4

Period: December

Earnings Type: 160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	70.00	Year-to-Date:	$4,189.52
Quarter-to-Date:	17.50	Quarter-to-Date:	$1,060.09
Month-to-Date:	7.00	Month-to-Date:	$425.44

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

****
*** TX REPORT ***
****

TRANSMISSION OK

TX/RX NO	2178
RECIPIENT ADDRESS	918443327324
DESTINATION ID	
ST. TIME	09/09 12:16
TIME USE	02'02
PAGES SENT	7
RESULT	OK

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

July 9, 2015

Scot Peterson
Deputy Sheriff - DLE/CC
Parkland District

Dear Deputy Peterson:

It is with great pleasure and privilege that I present you with your Longevity Service award for 30 years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

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

Sincerely,

Scott J. Israel

Scott J. Israel
Sheriff

SJI/CEW/mb
cc: Employee Personnel File
Attachment

Certificate of Commendation

Deputy Scot Peterson

in recognition of

30 Years of Service

to the Broward Sheriff's Office and the people of Broward County

Scott J. Israel

SCOTT J. ISRAEL, SHERIFF

July 9, 2015

EOG-01737

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

March 17, 2015

RE: Scot Peterson

To Whom It May Concern:

Per your request, please see attached Broward Sheriff's Office sick accrual balance report from the period of October 5, 2001 to June 22, 2007. This report was issued to Deputy Scot Peterson CCN4308 on May 2014. The employee sick time was accrued at the rate of 3.6920 hours biweekly.

If you have any questions please call me at 954-321-4420.

Thank you.

Mamie Tyler
Broward Sheriff's Office
Bureau of Human Resources
954-321-4420
954-764-4005fax

The foregoing instrument was acknowledged before me this 19 day of March, 2015, by Mamie Tyler (STATE OF FLORIDA COUNTY OF _____ name of person acknowledging).

Personally Known ✓ OR Produced Identification _____

Type of Identification Produced _____

Michelle Boswell
COMMISSION # EE884539
EXPIRES: MAR. 27, 2017
WWW.AARONNOTARY.com

(NOTARY SEAL)

Michelle Boswell
(Signature of Notary Public-State of Florida)

Michelle Boswell
(Name of Notary Typed, Printed, or Stamped)

#EE884539
Commission Number

EOG-01738

Scot Peterson

5 pages

PRAH_EMP	PRAH_TO_DT	PRAH_AVA	PRAH_EAR	PRAH_USED
4308	10/5/2001	1237.964	3.692	0
4308	10/19/2001	1241.656	3.692	0
4308	11/2/2001	1245.348	3.692	0
4308	11/16/2001	1249.04	3.692	0
4308	11/30/2001	1252.732	3.692	0
4308	12/14/2001	1256.424	3.692	0
4308	12/28/2001	1260.116	3.692	0
4308	12/28/2001	1260.116	0	0
4308	1/11/2002	1263.808	3.692	0
4308	1/25/2002	1267.5	3.692	0
4308	2/8/2002	1271.192	3.692	0
4308	2/22/2002	1274.884	3.692	0
4308	3/8/2002	1278.576	3.692	0
4308	3/22/2002	1282.268	3.692	0
4308	4/5/2002	1285.96	3.692	0
4308	4/19/2002	1289.652	3.692	0
4308	5/3/2002	1281.652	0	8
4308	5/3/2002	1285.344	3.692	0
4308	5/17/2002	1289.036	3.692	0
4308	5/18/2002	1289.036	0	0
4308	5/31/2002	1292.728	3.692	0
4308	6/14/2002	1296.42	3.692	0
4308	6/28/2002	1300.112	3.692	0
4308	7/12/2002	1303.804	3.692	0
4308	7/26/2002	1307.496	3.692	0
4308	8/9/2002	1311.188	3.692	0
4308	8/14/2002	1303.188	0	8
4308	8/23/2002	1306.88	3.692	0
4308	9/6/2002	1310.572	3.692	0
4308	9/20/2002	1314.264	3.692	0
4308	10/4/2002	1317.956	3.692	0
4308	10/18/2002	1321.648	3.692	0
4308	11/1/2002	1325.34	3.692	0
4308	11/15/2002	1329.032	3.692	0
4308	11/29/2002	1332.724	3.692	0
4308	12/13/2002	1336.416	3.692	0
4308	12/27/2002	1340.108	3.692	0
4308	12/28/2002	1340.108	1340.108	0
4308	12/31/2002	0	0	1340.108
4308	1/10/2003	1343.8	3.692	0
4308	1/24/2003	1347.492	3.692	0
4308	2/7/2003	1351.184	3.692	0
4308	2/21/2003	1354.876	3.692	0
4308	3/7/2003	1358.568	3.692	0
4308	3/21/2003	1362.26	3.692	0
4308	4/4/2003	1365.952	3.692	0

4308	4/18/2003	1357.952	0	8
4308	4/18/2003	1361.644	3.692	0
4308	5/2/2003	1365.336	3.692	0
4308	5/16/2003	1369.028	3.692	0
4308	5/30/2003	1372.72	3.692	0
4308	6/13/2003	1376.412	3.692	0
4308	6/27/2003	1380.104	3.692	0
4308	7/11/2003	1383.796	3.692	0
4308	7/25/2003	1387.488	3.692	0
4308	8/8/2003	1391.18	3.692	0
4308	8/22/2003	1394.872	3.692	0
4308	9/5/2003	1398.564	3.692	0
4308	9/19/2003	1402.256	3.692	0
4308	10/1/2003	1405.948	0	0
4308	10/3/2003	1405.948	3.692	0
4308	10/24/2003	1409.64	3.692	0
4308	11/7/2003	1405.332	3.692	0
4308	11/14/2003	1401.64	0	8
4308	11/14/2003	1409.024	3.692	0
4308	11/28/2003	1412.716	3.692	0
4308	12/12/2003	1416.408	3.692	0
4308	12/26/2003	1420.1	3.692	0
4308	1/9/2004	1423.792	3.692	0
4308	1/9/2004	0	0	1423.792
4308	1/10/2004	1423.792	1423.792	0
4308	1/10/2004	1427.484	3.692	0
4308	2/6/2004	1431.176	3.692	0
4308	2/20/2004	1434.868	3.692	0
4308	3/5/2004	1438.56	3.692	0
4308	3/19/2004	1440.252	3.692	0
4308	3/19/2004	1436.56	0	2
4308	4/2/2004	1440.944	3.692	0
4308	4/2/2004	1437.252	0	3
4308	4/16/2004	1438.944	0	2
4308	4/16/2004	1442.636	3.692	0
4308	4/30/2004	1445.328	3.692	0
4308	4/30/2004	1441.636	0	1
4308	5/14/2004	1449.02	3.692	0
4308	5/28/2004	1452.712	3.692	0
4308	6/11/2004	1456.404	3.692	0
4308	6/25/2004	1460.096	3.692	0
4308	7/9/2004	1452.096	0	8
4308	7/9/2004	1455.788	3.692	0
4308	7/23/2004	1459.48	3.692	0
4308	8/6/2004	1463.172	3.692	0
4308	8/20/2004	1466.864	3.692	0
4308	9/3/2004	1470.556	3.692	0

4308	9/17/2004	1474.248	3.692	0
4308	10/1/2004	1477.94	3.692	0
4308	10/15/2004	1481.632	3.692	0
4308	10/29/2004	1485.324	3.692	0
4308	11/12/2004	1489.016	3.692	0
4308	11/26/2004	1489.708	3.692	0
4308	11/26/2004	1486.016	0	3
4308	12/10/2004	1493.4	3.692	0
4308	12/24/2004	1485.4	0	8
4308	12/24/2004	1489.092	3.692	0
4308	1/7/2005	0	0	1492.784
4308	1/7/2005	1492.784	3.692	0
4308	1/8/2005	1492.784	1492.784	0
4308	1/21/2005	1496.476	3.692	0
4308	2/4/2005	1498.168	3.692	0
4308	2/4/2005	1494.476	0	2
4308	2/18/2005	1501.86	3.692	0
4308	3/4/2005	1493.86	0	8
4308	3/4/2005	1497.552	3.692	0
4308	3/18/2005	1501.244	3.692	0
4308	4/1/2005	1496.936	3.692	0
4308	4/1/2005	1493.244	0	8
4308	4/15/2005	1500.628	3.692	0
4308	4/29/2005	1504.32	3.692	0
4308	5/13/2005	1499.012	3.692	0
4308	5/13/2005	1495.32	0	9
4308	5/27/2005	1502.704	3.692	0
4308	6/10/2005	1506.396	3.692	0
4308	6/24/2005	1510.088	3.692	0
4308	7/8/2005	1502.088	0	8
4308	7/8/2005	1505.78	3.692	0
4308	7/22/2005	1509.472	3.692	0
4308	7/27/2005	1501.472	0	8
4308	8/5/2005	1505.164	3.692	0
4308	8/19/2005	1508.856	3.692	0
4308	9/2/2005	1504.548	3.692	0
4308	9/2/2005	1500.856	0	8
4308	9/16/2005	1508.24	3.692	0
4308	9/30/2005	1511.932	3.692	0
4308	10/14/2005	1515.624	3.692	0
4308	10/28/2005	1519.316	3.692	0
4308	11/11/2005	1523.008	3.692	0
4308	11/25/2005	1526.7	3.692	0
4308	12/9/2005	1530.392	3.692	0
4308	12/23/2005	1534.084	3.692	0
4308	1/6/2006	1537.776	3.692	0
4308	1/6/2006	0	0	1537.776

4308	1/7/2006	1537.776	1537.776	0
4308	1/20/2006	1541.468	3.692	0
4308	2/3/2006	1545.16	3.692	0
4308	2/17/2006	1548.852	3.692	0
4308	3/3/2006	1552.544	3.692	0
4308	3/17/2006	1556.236	3.692	0
4308	3/21/2006	1548.236	0	8
4308	3/31/2006	1551.928	3.692	0
4308	4/14/2006	1555.62	3.692	0
4308	4/28/2006	1559.312	3.692	0
4308	5/12/2006	1563.004	3.692	0
4308	5/17/2006	1555.004	0	8
4308	5/26/2006	1558.696	3.692	0
4308	6/9/2006	1562.388	3.692	0
4308	6/23/2006	1566.08	3.692	0
4308	6/24/2006	1558.08	0	8
4308	7/7/2006	1561.772	3.692	0
4308	7/7/2006	1553.772	0	8
4308	7/21/2006	1557.464	3.692	0
4308	8/4/2006	1561.156	3.692	0
4308	8/18/2006	1564.848	3.692	0
4308	9/1/2006	1568.54	3.692	0
4308	9/15/2006	1572.232	3.692	0
4308	9/29/2006	1575.924	3.692	0
4308	10/2/2006	1567.924	0	8
4308	10/13/2006	1571.616	3.692	0
4308	10/27/2006	1575.308	3.692	0
4308	11/10/2006	1579	3.692	0
4308	11/24/2006	1582.692	3.692	0
4308	12/8/2006	1586.384	3.692	0
4308	12/9/2006	1578.384	0	8
4308	12/22/2006	1582.076	3.692	0
4308	12/22/2006	1574.076	0	8
4308	1/5/2007	0	0	1577.768
4308	1/5/2007	1577.768	3.692	0
4308	1/6/2007	1577.768	1577.768	0
4308	1/19/2007	1581.46	3.692	0
4308	1/24/2007	1579.46	0	2
4308	2/2/2007	1583.152	3.692	0
4308	2/16/2007	1586.844	3.692	0
4308	3/2/2007	1590.536	3.692	0
4308	3/16/2007	1594.228	3.692	0
4308	3/23/2007	1578.228	0	16
4308	3/30/2007	1581.92	3.692	0
4308	4/13/2007	1585.612	3.692	0
4308	4/27/2007	1589.304	3.692	0
4308	5/11/2007	1592.996	3.692	0

4308	5/25/2007	1596.688	3.692	0
4308	6/8/2007	1600.38	3.692	0
4308	6/22/2007	1604.072	3.692	0

MARJORY STONEMAN DOUGLAS HIGH SCHOOL
5901 PINE ISLAND ROAD
PARKLAND, FLORIDA 33076

PHONE (754) 322-2150
FAX (754) 322-2280

TELECOPY COVER SHEET

Date: 3/13/15

TO: Name Mami Tyler

Department HR

Fax Number _____

FROM S. Peterson

COMMENTS FYI

Thanks

Number of Pages (including cover sheet) 3

EOG-01744

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
954-831-8900
www.sheriff.org

Sheriff Scott Israel

March 5, 2015

[redacted]

Dear [redacted]:

Thank you for your recent letter commending Deputy Scot Peterson for his efforts in recovering your son's stolen iPhone 6.

Deputy Peterson's attention to detail, communication skills and investigative abilities, as you have described, are not only a credit to himself and the Broward Sheriff's Office, but a nice reflection upon the entire law enforcement community. It will be my pleasure to share your complimentary comments with Deputy Peterson. Additionally, a copy of your letter will be placed in his personnel file.

Again, thank you for taking the time to bring this to my attention. If the Broward Sheriff's Office may be of any assistance to you in the future, please feel free to call upon us.

Sincerely,

Colonel Alvin Pollock
Executive Director, Department of Law Enforcement

AP/dah
cc: Lt. Colonel Jim Polan, Patrol Services
Captain Jonathan Greenberg, Parkland District
Sergeant Greg Molamphy, Parkland District
Deputy Scot Peterson, Parkland District
✓Human Resources

January 18, 2015

To: Broward Sheriff 's office

Attention: Sheriff Scott Israel

On behalf of my family we would like to express great appreciation for the efforts by your team in recovering my son's iPhone 6 that was initially lost then due to unfortunate circumstances it was deemed stolen. We made attempts at the school with the superb assistance of Stoneman Douglas Chief security officer Mr. Calvin Greenleaf to recover the phone. Twenty four hours later we made the decision to report the phone to our local sheriff's department Parkland BSO. Our report was given to Deputy Small he was very thorough taking our report and documenting the events of the past 24 hours. The report on the following day was on the desk of Deputy Peterson the Stoneman Douglas Resource officer as on our follow up call to his office he noted the report was received and had been discussed with Security officer Mr. Greenleaf by 8:35 am.

Deputy Peterson gave reassurance and earned our complete confidence that if the phone was on campus it would likely be recovered. Well as previously mentioned the phone was recovered. Our intent is to inform of the difficult job your resource officer has in dealing with high school and being able to apply just the right tenor to obtain positive results. Deputy Peterson's attention to detail, communication skills and investigative abilities should be acknowledged and we are grateful. Please continue to recognize the important role of the school resource officer in our community.

Sincerely,

[redacted]

Student: [redacted]

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2014	02/01/2015

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-01747

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson is the SRO at Marjory Stoneman Douglas High School. Peterson is responsible for the safety of over 3,000 students, faculty and staff. Peterson takes his position seriously and keeps the Command Staff fully aware of issues that arise that need to be addressed. Peterson uses his experience and skills to investigate the crimes that occur at his school and he resolves them in a positive manner. Peterson works closely with the District detectives and keeps them involved in cases and proactive operations that he deems necessary.

Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. Peterson is a positive influence on the students and they respect and appreciate his position.

Deputy Peterson was nominated as the BSO School Resource Deputy of the Year for 2014.

Deputy Peterson uses his leave time appropriately and volunteers to assist road patrol while school is out of session.

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

Deputy Peterson is expected to continue to demonstrate the same level of professionalism and dedication in the coming year.

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

Deputy Peterson is encouraged to attend any upcoming technical courses and investigative courses that interest him during the year.

Signatures Below

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

Sgt. G. Molamphy

Sergeant G. Molamphy / 9496 1/26/15

Evaluator Signature **Date**

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

1/26/15

Employee Signature **Date**

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

Lt. Jonathan Greenberg, #13540 1/26/15

Reviewer **Date**

Captain Marvin Stoner #13487 1/27/15

Division Signature **Date**

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 03/14)

BSO Employee Performance Evaluation

RECEIVED
APR 30 2014
HUMAN RESOURCES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2014	02/01/2014

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr ,	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson was assigned as the School Resource Deputy at Marjory Stoneman Douglas High School. In this capacity he is responsible for maintaining a safe learning environment for over 3000 students, faculty and administrators. Peterson is punctual, and rarely requires time off from his school. While on campus, Peterson addresses issues at their infant stages and can resolve these issues before they rise to a level requiring police action. He is well known and respected by students, parents, faculty, and administrative staff at the school. Deputy Peterson was awarded Deputy of the Year, and was recognized at a City of Parkland Commission meeting during this rating period. He demonstrates a good working knowledge of police and procedure. Peterson presents a professional and positive image. He assists with road patrol coverage as necessary when school is not in session. Peterson completes assignments with little to no supervision. Peterson is a pleasure to work with, in that he communicates well and keeps supervisors apprised of sensitive incidents as they develop. Peterson shows great initiative in that he volunteered to assist with a Lock Down drill at Mary Help of Christians Catholic School during this rating period. Peterson is a valuable asset to his assigned school, the City of Parkland, and the Broward Sheriff's Office.

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

Deputy Peterson is expected to maintain the high level of service he provides at his assigned school. He is also expected to continue to foster the great relationship he has with students, parents, faculty, and school administration.

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

Deputy Peterson is expected to attend updated training relevant to his current assignment, but also enhance his basic policing skills through high liability courses associated with firearms, traffic stops, and search techniques.

Signatures Below

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

Sgt. Michael DeVita, #7523 — 4/22/14
Evaluator Signature — **Date**

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

Employee Signature — 4/25/14 **Date**

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

Lt. Jonathan Greenberg, #13540 — 4/24/14
Reviewer — **Date**

Captain Marvin Stoner #13487 — 4/29/14
Division Signature — **Date**

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

Tyler, Mamie

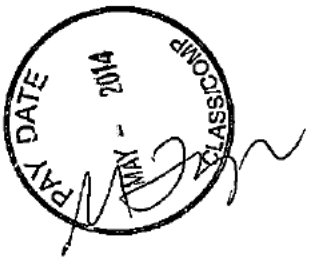
From: Peterson, Scot
Sent: Thursday, May 01, 2014 2:26 PM
To: Tyler, Mamie
Subject: Accruals

Greetings Mamie:

Per our recent conversation, can you create a printout for my sick / annual hour accruals and usage from August 2001 (or as earliest as you can go) and April 2014.

I do not have holiday time so just a current amount of holiday hours

Thank you so much.



5-1-14
attached a accrual report from 2007 to Present
unable to go back to old Payroll system

BSO

To: Mickie
BSO Human Resources

From Dep. Scot Peterson 4308
Parkland (Cell [redacted])

Subject: Year To Date Payroll Data 2013

Greetings Mickie

Could you please provide a Year To Date from Jan 1 - Sept 30 2013 of Base Pay, Longevity, OT, any other benefit

Also a year to Date of above from
~~Sept~~ Oct 1 - Dec 31, 2013

Year To Date Details Jan 1 - Sept 30 2013
Year To Date Details Oct 1 - Dec 31 2013

Thanks Mickie call me for any questions [redacted]

Dep. Scot Peterson 4308

EOG-01752

Report ID: BSPRR74A

Broward County Sheriff's Office
PAY CHECK DETAILS
From DT :01/04/2013 To Dt :12/20/2013

Run Date 03/24/2014
Run Time 14:27:31

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 04-JAN-2013
PayCheck Nbr : 958149 / ON Cycle / Confirmed
Net Pay : 513.53 (Gross : 718.01, Deductions : 21.54, Taxes : 182.94)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	5.00	143.60
				718.01

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	106.98	X	-	-
7021-FRS SpRisk	21.54	-	X	-
	128.52			

Tax Type	Amount
TAXES	
OASDI/EE	44.52
OASDI/ER	44.52
MED/EE	10.41
Withholdng	128.01
Med/ER	10.41
Unempl ER	0.00
	237.87

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 18-JAN-2013
PayCheck Nbr : 964054 / ON Cycle / Confirmed
Net Pay : 207.66 (Gross : 258.48, Deductions : 7.75, Taxes : 43.07)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	5.00	143.60
				258.48

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	38.51	X	-	-
7021-FRS SpRisk	7.75	-	X	-
	46.26			

Tax Type	Amount
TAXES	
OASDI/EE	16.02
OASDI/ER	16.02
MED/EE	3.75
Withholdng	23.30
Med/ER	3.75
Unempl ER	0.00
	62.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 01-FEB-2013
PayCheck Nbr : 969984 / ON Cycle / Confirmed
Net Pay : 873.48 (Gross : 1,249.34, Deductions : 37.48, Taxes : 338.38)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	5.50	157.96
23140	SDTL	712-SPECIAL DE	28.00	804.18
23140	SDTL	712-SPECIAL DE	6.00	172.32
				1,249.34

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	186.15	X	-	-
7021-FRS SpRisk	37.48	-	X	-
	223.63			

Tax Type	Amount
TAXES	
OASDI/EE	77.46
OASDI/ER	77.46
MED/EE	18.12
Withholdng	242.80
Med/ER	18.12
Unempl ER	0.00
	433.96

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 15-FEB-2013
PayCheck Nbr : 975913 / ON Cycle / Confirmed
Net Pay : 443.98 (Gross : 574.41, Deductions : 17.23, Taxes : 113.20)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	16.00	459.53
				574.41

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	85.59	X	-	-
7021-FRS SpRisk	17.23	-	X	-
	102.82			

Tax Type	Amount
TAXES	
OASDI/EE	35.61
OASDI/ER	35.61
MED/EE	8.32
Withholdng	69.27
Med/ER	8.32
Unempl ER	0.00
	157.13

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 01-MAR-2013
PayCheck Nbr : 981865 / ON Cycle / Confirmed
Net Pay : 422.48 (Gross : 545.69, Deductions : 16.37, Taxes : 106.84)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	12.00	344.65
23140	SDTL	712-SPECIAL DE	3.00	86.16
				545.69

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	81.31	X	-	-
7021-FRS SpRisk	16.37	-	X	-
	97.68			

Tax Type	Amount
TAXES	
OASDI/EE	33.83
OASDI/ER	33.83
MED/EE	7.91
Withholdng	65.10
Med/ER	7.91
Unempl ER	0.00
	148.58

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 15-MAR-2013
PayCheck Nbr : 987840 / ON Cycle / Confirmed
Net Pay : 1,002.90 (Gross : 1,407.31, Deductions : 42.22, Taxes : 362.19)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	28.00	804.18
23140	SDTL	712-SPECIAL DE	9.00	258.49
				1,407.31

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	209.69	X	-	-
7021-FRS SpRisk	42.22	-	X	-
	251.91			

Tax Type	Amount
TAXES	
OASDI/EE	87.25
OASDI/ER	87.25
MED/EE	20.40
Withholdng	254.54
Med/ER	20.40
Unempl ER	0.00
	469.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 29-MAR-2013
PayCheck Nbr : 993792 / ON Cycle / Confirmed
Net Pay : 272.11 (Gross : 344.65, Deductions : 10.34, Taxes : 62.20)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	344.65
				344.65

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	51.35	X	-	-
7021-FRS SpRisk	10.34	-	X	-
	61.69			

Tax Type	Amount
TAXES	
OASDI/EE	21.36
OASDI/ER	21.36
MED/EE	5.00
Withholdng	35.84
Med/ER	5.00
Unempl ER	0.00
	88.56

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 12-APR-2013
PayCheck Nbr : 999735 / ON Cycle / Confirmed
Net Pay : 480.52 (Gross : 689.28, Deductions : 20.68, Taxes : 188.08)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	5.00	143.60
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	8.00	229.76
				689.28

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	102.70	X	-	-
7021-FRS SpRisk	20.68	-	X	-
	123.38			

Tax Type	Amount
TAXES	
OASDI/EE	42.74
OASDI/ER	42.74
MED/EE	10.00
Withholdng	135.34
Med/ER	10.00
Unempl ER	0.00
	240.82

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 26-APR-2013
PayCheck Nbr : 1005703 / ON Cycle / Confirmed
Net Pay : 685.05 (Gross : 919.06, Deductions : 27.57, Taxes : 206.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	12.00	344.65
23140	SDTL	712-SPECIAL DE	16.00	459.53
				919.06

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	136.94	X	-	-
7021-FRS SpRisk	27.57	-	X	-
	164.51			

Tax Type	Amount
TAXES	
OASDI/EE	56.98
OASDI/ER	56.98
MED/EE	13.33
Withholdng	136.13
Med/ER	13.33
Unempl ER	0.00
	276.75

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 10-MAY-2013
PayCheck Nbr : 1011663 / ON Cycle / Confirmed
Net Pay : 900.06 (Gross : 1,249.34, Deductions : 37.48, Taxes : 311.80)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	4.50	129.24
23140	SDTL	712-SPECIAL DE	20.00	574.41
23140	SDTL	712-SPECIAL DE	10.00	287.21
23140	SDTL	712-SPECIAL DE	1.00	28.72
				1,249.34

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	186.15	X	-	-
7021-FRS SpRisk	37.48	-	X	-
	223.63			

Tax Type	Amount
TAXES	
OASDI/EE	77.46
OASDI/ER	77.46
MED/EE	18.11
Withholdng	216.23
Med/ER	18.11
Unempl ER	0.00
	407.37

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 24-MAY-2013
PayCheck Nbr : 1017588 / ON Cycle / Confirmed
Net Pay : 549.01 (Gross : 746.73, Deductions : 22.40, Taxes : 175.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	4.00	114.88
				746.73

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	111.26	X	-	-
7021-FRS SpRisk	22.40	-	X	-
	133.66			

Tax Type	Amount
TAXES	
OASDI/EE	46.30
OASDI/ER	46.30
MED/EE	10.83
Withholdng	118.19
Med/ER	10.83
Unempl ER	0.00
	232.45

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 07-JUN-2013
PayCheck Nbr : 1023523 / ON Cycle / Confirmed
Net Pay : 605.12 (Gross : 832.89, Deductions : 24.99, Taxes : 202.78)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	5.00	143.60
				832.89

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	124.10	X	-	-
7021-FRS SpRisk	24.99	-	X	-
	149.09			

Tax Type	Amount
TAXES	
OASDI/EE	51.63
OASDI/ER	51.63
MED/EE	12.07
Withholdng	139.08
Med/ER	12.07
Unempl ER	0.00
	266.48

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 21-JUN-2013
PayCheck Nbr : 1029456 / ON Cycle / Confirmed
Net Pay : 429.66 (Gross : 574.41, Deductions : 17.23, Taxes : 127.52)

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.
EARNINGS					DEDUCTIONS				
23140	SDTL	712-SPECIAL DE	12.00	344.65	7021-FRS SpRisk	85.59	X	-	-
23140	SDTL	712-SPECIAL DE	8.00	229.76	7021-FRS SpRisk	17.23	-	X	-
				574.41		102.82			

Tax Type	Amount
TAXES	
OASDI/EE	35.61
OASDI/ER	35.61
MED/EE	8.33
Withholdng	83.58
Med/ER	8.33
Unempl ER	0.00
	171.46

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 05-JUL-2013
PayCheck Nbr : 1035339 / ON Cycle / Confirmed
Net Pay : 417.70 (Gross : 617.80, Deductions : 18.53, Taxes : 181.57)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	11.00	304.89
				617.80

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	117.75	X	-	-
7021-FRS SpRisk	18.53	-	X	-
	136.28			

Tax Type	Amount
TAXES	
OASDI/EE	38.31
OASDI/ER	38.31
MED/EE	8.96
Withholding	134.30
Med/ER	8.96
Unempl ER	0.00
	228.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 19-JUL-2013
PayCheck Nbr : 1041218 / ON Cycle / Confirmed
Net Pay : 393.92 (Gross : 526.63, Deductions : 15.80, Taxes : 116.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	3.00	83.15
				526.63

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	100.38	X	-	-
7021-FRS SpRisk	15.80	-	X	-
	116.18			

Tax Type	Amount
TAXES	
OASDI/EE	32.65
OASDI/ER	32.65
MED/EE	7.63
Withholdng	76.63
Med/ER	7.63
Unempl ER	0.00
	157.19

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 02-AUG-2013
PayCheck Nbr : 1047095 / ON Cycle / Confirmed
Net Pay : 649.59 (Gross : 997.82, Deductions : 29.93, Taxes : 318.30)

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.
EARNINGS					DEDUCTIONS				
23140	SDTL	712-SPECIAL DE	24.00	665.21	7021-FRS SpRisk	190.18	X	-	-
23140	SDTL	712-SPECIAL DE	12.00	332.61	7021-FRS SpRisk	29.93	-	X	-
				997.82		220.11			

Tax Type	Amount
TAXES	
OASDI/EE	61.86
OASDI/ER	61.86
MED/EE	14.47
Withholdng	241.97
Med/ER	14.47
Unempl ER	0.00
	394.63

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 16-AUG-2013
PayCheck Nbr : 1052954 / ON Cycle / Confirmed
Net Pay : 495.95 (Gross : 665.22, Deductions : 19.96, Taxes : 149.31)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	12.00	332.61
				665.22

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	126.79	X	-	-
7021-FRS SpRisk	19.96	-	X	-
	146.75			

Tax Type	Amount
TAXES	
OASDI/EE	41.24
OASDI/ER	41.24
MED/EE	9.65
Withholdng	98.42
Med/ER	9.65
Unempl ER	0.00
	200.20

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 30-AUG-2013
PayCheck Nbr : 1058852 / ON Cycle / Confirmed
Net Pay : 280.32 (Gross : 388.04, Deductions : 11.64, Taxes : 96.08)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	14.00	388.04
				388.04

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	73.96	X	-	-
7021-FRS SpRisk	11.64	-	X	-
	85.60			

Tax Type	Amount
TAXES	
OASDI/EE	24.06
OASDI/ER	24.06
MED/EE	5.63
Withholdng	66.39
Med/ER	5.63
Unempl ER	0.00
	125.77

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 13-SEP-2013
PayCheck Nbr : 1064784 / ON Cycle / Confirmed
Net Pay : 331.73 (Gross : 443.48, Deductions : 13.30, Taxes : 98.45)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	4.00	110.87
				443.48

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	84.53	X	-	-
7021-FRS SpRisk	13.30	-	X	-
	97.83			

Tax Type	Amount
TAXES	
OASDI/EE	27.50
OASDI/ER	27.50
MED/EE	6.43
Withholdng	64.52
Med/ER	6.43
Unempl ER	0.00
	132.38

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 27-SEP-2013
PayCheck Nbr : 1070714 / ON Cycle / Confirmed
Net Pay : 415.00 (Gross : 637.50, Deductions : 19.13, Taxes : 203.37)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	3.00	83.15
				637.50

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	121.51	X	-	-
7021-FRS SpRisk	19.13	-	X	-
	140.64			

Tax Type	Amount
TAXES	
OASDI/EE	39.53
OASDI/ER	39.53
MED/EE	9.25
Withholdng	154.59
Med/ER	9.25
Unempl ER	0.00
	252.15

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 11-OCT-2013
PayCheck Nbr : 1076668 / ON Cycle / Confirmed
Net Pay : 749.27 (Gross : 1,080.98, Deductions : 32.43, Taxes : 299.28)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.50	124.73
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	10.50	291.03
23140	SDTL	712-SPECIAL DE	12.00	332.61
				1,080.98

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	206.03	X	-	-
7021-FRS SpRisk	32.43	-	X	-
	238.46			

Tax Type	Amount
TAXES	
OASDI/EE	67.02
OASDI/ER	67.02
MED/EE	15.67
Withholdng	216.59
Med/ER	15.67
Unempl ER	0.00
	381.97

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 25-OCT-2013
PayCheck Nbr : 1082626 / ON Cycle / Confirmed
Net Pay : 453.79 (Gross : 609.78, Deductions : 18.29, Taxes : 137.70)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	3.00	83.15
				609.78

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	116.22	X	-	-
7021-FRS SpRisk	18.29	-	X	-
	134.51			

Tax Type	Amount
TAXES	
OASDI/EE	37.80
OASDI/ER	37.80
MED/EE	8.84
Withholdng	91.06
Med/ER	8.84
Unempl ER	0.00
	184.34

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 08-NOV-2013
PayCheck Nbr : 1088613 / ON Cycle / Confirmed
Net Pay : 393.92 (Gross : 526.63, Deductions : 15.80, Taxes : 116.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	12.00	332.61
				526.63

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	100.38	X	-	-
7021-FRS SpRisk	15.80	-	X	-
	116.18			

Tax Type	Amount
TAXES	
OASDI/EE	32.65
OASDI/ER	32.65
MED/EE	7.63
Withholdng	76.63
Med/ER	7.63
Unempl ER	0.00
	157.19

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 22-NOV-2013
PayCheck Nbr : 1094653 / ON Cycle / Confirmed
Net Pay : 580.99 (Gross : 873.09, Deductions : 26.19, Taxes : 265.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	16.00	443.47
23140	SDTL	712-SPECIAL DE	7.50	207.88
				873.09

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	166.41	X	-	-
7021-FRS SpRisk	26.19	-	X	-
	192.60			

Tax Type	Amount
TAXES	
OASDI/EE	54.13
OASDI/ER	54.13
MED/EE	12.66
Withholdng	199.12
Med/ER	12.66
Unempl ER	0.00
	332.70

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 06-DEC-2013
PayCheck Nbr : 1100597 / ON Cycle / Confirmed
Net Pay : 580.09 (Gross : 803.80, Deductions : 24.11, Taxes : 199.60)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	3.50	97.01
23140	SDTL	712-SPECIAL DE	10.00	277.17
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	7.50	207.88
				803.80

Deduction.	Amount	ER	BE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	153.20	X	-	-
7021-FRS SpRisk	24.11	-	X	-
	177.31			

Tax Type	Amount
TAXES	
OASDI/EE	49.84
OASDI/ER	49.84
MED/EE	11.65
Withholdng	138.11
Med/ER	11.65
Unempl ER	0.00
	261.09

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 20-DEC-2013
PayCheck Nbr : 1106643 / ON Cycle / Confirmed
Net Pay : 592.94 (Gross : 886.95, Deductions : 26.61, Taxes : 267.40)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	16.00	443.47
				886.95

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	169.05	X	-	-
7021-FRS SpRisk	26.61	-	X	-
	195.66			

Tax Type	Amount
TAXES	
OASDI/EE	54.99
OASDI/ER	54.99
MED/EE	12.87
Withholdng	199.54
Med/ER	12.87
Unempl ER	0.00
	335.26

EOG-01779

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.	Tax Type	Amount
GRAND TOTALS:				19,167.32		3,807.71					

Report ID: BSPRR74A

Broward County Sheriff's Office
PAY CHECK DETAILS
From DT :01/04/2013 To Dt :12/20/2013

Run Date 03/24/2014
Run Time 14:30:17

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 04-JAN-2013
PayCheck Nbr : 953670 / ON Cycle / Confirmed
Net Pay : 1,802.87 (Gross : 3,530.02, Deductions : 1,112.50, Taxes : 614.65)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	140-Reg OT	9.00	302.50
23495	0298	200-Sick	16.00	537.78
23495	0298	230-Vacation	16.00	537.78
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	119.66
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	358.97
				3,530.02

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	105.90	-	X	-
7021-FRS SpRisk	525.97	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,345.82			

Tax Type	Amount
TAXES	
OASDI/EE	218.55
OASDI/ER	218.55
MED/EE	51.11
Withholdng	344.99
Med/ER	51.11
Unempl ER	0.00
	884.31

EOG-01781

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 18-JAN-2013
PayCheck Nbr : 959632 / ON Cycle / Confirmed
Net Pay : 1,540.39 (Gross : 3,179.12, Deductions : 1,101.97, Taxes : 536.76)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	200-Sick	16.00	537.78
23495	0298	230-Vacation	16.00	537.78
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.12

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	293.93
Med/ER	46.03
Unempl ER	0.00
	779.59

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 01-FEB-2013
PayCheck Nbr : 965534 / ON Cycle / Confirmed
Net Pay : 1,674.15 (Gross : 3,357.93, Deductions : 1,107.34, Taxes : 576.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.50	2,033.46
23495	0298	160-OT 1.5%	3.00	178.82
23495	0298	230-Vacation	11.50	386.53
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,357.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	100.74	-	X	-
7021-FRS SpRisk	500.33	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,315.02			

Tax Type	Amount
TAXES	
OASDI/EE	207.88
OASDI/ER	207.88
MED/EE	48.61
Withholdng	319.95
Med/ER	48.61
Unempl ER	0.00
	832.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 15-FEB-2013
PayCheck Nbr : 971471 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 01-MAR-2013
PayCheck Nbr : 977401 / ON Cycle / Confirmed
Net Pay : 1,544.71 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	67.00	2,251.94
23495	0298	230-Vacation	5.00	168.05
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 15-MAR-2013
PayCheck Nbr : 983355 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 29-MAR-2013
PayCheck Nbr : 989334 / ON Cycle / Confirmed
Net Pay : 1,550.86 (Gross : 3,179.11, Deductions : 1,094.69, Taxes : 533.56)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,419.99
23495	0298	202-Sick-Famly	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	1,578.02			

Tax Type	Amount
TAXES	
OASDI/EE	197.11
OASDI/ER	197.11
MED/EE	46.10
Withholdng	290.35
Med/ER	46.10
Unempl ER	0.00
	776.77

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 12-APR-2013
PayCheck Nbr : 995284 / ON Cycle / Confirmed
Net Pay : 1,968.29 (Gross : 3,745.39, Deductions : 1,118.96, Taxes : 658.14)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	160-OT 1.5%	9.50	566.28
23495	0298	220-P-Day	8.00	268.89
23495	0298	230-Vacation	32.00	1,075.55
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,745.39

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	112.36	-	X	-
7021-FRS SpRisk	558.06	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,384.37			

Tax Type	Amount
TAXES	
OASDI/EE	231.91
OASDI/ER	231.91
MED/EE	54.23
Withholdng	372.00
Med/ER	54.23
Unempl ER	0.00
	944.28

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 26-APR-2013
PayCheck Nbr : 1001235 / ON Cycle / Confirmed
Net Pay : 1,544.70 (Gross : 3,179.08, Deductions : 1,101.97, Taxes : 532.41)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	76.00	2,554.43
23495	0298	202-Sick-Famly	4.00	134.44
23495	0298	518-PBADS Frsp	0.00	107.55
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.66
				3,179.08

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.68	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.38			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.22

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 10-MAY-2013
PayCheck Nbr : 1007201 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 24-MAY-2013
PayCheck Nbr : 1013157 / ON Cycle / Confirmed
Net Pay : 1,544.73 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.41)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.22

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 07-JUN-2013
PayCheck Nbr : 1019086 / ON Cycle / Confirmed
Net Pay : 1,544.71 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	64.00	2,151.10
23495	0298	202-Sick-Famly	8.00	268.89
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 21-JUN-2013
PayCheck Nbr : 1025036 / ON Cycle / Confirmed
Net Pay : 1,544.68 (Gross : 3,179.08, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	75.00	2,520.82
23495	0298	310-Comp Taken	5.00	168.05
23495	0298	518-PBADS Frsp	0.00	107.55
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.66
				3,179.08

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.68	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.38			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 05-JUL-2013
PayCheck Nbr : 1030959 / ON Cycle / Confirmed
Net Pay : 1,925.52 (Gross : 3,688.21, Deductions : 1,117.25, Taxes : 645.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	140-Reg OT	10.00	336.11
23495	0298	160-OT 1.5%	2.00	119.22
23495	0298	200-Sick	10.00	336.11
23495	0298	230-Vacation	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	121.00
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	363.00
				3,688.21

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.65	-	X	-
7021-FRS SpRisk	702.97	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,527.57			

Tax Type	Amount
TAXES	
OASDI/EE	228.36
OASDI/ER	228.36
MED/EE	53.40
Withholdng	363.68
Med/ER	53.40
Unempl ER	0.00
	927.20

EOG-01794

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 19-JUL-2013
PayCheck Nbr : 1036848 / ON Cycle / Confirmed
Net Pay : 1,544.72 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.42)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	200-Sick	10.00	336.11
23495	0298	240-Holiday	8.00	268.89
23495	0298	250-Hol Used	2.00	67.22
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	605.94	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,424.64			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.24

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 02-AUG-2013
PayCheck Nbr : 1042716 / ON Cycle / Confirmed
Net Pay : 2,344.89 **(Gross : 4,311.66, Deductions : 1,135.95, Taxes : 830.82)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	230-Vacation	10.00	336.11
23495	0298	240-Holiday	0.00	0.00
23495	0298	310-Comp Taken	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
23965	0298	160-OT 1.5%	19.00	1,132.55
				4,311.66

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	129.35	-	X	-
7021-FRS SpRisk	821.80	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,665.10			

Tax Type	Amount
TAXES	
OASDI/EE	267.02
OASDI/ER	267.02
MED/EE	62.45
Withholdng	501.35
Med/ER	62.45
Unempl ER	0.00
	1,160.29

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 16-AUG-2013
PayCheck Nbr : 1048591 / ON Cycle / Confirmed
Net Pay : 1,544.72 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.42)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	230-Vacation	10.00	336.11
23495	0298	310-Comp Taken	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	605.94	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,424.64			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.24

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 30-AUG-2013
PayCheck Nbr : 1054450 / ON Cycle / Confirmed
Net Pay : 1,818.39 (Gross : 3,536.76, Deductions : 1,105.42, Taxes : 612.95)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	230-Vacation	40.00	1,344.44
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,536.76

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
7021-FRS SpRisk	106.10	-	X	-
7021-FRS SpRisk	674.11	X	-	-
8000-PBA Dues	24.11	-	X	-
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	1,789.17			

Tax Type	Amount
TAXES	
OASDI/EE	219.28
OASDI/ER	219.28
MED/EE	51.28
Withholdng	342.39
Med/ER	51.28
Unempl ER	0.00
	883.51

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 13-SEP-2013
PayCheck Nbr : 1060351 / ON Cycle / Confirmed
Net Pay : 1,589.30 (Gross : 3,238.72, Deductions : 1,103.76, Taxes : 545.66)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	61.50	2,067.07
23495	0298	160-OT 1.5%	1.00	59.61
23495	0298	230-Vacation	10.50	352.92
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,238.72

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.16	-	X	-
7021-FRS SpRisk	617.30	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,428.41			

Tax Type	Amount
TAXES	
OASDI/EE	200.49
OASDI/ER	200.49
MED/EE	46.89
Withholdng	298.28
Med/ER	46.89
Unempl ER	0.00
	793.04

EOG-01799

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 27-SEP-2013
PayCheck Nbr : 1066296 / ON Cycle / Confirmed
Net Pay : 2,073.28 **(Gross : 3,894.41, Deductions : 1,123.43, Taxes : 697.70)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,894.41

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	116.83	-	X	-
7021-FRS SpRisk	742.27	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,582.43			

Tax Type	Amount
TAXES	
OASDI/EE	241.14
OASDI/ER	241.14
MED/EE	56.39
Withholdng	400.17
Med/ER	56.39
Unempl ER	0.00
	995.23

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 11-OCT-2013
PayCheck Nbr : 1072242 / ON Cycle / Confirmed
Net Pay : 1,676.60 (Gross : 3,357.93, Deductions : 1,109.21, Taxes : 572.12)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	160-OT 1.5%	3.00	178.82
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,357.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	100.74	-	X	-
7021-FRS SpRisk	640.02	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,456.58			

Tax Type	Amount
TAXES	
OASDI/EE	207.88
OASDI/ER	207.88
MED/EE	48.62
Withholdng	315.62
Med/ER	48.62
Unempl ER	0.00
	828.62

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 25-OCT-2013
PayCheck Nbr : 1078187 / ON Cycle / Confirmed
Net Pay : 1,589.46 (Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,742.66
23495	0298	518-PBADS Prsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,440.71			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.93
Withholdng	298.71
Med/ER	46.93
Unempl ER	0.00
	793.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 08-NOV-2013
PayCheck Nbr : 1084148 / ON Cycle / Confirmed
Net Pay : 1,589.45 **(Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.33)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,468.39
23495	0298	230-Vacation	8.00	274.27
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,431.33			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.94
Withholdng	298.71
Med/ER	46.94
Unempl ER	0.00
	793.95

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 22-NOV-2013
PayCheck Nbr : 1090141 / ON Cycle / Confirmed
Net Pay : 1,930.40 (Gross : 3,697.32, Deductions : 1,119.39, Taxes : 647.53)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,468.39
23495	0298	160-OT 1.5%	3.00	182.33
23495	0298	160-OT 1.5%	4.50	273.50
23495	0298	240-Holiday	8.00	274.27
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,697.32

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.92	-	X	-
7021-FRS SpRisk	704.71	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,541.27			

Tax Type	Amount
TAXES	
OASDI/EE	228.94
OASDI/ER	228.94
MED/EE	53.55
Withholdng	365.04
Med/ER	53.55
Unempl ER	0.00
	930.02

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 06-DEC-2013
PayCheck Nbr : 1096182 / ON Cycle / Confirmed
Net Pay : 1,589.46 (Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	48.00	1,645.59
23495	0298	200-Sick	8.00	274.27
23495	0298	230-Vacation	8.00	274.27
23495	0298	240-Holiday	16.00	548.53
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,431.33			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.93
Withholdng	298.71
Med/ER	46.93
Unempl ER	0.00
	793.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 20-DEC-2013
PayCheck Nbr : 1102118 / ON Cycle / Confirmed
Net Pay : 1,907.69 (Gross : 3,666.93, Deductions : 1,118.48, Taxes : 640.76)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,742.66
23495	0298	160-OT 1.5%	7.00	425.44
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,666.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.01	-	X	-
7021-FRS SpRisk	698.92	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,534.57			

Tax Type	Amount
TAXES	
OASDI/EE	227.05
OASDI/ER	227.05
MED/EE	53.10
Withholdng	360.61
Med/ER	53.10
Unempl ER	0.00
	920.91

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.	Tax Type	Amount
GRAND TOTALS:				87,899.02		60,904.33					

DEPUTY SHERIFF OATH OF OFFICE

I, Scot Peterson, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

[signature] 1-8-13

DEPUTY'S SIGNATURE DATE SIGNED

Scot Peterson 4308

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me on 01-08-13 (Date) by Scot Peterson (Name of Affiant) who is personally known ✓ OR produced identification _____.

Type of identification produced: _____.

[signature]

Signature of Notary Public State of Florida

MARVIN E. STONER, JR.
Commission # EE 014184
Expires August 29, 2014
Bonded Thru Troy Fain Insurance 800-365-7019

Print, Type, or Stamp Commissioned Name of Notary Public

BSO AP#46a (Revised 01/13)

EOG-01808

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2012	02/01/2013

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-01809

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson continues as the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Deputy Peterson has proven to be punctual and portrays a professional image in uniform while commanding respect with his presence. Deputy Peterson continues to handle school situations with minimal supervision and intervenes in conflicts as a mediator, often avoiding official law enforcement action. Deputy Peterson continues to be a dedicated employee as continuously demonstrated through his work performance. Deputy Peterson demonstrates superior interpersonal skills with students, teachers, parents and school administration. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson continues to do an excellent job coordinating the Broward Sheriff's Office's SSTOP program within the school and culminating it with an awards Ceremony. Deputy Peterson is safety conscious and aware of his surroundings while on campus. Deputy Peterson has also attended the 33rd Annual Florida Association of School Resource Officers Conference in Bonita Springs, FL. I have met with the School Principal Collado, who gave Deputy Peterson an exceptional recommendation. He advised me that Deputy Peterson is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school. In addition, Deputy Peterson, along with his fellow Parkland School Resource Deputies, was recognized on January 09, 2013, with a proclamation by the City of Parkland's Commission for their outstanding work.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training during summer break.

Signatures Below

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

Evaluator Signature Sgt. C. Calavetta Date 1-28-13

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

Employee Signature 1/30/13 Date

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

Reviewer Cmdr. Bryan Cowart #5487 1/29/13 Date

Division Signature Chief Marvin Stoner # 1348 1/29/13 Date

Distribution:

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

BSO AP#08 (New 02/08)

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

August 22, 2012

Florida Department of Agriculture & Consumer Services
Division of Licensing
P.O. Box 6687
Tallahassee, FL 32314-6687

To Whom It May Concern:

Please accept this letter as verification of employment for Scot Peterson. Scot Peterson has been an employee of the Broward County Sheriff's Office since July 22, 1985. Currently, Scot Peterson is assigned to Parkland as a fulltime Deputy Sheriff – D.L.E/CC.

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

Sincerely,

P. Masters

PetaGay Masters
Human Resources Specialist
Bureau of Human Resources
954-321-4767

Pride in Service with Integrity

RECEIVED
AUG 17 2012
HUMAN RESOURCES

BROWARD SHERIFF'S OFFICE
EMPLOYMENT VERIFICATION REQUEST FORM

Employee Name: Scot Petersen **CCN:** 4308

Daytime Contact Number: [redacted] **Work Location:** Pahokee

Employee Signature: [signature]

YOUR REQUEST WILL NOT BE PROCESSED WITHOUT THE FOLLOWING INFORMATION

Address Verification to:

Company and Contact Name: Fla Dept. of Agriculture and Consumer Serv

Address: PO Box 6687

City: Tallahassee **State:** FL **Zip Code:** 32314-6687

Please check one:

☐ Fax Verification to:

☑ Mail Verification to: Will Pick up!

Fax Number: ( )

Attention:

Company Name

Address

City, State, Zip Code

Include Salary Information: ☐ YES ☑ NO

INTEROFFICE YOUR REQUEST TO HUMAN RESOURCES
OR FAX TO (954) 765-4005

****PLEASE ALLOW 4-5 BUSINESS DAYS FOR PROCESSING****

BSO AP#61 (Revised 10/06)

EOG-01812

CCN 4308

FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS

Awards this certificate of completion

To

SCOTT PETERSON

As evidence of the successful completion of 24 hours of training

At the 33rd annual training conference in Bonita Springs, Florida

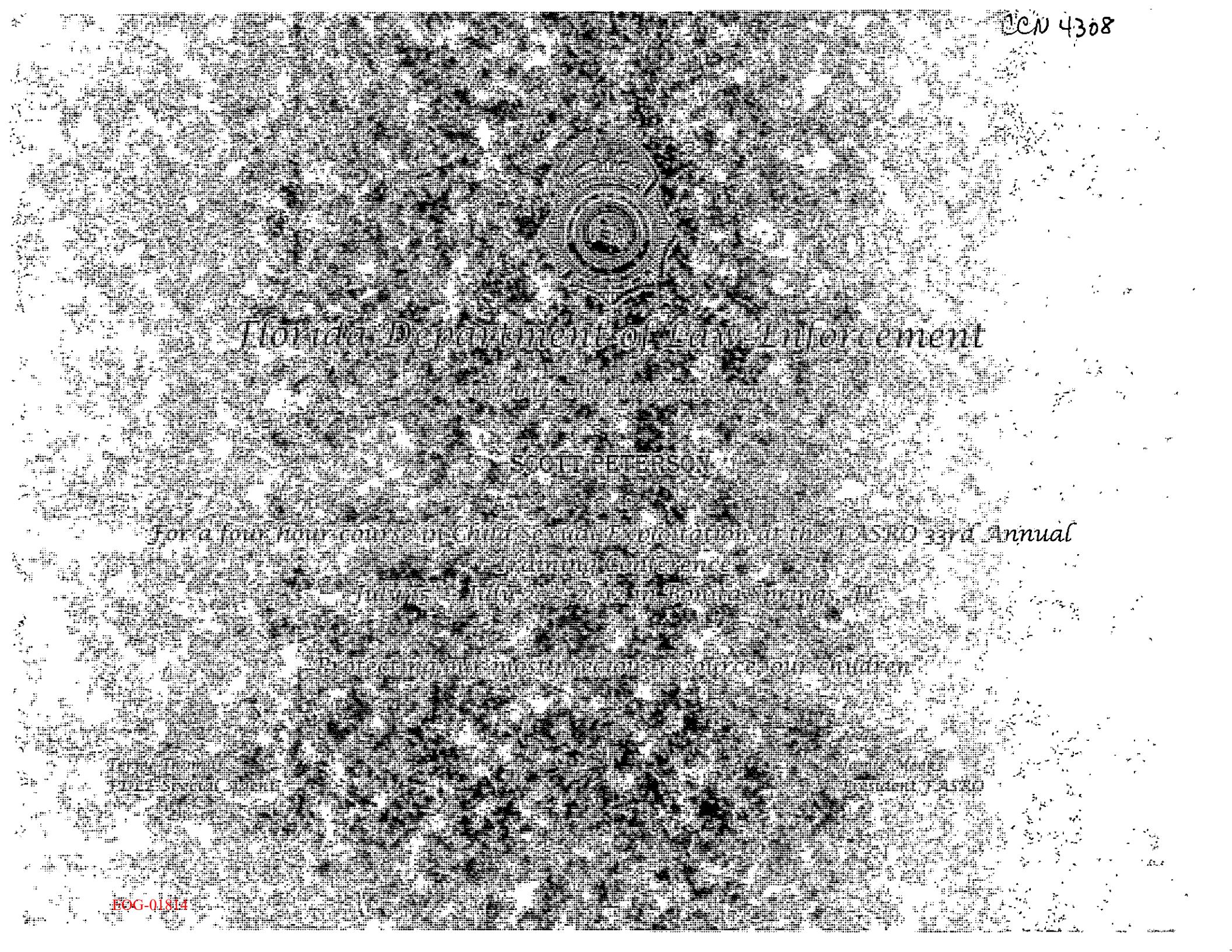
Given this 20th day of July, 2012

Jamie Meeks

President

EGG-01813

ICN 4308



EOG-01814

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
954.831.8900 **.www.sheriff.org**

Pride in Service with Integrity

RECEIVED
JUN 26 2012
HUMAN RESOURCES

June 25th, 2012

Deputy Scot Peterson
Parkland District

Dear Deputy Peterson:

I want to personally congratulate you on being selected as the May Employee of the Month for the Parkland district. This is an honor that you should be proud of. Your district has recognized you as an exemplary deputy who has made a difference in the community where you serve.

You are being commended for your role in organizing and hosting the 2012 Safe Student Traffic Operation & Prevention (SSTOP) award ceremony at Stoneman Douglas High School. The program was designed in partnership with the Broward County School Board and awards graduating seniors who have ot received any citations for traffic violations or at-fault accidents. One hundred and fifty students were presented with green and white graduating cords and a certificate for their successful completion of the program. Your commitment and dedication to the program were exemplary and have not gone unnoticed.

Your dedication to duty is in keeping with the high standards of this department. I want to thank you for all of your efforts and good work in your community, and for being a positive reflection on the men and women of the Broward Sheriff's Office.

Stay safe out there!!

Sincerely,

Lt. Colonel Louis Cavallo, Director
Patrol Services Bureau
Department of Law Enforcement

LC/afs-w

Cc: Colonel Timothy Gillette
Acting Major John Hale
District Personnel File
Human Resources

Pride in Service with Integrity

INTERNAL MEMO

Memo # 2012-016

Date: May 31, 2012

To: School Resource Deputy Scot Peterson, CCN 4308
Parkland District, Patrol Region West

From: Chief Marvin Stoner
Parkland District, Patrol Region West

Subj: EMPLOYEE OF THE MONTH AWARD - MAY 2012

On behalf of the men and women of the Parkland District, I wish to congratulate you on your selection as Employee of the Month for May 2012. This recognition is for your commitment and dedication to the students and staff at Marjory Stoneman Douglas High School.

During the month of May 2012, you successfully organized and hosted the "S.S.T.O.P" Awards Ceremony at Marjory Stoneman Douglas High School. The program awards students who have completed their senior year without receiving citations for traffic violations or "at-fault" accidents. The Safe Student Traffic Operation & Prevention (SSTOP) program was designed in partnership with the Broward County School Board for graduating students reinforcing the commitment the Broward County Sheriff's Office has in keeping students safe while driving.

Your efforts, dedication, and commitment to the program are exemplary and do not go unnoticed. This year, nearly 150 students were presented with a green & white cord to wear at graduation, along with a certificate of completion signed by Sheriff Al Lamberti.

Deputy Peterson, you are a true asset to the Broward Sheriff's Office, the staff and students at Marjory Stoneman Douglas High School, and to the Parkland citizens in which you serve. I commend you for a job well done.

cc: A/Major John Hale, Patrol Region West
Human Resources
District Personnel File
File

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2011	02/01/2012

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson is the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Dep. Peterson continues to be punctual and portrays a professional image both in uniform and with his command presence. Deputy Peterson continues to take the initiative to handle school issues with minimal supervision and mediates conflicts as an option to law enforcement action. During this rating period, Deputy Peterson engineered and re-designed the traffic flow into the school, relieving congestion on the city roadway. Dep. Peterson continues to be a dedicated employee as demonstrated through his work performance. Dep. Peterson has demonstrated superior interpersonal skills while interacting with students, teachers, parents and school administration. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson continues to do a fine job coordinating the Broward Sheriff's Office's SSTOP program within the school. Dep. Peterson is safety conscious and aware of his surroundings while on campus. Deputy Peterson attended the National Conference of Bullying and the Florida Association of School Resource Offers training in Orlando Florida. Dep. Peterson also did an outstanding job coordinating the SSTOP program and awards ceremony. I met with the School Principal Collado, who gave Dep. Peterson an outstanding recommendation. He advised me that Dep. Psterson is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training during summer break.

Signatures Below

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

9913

Evaluator Signature Sgt. C. Calavetta Date 1-30-2012

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

2-7-12

Employee Signature Date

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

Cmdr. Bryan Cowart #5487 1/31/12

Reviewer Date

Chief Marvin Stone #13487 2/01/12

Division Signature Date

Distribution:

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

BSO AP#08 (New 02/08)

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	**TITLE:**	**DIVISION:**
Scot Peterson 4308	Deputy Sheriff / Detective	DLE / Parkland
ANNIVERSARY DATE: 02/01/12		**TODAY'S DATE:** 11/01/11

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

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

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met.

N/A

9913
Signature of Supervisor CCN

Sgt. C. Calavetta

4308
Signature of Employee CCN

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

Distribution: Original - Employee 1st Copy - Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 5/10)

FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS

This certificate is presented

to

Scott Peterson

In recognition of the successful completion of hours of training

at the 2011 Annual Training Conference in Panama City, Florida

Given this 22 day of July, 2011

EXC-01820

Can: 4808

Broward Sheriff's Office Online Learning Center

CERTIFICATE OF ACHIEVEMENT

Scot Peterson

has successfully completed

EEOONL

EEO and Workplace Harassment

03/21/2011

Authorized Signature

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2010	02/01/2011

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-01822

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson is the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Dep. Peterson is always punctual and portrays a professional image both in uniform and with his command presence. He takes the initiative to handle school issues with minimal supervision and mediates conflicts as an option to law enforcement action. Dep. Peterson is an experienced and dedicated employee as demonstrated through his work performance. Dep. Peterson has demonstrated interpersonal skills while interacting with students, teachers, and parents. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson has done a fine job coordinating the Broward Sheriff's Office's SSTOP program within the school. He also suggests ways to improve paper flow within the unit. Dep. Peterson is safety conscious and aware of his surroundings while on campus. I met with the School Principal Ann Kowalski, who gave Dep. Peterson an outstanding recommendation. She advised me that he is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training. He will also attend the National Conference of Bullying in Orlando Florida.

Signatures Below

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

2/1/11

Evaluator Signature **Date**

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

2/4/11

Employee Signature **Date**

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

Cmdr. Bryan Gowart #5487 2/1/11

Reviewer **Date**

2/02/11

Division Signature **Date**

Distribution:

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

BSO AP#08 (New 02/08)

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff / SRD	DLE / Parkland
ANNIVERSARY DATE: 02/01/11		**TODAY'S DATE:** 11/01/10

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

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

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met.

N/A

9913
Signature of Supervisor CCN

Signature of Employee CCN

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

Distribution: **Original - Employee** **1st Copy - Attach to Completed Annual Evaluation** **2nd Copy - Supervisor's File**

BSO AP-8-R (Revised 5/10)

ADVANCED TRAINING CERTIFICATE AWARDED TO

Scot Peterson

FOR SUCCESSFUL COMPLETION OF THE

2011 NATIONAL CONFERENCE on BULLYING
February 14-16, 2011
Orlando, Florida

(20 Hours Advanced Training)

Curtis S. Lavarello, Executive Director

CDN. 4308

EOG-01825

Florida Association of School Resource Officers

Awards this certificate of completion

To

Scot Peterson

As evidence of the successful completion of 24 hours of training
At the 31st Annual training conference in Naples, FL.

Given this 30th day of July, 2010

Kevin Stripling
President

EOG-01826

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Pedophiles and Child Abduction
During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Al Dana
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-01827

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Interview Techniques for Interviewing Offenders
During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Al Dana
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-01828

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Child Physical Abuse and Homicide Investigations
During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Terry Thomas
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-01829

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

July 12, 2010

Deputy Scot Peterson
Parkland

Dear Deputy Peterson,

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

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

Sincerely,

Al Lamberti
Sheriff of Broward County

cc: Employee Personnel File
Attachment

Pride in Service with Integrity

Certificate of Commendation

Deputy Scot Peterson

in recognition of

25 Years of Service

to the Broward Sheriff's Office and the people of Broward County

AL LAMBERTI, SHERIFF OF BROWARD COUNTY

July 12, 2010

EOG-01831

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2009	02/01/2010

Evaluation Type: (mark one) ☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr ☑ Annual ☐ Transfer ☐ Other (specify)

RECEIVED
FEB 03 2010
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson was the School Resource Deputy (SRD) at McFatter Technical Institute and is the SRD at Marjorie Stoneman Douglas High for this rating period. Deputy Peterson's uniforms are always neat and clean. He personifies a positive image for the agency. Deputy Peterson finds resolutions to issues with minimal supervision. He demonstrates good initiative and frequently volunteers for tasks. Deputy Peterson is a very reliable employee and his work performance contributes to the goals and objectives of the unit and organization. His event reports, monthly reports, weeklies and dailies are submitted on time and rarely does his reports require supervisory oversight. Deputy Peterson interacts very well with his peers, command staff, school administrators, and he effectively communicates with the public. He has developed a great relationship with his students, faculty, and school administration which promotes a positive image for the agency. Deputy Peterson demonstrates knowledge of the agency's policies and procedures (P&P). He completes essential tasks while adhering to and supporting the agency's P&P. Deputy Peterson is safety oriented and he is always aware of his surroundings. In August 2009, Deputy Peterson and the GREAT Camp personnel were the recipients of the employee of the month (EOM) award. He has no IA investigations or traffic crashes this rating period. Deputy Peterson's work performance consistently meets the organizational requirements on a regular basis and he has successfully met the agency's overall performance expectations for this rating period. Parkland's district command concurs with this rating.

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

Deputy Peterson is expected to continue with conducting Gang, Resistance, Education, and Training (GREAT) with his students. He is encouraged to integrate Narcotics Overdose Prevention and Education (NOPE) training as a component of his drug prevention strategy. Deputy Peterson is expected to perform his overall duties in an exceptional, professional manner that reflect great credit upon himself, and the Broward Sheriff's Office.

Scot, Thanks for another great year!

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

Deputy Peterson is interested in taking courses such as, prevention of school violence, critical thinking, and advance Powerpoint for professional development and career enhancement training.

Signatures Below

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

Sgt. Rudy Nesbitt 02/03/10

Evaluator Signature: Sgt. Rudy Nesbitt #5492

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

2-11-10

Employee Signature / Date

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

2/4/10

Reviewer: Lt. Anthony DeMarco #7995 / Date

Keep up the good work!

John J Peshutt 3026 2/5/10

Division Signature / Date

Distribution:

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

BSO AP#08 (New.02/08)

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	DLE-Y.I.E.D.(SRD)
ANNIVERSARY DATE: February 1, 2010		TODAY'S DATE: 1/13/2009

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

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

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

No deficiencies noted for this rating period.

Sgt [illegible] 5492 — Signature of Supervisor — CCN

[illegible] 4308 — Signature of Employee — CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

RECEIVED
JAN 26 2009
YOUTH INTERVENTION & ENFORCEMENT DIVISION

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2008	02/01/2009

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

This is an annual appraisal of Deputy Scot Peterson's overall work performance. Deputy Peterson's uniforms are always neat and clean and he personifies a positive image for the agency. Deputy Peterson finds fitting solutions to problems with minimal supervision. He demonstrates good initiative and frequently volunteers for tasks. He demonstrates a responsible demeanor toward work and he is prompt to aid others with tasks. Deputy Peterson is a very reliable employee. His work performance contributes to the goals and objectives of the unit and organization. Deputy Peterson has a good report writing style and he is observant to details in his report endeavors. Although most of his reports are well written on occasion he may exclude some minor details that require supervisory oversight. Deputy Peterson interacts exceedingly well with peers, command staff and school administrators, and he effectively communicates with the public. Deputy Peterson has developed a loyal rapport with his students, faculty, and school administration which promotes a positive image for the Broward Sheriff's Office. Deputy Peterson demonstrates knowledge of the agency's policies and procedures (P&P). He completes essential tasks while adhering to and supporting the agency's P&P. Deputy Peterson is safety oriented and he is always aware of his environment. Deputy Peterson's work performance consistently meets the organizational requirements on a regular basis and he has successfully met the agency's overall performance expectations for this rating period.

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

Deputy Peterson is expected to perform his overall duties in an exceptional, professional manner for his upcoming rating appraisal that reflect great credit upon himself, and the Broward Sheriff's Office.

THANKS Scot!
Lt. DeMarco 7995

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

Deputy Peterson is interested in taking courses such as, prevention of school violence, critical thinking, and advance Powerpoint for professional development and career enhancement training.

Signatures Below

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

Sgt Rudy Nesbitt 5492 01/23/09

Evaluator Signature Date

Sgt. Rudy Nesbitt #5492

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

for Peterson 2/2/09

Employee Signature Date

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

Lt DeMarco 7995 1/27/09

Reviewer Lt. Anthony DeMarco #7995 Date

Scot, Your one of our best!

John J Nesbitt 3426 1/27/09

Division Signature Date

Distribution:

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

BSO AP#08 (New 02/08)

EOG-01836

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	DLE-Y.I.E.D.(SRD)
ANNIVERSARY DATE: February 1, 2009		**TODAY'S DATE:** 11/7/2008

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

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

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

N/A

Signature of Supervisor CCN Signature of Employee CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

SHERIFF'S POLICY MANUAL

Acknowledgement

My signature below acknowledges that I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with general orders and revisions.

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

SIGNATURE

Scot Peterson 4309

NAME (PRINTED) AND CCN

Scot Peterson 10-14-08

DATE

PM

10/01/2008

The Child Abuse Coordination Committee

presents this

Certificate of Completion

to

Deputy Scot Peterson

for attendance at

The Child Abuse Joint Investigative Training

Staci A. Beers

Staci A. Beers

August 12, 2008

Date

EOG-01839

Pride in Service with Integrity

RECEIVED
JAN 31 2008
HUMAN RESOURCES

RECEIVED
JAN 28 2008
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION I: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☑

Employee Name: Peterson (last) Scot (first) (middle)

CCN: 4308 Rank or Position: Deputy Sheriff

Assignment: DLE/Youth Intervention & Enforcement Division-SRD

This employee is being evaluated from the period of 2/1/2007 (Month/Day/Year) to 2/1/2008 (Month/Day/Year)

SECTION II: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☑ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

EOG-01841

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

Deputy Peterson displays a professional image, his uniforms are cleaned and pressed. He is in compliance with Policy and Procedure.

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 = **Weighted Rating:** 15

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

COMMENTS:

Deputy Peterson works cooperatively with this command staff and the staff at McFatter Technical High where he is assigned. Deputy Peterson has built strong working relations with the staff which is evident in how fluently the day to day operations are conducted.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Monthly inspections of Deputy Peterson's assigned vehicle indicates he takes care of his equipment. His vehicle is serviced and calibrated on time and his belongings are kept in an orderly fashion in the trunk. A check of Deputy Peterson's Internal Affairs file reveals he had no traffic crashes during this reporting period.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson displays a positive image and shows genuine concern when conversing with the public. Deputy Peterson takes the time to explain proper procedures to parents and school staff, he is well received and attends all PTSA monthly meetings. Deputy Peterson has fostered a strong working relationship with the school staff and Davie P.D.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson's reports are submitted in a timely manner, he makes sure his reports contain all pertinent information and makes sure the required forms such as victim/witness affidavits are attached. Deputy Peterson's reports demonstrate his experience and tenure, none of his reports were returned for corrections during this reporting period.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson's campus is unique since it's also an adult learning center, his initiatives in resolving complex situations that arise on his campus demonstrates he is actively making sure his school is safe for the students. Deputy Peterson keeps parents and students informed with updated safety information.

WEIGHT: 15 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 60

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

COMMENTS:

Deputy Peterson has excellent working knowledge of State statutes which has been demonstrated in the way he properly documents occurrences on his campus. He understands Policy and Procedure and applies them appropriately. A check of Deputy Peterson's Internal Affairs history reveals he has had no complaints.

WEIGHT: 5 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 20

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

COMMENTS:

Deputy Peterson is consistently punctual for duty and effectively follows up on assignments. Deputy Peterson is dependable and requires minimal supervisory assistance. He can be trusted to provide support to fellow deputies when needed.

WEIGHT: 15 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson makes sound decisions based on solid facts, and exhibits proper judgment in his day-to-day performance as an SRD. Deputy Peterson is emotionally stable and rely's on experience to guide his decision making process.

WEIGHT: 15 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 60

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson maintains personal safety practices and advises his supervisors when safety concerns arise. On a daily basis Deputy Peterson checks his school hallways, classrooms and perimeter for hazards. Deputy Peterson is extremely visible and actively participates in the schools security measures in order to maintain the safety of everyone.

WEIGHT: 5 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 20

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

WEIGHTED RATINGS:

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

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

SECTION III: Overall Performance Summary

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

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

Deputy Peterson posses an excellent working knowledge of State Statutes, as well as policy and procedure. He is open minded when forming opinions and requires minimal supervisory assistance. Deputy Peterson has been assigned to McFatter Technical High School's where students are juvenile and adult learners. He has been able to maintain the safety of all students and the incidents that are occur on his campus are minimal considering the type of school he is assigned to. He is well received by parents, students and school staff. Deputy Peterson posses high working ethics and shows genuine concern for the students which is clearly indicated when you speak with the principal Mr.Thomas. Deputy Peterson will be expected to continue to excel in his duties and further challenge himself by attending training classes that can better prepare him for his current position as a School Resource Deputy.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is expected to continue to increase his truancy enforcement for the upcoming evaluation period, as well as increasing his participation in career enhancement training classes.

EOG-01844

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

Deputy Peterson is encouraged to sign up for career enhancement classes that will continue to develop his career and expound on his abilities as a deputy sheriff which will allow him to experience other assignments within the agency.

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

Deputy Peterson would be suited for any law enforcement position; he would be suitable for a position as a Field Training Deputy, Detective, Gang and, Truancy Unit.

SECTION V: Signatures

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

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

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

Sgt. Carol Wafgin 5404
EVALUATOR SIGNATURE Date

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

Sgt 1-29-08
EMPLOYEE SIGNATURE Date

Keep up the good Work Jw

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

7995 1/28/08
REVIEWER SIGNATURE Date

Lt. Anthony DeMarco #7995

3V4 1/29/08
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson #4308	Deputy Sheriff	Y.I.E.D.-SRD
ANNIVERSARY DATE: February 1, 2008.		**TODAY'S DATE:** 11/29/2007

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

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

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

None.

5404 4308

Signature of Supervisor CCN Signature of Employee CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

DEPUTY SHERIFF OATH OF OFFICE

I, Scot R Peterson, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

S R P — 9-7-07

DEPUTY'S SIGNATURE — DATE SIGNED

Scot R. Peterson 4308

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me this 7 day of Sept, 2007, by Scot Peterson, who is personally known ____ OR produced identification DL.

Type of identification produced: DL.

Signature of Notary Public-State of Florida

STATE OF FLORIDA
Marinda Shivers Essix
Commission # DD528763
Expires: MAR. 14, 2010
Bonded Thru Atlantic Bonding Co., Inc.

Print, Type, or Stamp Commissioned Name of Notary Public

RECEIVED
FEB 20 2007
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Youth Intervention & Enforcement Division / School Resource Deputy Unit

This employee is being evaluated from the period of February 1, 2006 (Month/Day/Year) to February 1, 2007 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal☐** The employee is occasionally tardy and absent.	**Acceptable ☒** The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson takes pride in his appearance and always reports for duty in a clean and neatly pressed uniform. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson is cooperative and cordial with his supervisors and fellow deputies and he never hesitates to help out when needed. Deputy Peterson always helps out with special assignments within the School Resource Deputy Unit.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson takes good care of his equipment and supplies and has them readily available. Deputy Peterson performs preventative maintenance as scheduled and has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson interacts positively with the staff, faculty, and students at McFatter. He projects a positive image when dealing with the public and represents the Broward Sheriff's Office in a professional manner.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner and follows through with any investigations he may be involved in. His daily and weekly logs are clear and concise and are rarely sent back for corrections.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson takes initiative when appropriate and displays the ability to work with minimal supervision. He works independently and always volunteers to help out when our unit has a special assignment.

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

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

COMMENTS:

Deputy Peterson reviews and stays informed of Broward Sheriff's Office policy and procedure issues. He has a good working knowledge of policy and procedure matters as they relate to school board procedures. A check of Deputy Peterson's Internal Affairs file revealed no sustained complaints during this rating period.

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

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

COMMENTS:

Deputy Peterson is a reliable employee who is very dependable. As one of the senior deputies of the School Resource Deputy Unit, Deputy Peterson can be relied upon to be a positive role model to junior Resource Deputies. He always performs professionally [redacted]

WEIGHT: 15 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 75

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson exercises sound judgment and always informs his supervisors of any incidents on his campus. He is valued by staff and faculty at McFatter for his ability to make good decisions and perform calmly under pressure within the school environment.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues within the school setting. He maintains good safety practices around his campus and is constantly on guard for any situations that could jeopardize the safety of students or staff at McFatter.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	75		

Add ALL Weighted Ratings: 425 – 100 (Total Weights) = FINAL RATING: 4.25

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward Sheriff's Office, to the staff and students at McFatter Technical Center, and to the citizens of Broward County. Deputy Peterson has been a Deputy Sheriff for the past twenty-one (21) years, and has been a School Resource Deputy for the last fifteen (15) years. Deputy Peterson is always willing to volunteer for an assignment when asked and never complains when asked to complete the assignment on short notice. He is always respectful to supervisors and command staff that he comes in contact with.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned to McFatter Technical School as a School Resource Deputy. A few of his goals this year are as follows:
Deputy Peterson plans on increasing the number of classroom presentations in reference to weapons and drugs in school.
Deputy Peterson is also planning on increasing his truancy enforcement and education presentations.

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

Deputy Peterson will be sent to any SRD related schools, classes or seminars that will enable him to perform independently within his position. Deputy Peterson is very happy working in the SRD Unit, to the point that he is not interested in achieving supervisory status.

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

Deputy Peterson would be suitable for a position in the Training Division, Criminal Investigations, or Road Patrol

SECTION V Signatures

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

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

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

Sergeant Michael V. Natiello February 16 2007
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson February 23, 2007
EMPLOYEE SIGNATURE Date

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

Lieutenant Anthony Demarco February 20 2007
REVIEWER SIGNATURE Date

Scot, Keep up the good work!

Captain John Nesteruk February 2007
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

EOG-01853

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Dep. Scot Peterson #4308	Deputy Sheriff/School Resource Deputy	YIED/SRD
ANNIVERSARY DATE: February 1, 2006		**TODAY'S DATE:** November 1, 2006

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

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

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

N/A

6555 4308

Signature of Supervisor CCN Signature of Employee CCN

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

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

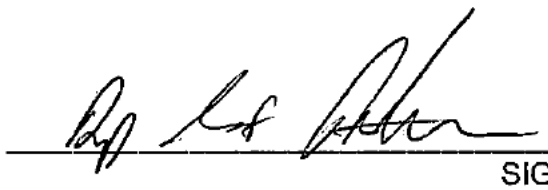
BSO AP-8-R (Revised 8/00)

SHERIFF'S POLICY MANUAL

RECEIPT

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

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



SIGNATURE

Scot R. Peterson 4308

NAME (PRINTED) AND CCN

2-10-06

DATE

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

RECEIVED
FEB 17 2006
MAJOR M. GOLDSTEIN

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2005 (Month/Day/Year) to February 01, 2006 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

WEIGHT: 15 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 75

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	25		
Public Contact	40	Dependability	75		

Add ALL Weighted Ratings: 440 – 100 (Total Weights) = FINAL RATING: 4.40

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for fourteen (14) years and with the Broward Sheriffs Office for twenty (20) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a School Resource Deputy and teaching to the point that he is not interested in achieving supervisor status.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on having a proactive approach in truancy prevention on a daily basis.
<Deputy Peterson plans on presenting internet safety classes to the entire Freshman class.
<Deputy Peterson plans on paticipating with School Administration in developing a school safety plan. This includes the participation in the S.A.F.E. team which was created in developing the school safety plan.

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

Will refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division, Criminal Investigations and Road Patrol.

SECTION V Signatures

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

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

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

Sgt Robert Benanchietti

Sergeant Robert Benanchietti February 2, 2006
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson February 14, 2006
EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk February 2006
REVIEWER SIGNATURE Date

Chief Richard Scheff February 14 2006
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	Countywide Operations/School Resource Deputy
ANNIVERSARY DATE: February 1, 2006		**TODAY'S DATE:** November 01, 2005

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

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

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

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

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

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

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

SHERIFF'S POLICY MANUAL

RECEIPT

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

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

SIGNATURE

Scot Peterson 4308

NAME (PRINTED) AND CCN

10-06-05

DATE

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

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

July 25, 2005

Deputy Scot R. Peterson
School Resources Office

Dear Deputy Peterson,

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

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

Sincerely,

Ken Jenne
Sheriff

KJ/mb

cc: Employee Personnel File
Attachment

State of Florida

Department of Law Enforcement

Criminal Justice Information Services

Awards this certificate to

FDLE

SCOT PETERSON

As evidence of the successful completion of

FCIC Certification

Given this the **21** *day of* **June** **2005**

This certificate expires two years from the date of issuance.

Commissioner,
Florida Department of Law Enforcement

TOTAL HOURS 4

EOG-01865

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2004 (Month/Day/Year) to February 01, 2005 (Month/Day/Year)

EOG-01866

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

EOG-01867

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	25		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 425 – 100 (Total Weights) = FINAL RATING: 4.25

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for fourteen (14) years and with the Broward Sheriffs Office for twenty (20) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake by an additional 5% this coming year.
<Deputy Peterson plans on implementing a presentation to all feshmen classes regarding prevention of school violence.
<Deputy Peterson plans on paticipating with School Administration in developing a school safety plan. This includes the participation in the S.A.F.E. team which was created in developing the school safety plan.

EOG-01870

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

Deputy Peterson has taken four (4) career development courses this past year. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division and Road Patrol.

SECTION V Signatures

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

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

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

Sgt Robert Benanchietti

Sergeant Robert Benanchietti January 3 2005

EVALUATOR SIGNATURE Date

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

Deputy Scott Peterson January 12 2005

EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk January 4 2005

REVIEWER SIGNATURE Date

RScheff

Chief Richard Scheff January 4 2005

DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

EOG-01871

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	Countywide Operations/School Resource Deputy
ANNIVERSARY DATE: February 1, 2005		**TODAY'S DATE:** November 01, 2004

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

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

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

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

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

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

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

INTERNAL MEMO

Date: September 21, 2004

To: Personnel Assisting District 13/LBTS
Hurricane Frances

From: Chief Scott Gooding

Subj: Letter of Appreciation

I would like to take this opportunity to personally commend you for the assistance you provided before, during and after Hurricane Frances. Your commitment helped to ensure the safety of the residents of Broward County and our community.

Your service, cooperation and dedication reflect well on you personally and on the Broward Sheriff's Office.

SAG/dmr

[redacted]

[redacted]

[Deputy Scot Peterson]

[redacted]

Multijurisdictional Counterdrug Task Force Training

This is to certify that

Scott Peterson

Has satisfactorily completed the following 8 hour MCTFT training course held at

FT LAUDERDALE, FL

Rave And Club Drug Investigations

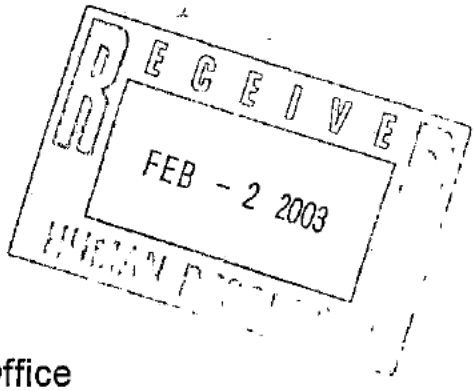
Training held 1/23/2004

President
St. Petersburg College

James C Brock Jr
MCTFT Director

A partnership between The Florida National Guard and St. Petersburg College

EOG-01874



Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2003 (Month/Day/Year) to February 01, 2004 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. He rarely calls in sick.

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 420 – 100 (Total Weights) = FINAL RATING: 4.20

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for thirteen (13) years and with the Broward Sheriffs Office for nineteen (19) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake an additional 5% this coming year.
<Deputy Peterson plans to increase his classroom presentations 20% for this school year.
<Deputy Peterson plans to review and update the critical incident plan for McFatter during the 2004 school year.
<Increase his bike patrolling time on campus to four (4) hours a week..

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

Deputy Peterson has taken over 20 career development courses in the past. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division

SECTION V Signatures

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

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

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

Sgt R. Benanchietti

Sergeant Robert Benanchietti January 23 2004
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson January 28, 2004
EMPLOYEE SIGNATURE Date

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

#3426

Lieutenant John Nesteruk January 27 2004
REVIEWER SIGNATURE Date

R Scheff

Chief Richard Scheff January 27 2004
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 1, 2004		**TODAY'S DATE:** November 01, 2003

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

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

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

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

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

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

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

EOG-01881

National Association of
Drug Diversion Investigators

NADDI

Training Certificate
Awarded To

Scot R. Peterson

For Participation In The
2003 Florida Drug Diversion Investigators
Training Seminar
March 26, 2003

Charles F. Cichon
President

ECG-01882

RECE
FEB 17 2003
COUNTYWIDE OPERATIONS

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Officer Unit

This employee is being evaluated from the period of February 01, 2002 (Month/Day/Year) to February 01, 2003 (Month/Day/Year)

EOG-01883

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Officer Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 410 – 100 (Total Weights) = FINAL RATING: 4.10

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRO for Eleven (11) years and with the Broward Sheriffs Office for eighteen (18) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching. In his own words: "He has the best of both worlds!"

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource officer at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake an additional 10% this coming year.
<Develop new lesson plans from the new Criminal Justice videos received.
<Reseach the posibility of a weight lifting program for his "Cops and Jocks" sports program.
<Increase his bike patrolling time on campus.

EOG-01887

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

Deputy Peterson has taken over 20 career development courses in the past. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRO program and the work he is doing in it, to the point that he is not interested in achieving spervisory status.

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

Training Division

SECTION V Signatures

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

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

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

Sergeant Robert Benanchictti February 17 2003
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson February 18, 2003
EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk February 18 2003
REVIEWER SIGNATURE Date

Chief Richard Scheff February 18, 2003
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 1, 2003		**TODAY'S DATE:** November 01, 2002

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

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

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

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

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

Distribution: Original to Employee — 1st Copy -Attach to Completed Annual Evaluation — 2nd Copy - Supervisor's File

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

RECEIPT

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

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

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

SIGNATURE

Scot Peterson (4308)
NAME (PRINTED) AND CCN

7/31/02
DATE

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

EOG-01890

RECEIVED
FEB - 8 2002
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

ENTERED

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

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

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN: 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Officer Unit

This employee is being evaluated from the period of 2/1/01 (Month/Day/Year) to 2/1/02 (Month/Day/Year)

EOG-01891

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal☐** The employee is occasionally tardy and absent.	**Acceptable ☒** The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

EOG-01892

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Officer Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]..

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintaines safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

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

Add ALL Weighted Ratings: 400 - 100 (Total Weights) = FINAL RATING: 4.00

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRO for Eleven (11) years . Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. He also developed the McFatter school safety plan and gave the faculty a powerpoint presentation of his plan.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson developed and implemented an after school program "Cops and Jocks". He will attempt to increase the number of participants throughout the year.
Deputy Peterson is going to create a new curriclum for his " Domestic Violence" course that he presents to "Core" nursing students at McFatter.
Deputy Peterson has developed a criminal justice video library for his high school class. His principal has given him funding for this project and he currently has 14 instructional videos. Will attempt to get more throughout the year.

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

Deputy Peterson will be sent to the next GREAT re-certification class. Will also refer the employee to other developmental training as the need arises. Deputy Peterson loves the SRO program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division.

SECTION V Signatures

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

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

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

Robert J. Benanchietti

Sergeant Robert J. Benanchietti JAN. 30 , 2002

EVALUATOR SIGNATURE Date

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

Scot R. Peterson

Deputy Scot R. Peterson FEB. 7 2002

EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk FEB. 2002

REVIEWER SIGNATURE Date

Richard Scheff

Chief Richard Scheff FEB. 4 2002

DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 01, 2002		**TODAY'S DATE:** November 01, 2001

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

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

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

N/A

SGT. R. Benanchietti 2673 — Signature of Supervisor CCN

11-09-01 4308 — Signature of Employee CCN

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

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

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

EOG-01897

SHERIFF'S OFFICE
BROWARD COUNTY, FLORIDA

PETERSON, S. 4308

EOG-01898

BROWARD COUNTY SHERIFF'S OFFICE

Name: SCOT PETERSON

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-20-85

Job Title: DEP SHERIFF

Marital Status: ☐ S ☒ M ☐ D ☐ W

PHOTO

91 JAN 17 PM 3:42

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

Telephone Number: [redacted]

Relationship: SPOUSE

EOG-01899

(Please Complete Reverse Side)

BSO AP #27

BROWARD COUNTY SHERIFF'S OFFICE

Name: Scot R. Peterson

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-20-85

Job Title: Deputy Sheriff, D.L.E.

Marital Status: ☐ S ☒ M ☐ D ☐ W

PHOTO

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

Telephone Number: [redacted]

Relationship: Spouse

EOC-01900

(Please Complete Reverse Side)

BSO AP #27

BROWARD COUNTY SHERIFF'S OFFICE

Name: SCOT PETERSON

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-21-85

Job Title: DEP. SHERIFF

Marital Status: ☐ S ☑ M ☐ D ☐ W

PHOTO

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address:

Telephone Number:

Relationship: SPOUSE

EOG-01901

(Please Complete Reverse Side)

BSO AP #27

RECEIVED
MAY 04 2001
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: PETERSON (last) SCOT (first) (middle)

CCN-. 4308 Rank or Position: DEPUTY SHERIFF

Assignment: COUNTYWIDE OPERATIONS/SCHOOL RESOURCE OFFICER UNIT

This employee is being evaluated from the period of 2/1/00 (Month/Day/Year) to 2/1/01 (Month/Day/Year)

MB

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Presents professional and public image through appearance and conduct.

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

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

COMMENTS:

Builds strong sense of teamwork and purpose. Keeps coworkers and supervisors infromed of activities and issues at his schools. Assists supervisors with administrtive tasks and assignments and works closely with coworkers and School Board employees on issues and events involving his school and the SRO program.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Maintains equipment is good working order and in a organized manner so that it is readily accessible. Completes preventive maintenance as required and scheduled..

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

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

COMMENTS:

Presents high, positive and professional image when interacting and communicating with public and professional community. Has an excellent rapport with students, faculty and staff at his school, where he is in constant contact with large groups of students, teachers, parents, and others from the community.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Understands policy and procedures pertaining to report writing, investigations, and notifications. Completes reports accurately and thoroughly, with minimal errors, in a timely manner..

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

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

COMMENTS:

A self starter. Works well with minimal supervision. Recognizes the need to change or initiate a new course of action to meet departmental or program needs and/or to provide the best service to his school and to the surrounding community. His ideas or initiatives meet departmental approval and are easily adaptable to the program. Volunteered to work as FTO during the merger with Oakland Park, received a letter of commendation his performance.

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

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

COMMENTS:

Demonstrates required knowledge of all depatmental policies and procedures, state statues, and other pertinent procedures and laws. Effectively enforces policies, rules, and regulations.

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

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

COMMENTS:

Knowlegeable of department and program goals and objectives. Can be dependent upon to accomplish the goals and objectives with best possible results. Works independantly with minimal supervision. Quick to respond to unforeseenable situations, resolving them efficiently and effectively.

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Exercises sound judgment on behalf of others. Performs idependantly and effectively under duress or other stressful situations. Valued as a exceptional resource by staff and faculty at school for his ability to perform calmly under pressure and defusing potentially volatile situation such as disruptive students, irate parents, etc.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Sets high standards for performance in a safe, productive manner. Works very closely with staff and faculty at his schools to provide a safe environment coducive to learning. Reviews critical response plan on a regular basis and participates in the improvement process.

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

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

WEIGHTED RATINGS:

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

Add ALL Weighted Ratings: 400 – 100 (Total Weights) = FINAL RATING: 4.00

SECTION III Overall Performance Summary

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

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

Employee is assest to the department and SRO program. He is very dependable and trusthworthy. He works exceptionally well with minimal supervision under pressure and with time retraints. He is well like and respected by his peers and School Board employees, who value his extensive knowledge and experience of the program.

No particular areas of weakness can be described. I recommend that employee take any/all educational opportunities to stay well informed on new policies, procedures and law that will enable him to continue to perform at the present level.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Employee is encouraged to pursue advancement to sergeant's level by taking advantage of available courses and department workshops designed to increase individual's knowledge of supervisory, management, and leadership skills. He is also expected to continue his proficiency in the SRO program and issues by participating in related educational programs. Employee will be evaluated on his progress at the end of the school year in June and again at the end of the year in December.

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

In-house career development/improvement courses and othe seminars designed to increase his knowledgeof supervisory skills.

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

Criminal investigations, Courthouse Deputy, Airport Deputy, and Road Patrol.

SECTION V Signatures

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

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

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

4/27/01
EVALUATOR SIGNATURE Date

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

EMPLOYEE SIGNATURE Date

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

4/27/01
REVIEWER SIGNATURE Date

Capt. Ritchelff 4/27/01
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

CRIMINAL JUSTICE INSTITUTE

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Scot Ralph Peterson

has successfully completed

School Based Violence, Prevention, Planning & Response
October 12 - 13, 2000
16 Hours

RECEIVED
NOV - 9 2000
HUMAN RESOURCES

CRIMINAL JUSTICE INSTITUTE
BROWARD COUNTY FLORIDA

Given this 13th **day of** October, 2000

Director

EOG-01908

KEN JENNE
BROWARD SHERIFF'S OFFICE
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

RECEIVED
AUG 0 1 2000
HUMAN RESOURCES

DATE: AUGUST 2, 2000

MEMO TO: COLONEL THOMAS CARNEY - EXECUTIVE DIRECTOR
DEPARTMENT OF LAW ENFORCEMENT

FROM: CAPTAIN JOHN FELTGEN
DEPARTMENT OF LAW ENFORCEMENT

SUBJECT: LETTER OF COMMENTDATION
BSO TRANSITION TEAM

COMMENDATION RECIPIENTS:

[redacted]
Deputy Scott Petersen

Training Division
District XI
Criminal Investigations
District VIII
BIRM
Communications
District V
District IX
District IX
District I / FTO
District IX / FTO
District VII / FTO
District V
Countywide Services

On June 21, 2000, the Oakland Park City Commission approved an ordinance authorizing the Broward Sheriff's Office to enter into a contractual agreement to provide for all law enforcement operations within the City of Oakland Park. The proposed date for implementation of this contract was scheduled for October 1, 2000.

In order to meet all contractual obligations and allow for an efficient transition of the two organizations, the Broward Sheriff's Office formed a formal transition team. This team, headed by a BSO captain, was comprised of eight members from the Department of Law

Enforcement, four Field Training Officers, and one representative from BIRM (Bureau of Information Resource Management). The primary mission of the transition team was to identify and coordinate all existing issues and departments associated with the Oakland Park Police Department. This included personnel, operations, equipment, and all applicable policies and procedures. Each component was to then be directly coordinated and accounted for by the BSO equivalent or governing division.

To accomplish this mission, given a five-week time schedule for completion, the BSO transition team ultimately served as a facilitator. Responsible supervisory personnel from each of the category components were identified. The team then coordinated all operational issues associated with each component to allow for an effective and efficient merger. A total of thirty-three individual components were identified.

Each member of the transition team is commended for his or her exceptional performance and attention to detail. The assertiveness and professionalism displayed by each member has emulated the high standards we have come to expect from all members of the Broward Sheriff's Office. The success of this transition is directly attributed to the combined performance and thoroughness of this team

cc:	Director Rahinsky	Inspector General
	Major Frey	Region II
	Major Gillette	Region I
	Major Wright	District XI
	Captain Fantigrassi	Criminal Investigations
	Chief Scheff	District I
	Chief Canfield	District V
	Chief Berry	District VIII
	Chief Lightborne	District IX
	[redacted]	Training Division
		District XI
		Criminal Investigations
		District VIII
		BIRM
		Communications
		District V
		District IX
		District IX
		District I / FTO
		District IX / FTO
		District VII / FTO
		District V
	Deputy Scot Petersen	Countywide Services

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 8, 2000

Mr. Scot Peterson
[redacted]

Dear Mr. Peterson:

You know how much I appreciate your assistance with the Oakland Park transition. Merging the Oakland Park Police Department and the Broward Sheriff's Office was a memorable event for all of us. This new cooperative effort signifies thinking beyond city boundaries – making a commitment to protect and serve all of the people of Broward County.

Your dedication, hard work and professionalism made the transition a true success.

I am proud of your accomplishment and I look forward to your continued success in the Broward Sheriff's Office.

Sincerely,

Ken Jenne
Sheriff

KJ/kfhw

Cc: Colonel Thomas Carney, Undersheriff
Human Resources/Personnel File [redacted]

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 17, 2000

Deputy Scot Peterson
School Resource

Dear Deputy Peterson,

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

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

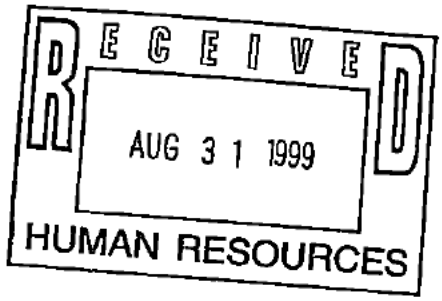
Sincerely,

Ken Jenne
Sheriff

KJ/mt
cc: Employee Personnel File

attachment

Policy & Procedures



RECEIPT

This shall acknowledge my receipt of the 1999 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

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

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

SIGNATURE

Scott Peterson 4308
NAME (PRINTED) AND CCN

8/24/99
DATE

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

EOG 01913

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

RECEIVED
JUL 06 1999
PERSONNEL DIVISION

June 25, 1999

Dear Deputy Scot Peterson:

As the Broward County Law Enforcement Coordinator for the 1999 Florida Law Enforcement Torch Run for Special Olympics, I would like to take this opportunity to commend you for your support and participation in this year's Torch Run which took place on April 22, 1999.

Thanks to your volunteered efforts and those of over 300 other law enforcement officers in Broward County, we were able to raise approximately $30,000 for Special Olympics. These proceeds will be used to help citizens with developmental disabilities in our community reach their highest potential through Special Olympics.

Please accept my sincerest thanks and appreciation for your support and commitment to this truly worthwhile cause. Your efforts are certain to make a difference in the lives of our Special Olympians!

Sincerely,

Major Timothy J. Gillette

Major Timothy J. Gillette, Commander
Training and Organizational Development Division

TJG/dg

cc: Lt. John Nesteruk, Countywide Operations
Personnel

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

RECEIVED
JUL 17 1998
PERSONNEL DIVISION

SCOT R PETERSON

ADVANCED TRAINING CERTIFICATE
SEX CRIMES INVESTIGATIONS
40 HOURS

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

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

February 13, 1998

4309

[redacted]

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

03-1998-033-1

EOG-01915

already at Unit F60

Office of the
Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

DEPUTY SHERIFF'S OATH OF OFFICE
STATE OF FLORIDA

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the constitution of the State; and that I will well and faithfully perform the duties of Deputy Sheriff of Broward County, on which I am about to enter. So help me God.

Scot Peterson — DEPUTY'S SIGNATURE

1-20-98 — DATE SIGNED

Scot Peterson 4308 — DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 1-20-98 (date)
by Scot Peterson (name of affiant), who is personally known to me or has produced D/L as identification.

SEAL

George Charles Bartberger
MY COMMISSION # CC663745 EXPIRES
August 9, 2001
BONDED THRU TROY FAIN INSURANCE, INC.

George Charles Bartberger
NOTARY PUBLIC, State of Florida

Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

LOYALTY OATH

I, SCOT R. PETERSON, a citizen of the State of Florida and of the United States of America, and being employed by or an officer of the Sheriff's Office of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

DEPUTY SIGNATURE

1-20-98
DATE SIGNED

SCOT PETERSON 4308
PRINT NAME, CCN#

STATE OF FLORIDA)
SS.
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 1-20-98 (date)
by Scot Peterson, who is personally known to me or has
produced George Charles Bartberger as identification.

MY COMMISSION # CC663745 EXPIRES
August 9, 2001
BONDED THRU TROY FAIN INSURANCE, INC.

George Charles Bartberger
NOTARY PUBLIC, State of Florida

GEORGE CHARLES BARTBERGER
(Print, Type, or Stamp Commissioned Name of Notary Public)

E[illegible]DWARD SHERIFF'S [illegible]FICE
INFORMATION VERIFICATION FORM

LOCATION: _____

EMP. NAME: SCOT PETERSON

CCN: 4308

SSN: _____

ADDRESS 1: _____

ADDRESS 2: _____

CITY/ZIP _____

TELEPHONE NO.: _____

BEEPER NO.: _____

BLOOD TYPE: A

EMERGENCY CONTACT: _____

RELATIONSHIP: _____

EMERGENCY PHONE #: _____

DRIVER'S LICENSE #: [redacted]

SIGNATURE: _____ DATE: _____

Name: SCOT PETERSON CCN: 4608

Address [redacted]

[redacted]

Unit: 9738 Call # W978

Desk #

Home #: [redacted] Pager #: [redacted]

School #: [redacted] Mobile #:

DOB [redacted] S.S.#: [redacted]

Employment Date: 07-21-85 Job Title: Dep. Sheriff

Marital Status: Single _ Married _ Divorced ✓ Widowed _

IN CASE OF EMERGENCY NOTIFY:

Name: [redacted]

Address: [redacted]

[redacted]

Telephone #: [redacted] Relationship: Spouse

Personal Physician:

Address:

Hospital Preference, If Any:

Address:

Blood Type: A- Allergies: None

Medical Problems: None

Medication, If Any:

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: 4/9/96

SUBJECT: Wage Verification

Employee Name Peterson, Scot

CCN 4308

Social Sec. # [redacted]

Current Base Pay $ 20.4590 Hourly

Earnings:

19 96	19 95	19 94
16,037.04	58,019.80	51,379.60

Agency Requesting Information

Answer. Mortgage Corp.

Title D/S

DOH 7-22-85

Last Increase 11-11-95

FannieMae

Request for Verification of Employment

Present Employment
Complete Part II

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in the form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. seq., or 7 USC,1921 et. seq. (if USDA/FmHa).

Instructions: Lender - Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer - Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.:
The form is to be transmitted directly to the lender and is not be transmitted through the applicant or any other party.

Part I - Request — **MORTGAGE PENDING - PLEASE RUSH RETURN**

1. To (name and address of employer)
BROWARD SHERIFFS OFFICE
2601 W. BROWARD BLVD
FT. LAUDERDALE, FL 33312

2. From (name and address of lender) 0
Inserv Mortgage Corporation
2310 E. Oakland Park Blvd., Suite 200
Ft. Lauderdale, Florida 33306

Certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
	Processor	APR 8 96	

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
SCOT R. PETERSON SS#: [redacted] [redacted]	See Attached Release of Information

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
07-22-85	Deputy Sheriff	cannot verify

12A. Current Gross Base Pay (Enter Amount and Check Period)
20.4590 — ☐ Annual ☐ Monthly ☐ Weekly ☒ Hourly ☐ Other (Specify)

12B. Gross Earnings

Type	Year To Date	Past Year 19 95	Past Year 19 94
Base Pay	16,037.04	58,019.80	51,379.60
Overtime	included	in	base
Commissions	n/a	n/a	n/a
Bonus	n/a	n/a	n/a
Total	16,037.04	58,019.80	51,379.60

13. For Military Personnel Only
Pay Grade

Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If overtime or Bonus is Applicable, is its Continuance Likely?
cannot verify
Overtime ☐ Yes ☐ No
Bonus ☐ Yes ☐ No

15. If paid hourly - average hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of applicant's last pay increase: 11-11-95

19. Amount of last pay increase: aprx. 2%

20. Remarks (If employee was off work for any length of time, please indicate time period and reason)
cannot verify

Part III - Verification of Previous Employment

21. Date Hired
22. Date Terminated
23. Salary/Wage at Termination Per (Year) (Month) (Week)
Base _____ Overtime _____ Commissions _____ Bonus _____
24. Reason for Leaving
25. Position Held

Part IV - Authorized Signature - Federal Statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
[signature]	Accounting Specialist	04-09-96
29. Print or type name signed in item 26	30. Phone No.	
Elaine Smith	321-4400	

NO WHITE OUT
INITIAL ALL CORRECTIONS

EOG-01921

Inserv Mortgage Corporation
2810 East Oakland Park Blvd, Ste 200
Ft. Lauderdale, FL 33306

Phone: 305-396-5800
Fax: 305-396-5815 ←

Date: 4/9 ***Number of pages including this*** 4

To: Dottie ***From:*** ***Dottie***

Re: verification of employment

Loan Number:

★ Important ★ please hard copy the form before you complete it

please fax to the above # or mail original to above address

Thanks ☺

INSERV MORTGAGE CORPORATION

Integrity and Service Is Our Trademark

2810 E. Oakland Park Blvd.
Suite 200
Ft. Lauderdale, Florida 33306
Office: (305) 396-5800
Fax: (305) 396-5815

INFORMATION DISCLOSURE

TO WHOM IT MAY CONCERN:

I/WE AUTHORIZE YOU TO RELEASE FOR VERIFICATION PURPOSES, INFORMATION CONCERNING:

_____ EMPLOYMENT HISTORY, DATES, TITLE, INCOME, HOURS WORKED, ETC.

_____ BANKING AND SAVINGS ACCOUNTS OF RECORD.

_____ MORTGAGE LOAN RATINGS, (OPENING DATE, HIGH CREDIT, PAYMENT AMOUNT, LOAN BALANCE AND PAYMENT HISTORY).

_____ REVOLVING ACCOUNTS INFORMATION OR INSTALLMENT LOAN INFORMATION (OPENING DATE, HIGH CREDIT, PAYMENT AMOUNT, LOAN BALANCE AND PAYMENT RECORD).

_____ ANY INFORMATION DEEMED NECESSARY IN CONNECTION WITH A CONSUMER REPORT FOR A REAL ESTATE TRANSACTION.

THIS INFORMATION IS FOR THE CONFIDENTIAL USE OF THIS LENDER IN COMPILING MORTGAGE LOAN CREDIT REPORT.

A PHOTOGRAPHIC OR CARBON COPY OF THIS AUTHORIZATION, BEING A PHOTOGRAPHIC OR COPY OF THE SIGNATURE(S) OF THE UNDERSIGNED, MAY BE DEEMED TO BE THE EQUIVALENT OF THE ORIGINAL AND MAY BE USED AS A DUPLICATE ORIGINAL.

YOUR PROMPT REPLY WILL HELP MY REAL ESTATE TRANSACTION.

SIGNATURE _____ SOCIAL SECURITY NUMBER _____

[redacted] _____ [redacted] _____

SIGNATURE SOCIAL SECURITY NUMBER

Office of the
Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

RECEIVED
JAN 23 1996
PERSONNEL

January 18, 1996

Deputy Scott Peterson
Regional Operations/Operations Bureau

Re: Letter of Commendation

Dear Deputy Peterson:

On January 10, 1996, the Broward Sheriff's Office provided assistance to the City of Fort Lauderdale in response to the tragic death of Fort Lauderdale Police Officer Bryant Peney. Law enforcement personnel employed with the City of Fort Lauderdale had personal desires to attend the funeral services of their friend and comrade. However, there still existed a need for patrol services for the citizens within the City's jurisdiction.

To facilitate the needs of the citizens, you were detached for patrol services with the City of Fort Lauderdale. On behalf of the Broward Sheriff's Office, the Fort Lauderdale Police Department, and the family of Officer Peney, I wish to take this opportunity to commend you for the professionalism and dedication to service you displayed during your tour of duty on January 10, 1996. Through application of your experience and ability to quickly adapt to unfamiliar surroundings, the entire operation in relation to the deployment of Broward Sheriff's Office personnel within the City of Fort Lauderdale, was a complete success.

Please accept this letter as an official commendation to you in recognition of a job well done.

Sincerely,

Thomas J. Brennan

Major Thomas J. Brennan
Operations Bureau/Region II

TJB:vck

cc: Colonel Norman Botsford
Captain James Farley
Major Tom Carney
Human Resources

RECEIVED
DEC 0 8 1995
PERSONNEL

BROWARD SHERIFF'S OFFICE
HONORABLE SERVICE NOMINATION FORM

Date: 12-01-95 Nominee: Scot Peterson CCN: 4308

Classification: Deputy Sheriff ISRO

Assignment: SRO - Regional Operations

Honorable Service For:
5 yrs___ 10 yrs✓
15 yrs___ 20 yrs___
25 yrs___ Other/Specify_____

Submitted By: SGT John Nesteruk CCN: 3426 Dist/Unit: SRO

Supervisor: [signature] Lt/Manager: [signature] 12-07-95 Cmdr: James Farley

FORWARD TO HUMAN RESOURCES

Human Resources Verification:
Employee has continuous service beginning 7/22/85; and a break in service from_____ to N/A, if applicable.

Employee has acceptable evaluation scores: Yes X No___
If "No," give dates of substandard evaluations: _____ _____ _____

Verified By: Elaine Smith [signature] CCN: 7432 Date: 12/11/95

FORWARD TO PROFESSIONAL COMPLIANCE

Professional Compliance Verification:
Disciplinary Record: Yes___ No___ Initial:_____ CCN:_____
Record Attached: Yes___ No___ Initial:_____ CCN:_____

Verified By:_____ CCN:_____ Date:_____

FORWARD TO AWARDS COMMITTEE CHAIRPERSON

Final Disposition - Honorable Service:
No Award:___ 5 yrs:___ 10 yrs:___ 15 yrs:___ 20 yrs:___ Other:_____

Date range for award from _____ to _____.

Date:_____ Awards Chairperson: _____

cc: PERSONNEL ___ NOMINEE SUBMITTER ___
NOMINEE ___ FILE ___

EOG-01835

RECEIPT

This shall acknowledge my receipt of the 1995 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for posting any revisions and/or updates to the manual and for the deletion of any obsolete material therein.

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

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

D. Scot Peterson

Signature

SCOT PETERSON 4308

Name (Printed) and CCN

10-11-95

Date

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

RON COCHRAN

SHERIFF
BROWARD COUNTY

DATE: July 19, 1995

MEMO TO: Deputy Scot Peterson, School Resources Officer
Community Services

FROM: Sheriff Ron Cochran

SUBJECT: Uniformed Longevity Service Bar - 10 Years

I am very pleased to send you your Uniformed Longevity Service Bar. This bar is being presented to you in recognition of your continuous service to the BROWARD SHERIFF'S OFFICE and the people of Broward County.

I commend you for the service you have given this Agency. Please display this bar proudly. A copy of this has been placed in your Personnel Division file.

SHERIFF RON COCHRAN

RC:ems
attachment

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
SEP 12 1994
PERSONNEL

DATE: August 30, 1994 #94-152

MEMO TO: Deputy Scot Peterson
Division of Community Services

FROM: Lieutenant John Feltgen, Youth Services
Division of Community Services

SUBJECT: Letter of Commendation

The Broward Sheriff's Office School Resource Officer Program has been awarded the honor of Most Outstanding School Resource Officer Program in the State of Florida for 1994 by the Florida Association of School Resource Officers.

The success of the School Resource Officer Program is a direct result of the cumulative contributions and dedication of all assigned personnel to this division. Your individual efforts and professionalism displayed during the 1993-94 school year has been exemplary. These efforts have ultimately resulted in recognition by the State of Florida as being the **"BEST"**.

On behalf of the Broward Sheriff's Office and the Division of Community Services, you are to be commended for a job well done.

JF:dmc
cc: Captain James Farley
Personnel Division

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: June 25, 1993 #93-173

MEMO TO: [redacted] School Resource Officer
Department of Community Services

FROM: Captain Timothy Gillette
Captain Timothy Gillette
Department of Community Services

SUBJECT: Letter of Commendation

Please allow me this opportunity to personally thank you for the outstanding job that you have done instructing the First Basic Law Enforcement Explorer Academy. The time and effort that you have donated to this program has had a tremendous impact on the Broward County Sheriff's Explorers.

Again, thank you for a job well done.

RD:dmc
cc: Lieutenant Andrew W. Koerick
Sergeant Robert Dinkel
Sergeant John Nesteruk
Carole L. Andrews
Personnel Division
file

RECEIVED
JUN 29 1993
PERSONNEL

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
JUL 0 7
PERSONNEL

DATE: June 29, 1993 #93-181

MEMO TO: Deputy ~~Scot Peterson~~, School Resource Officer
Department of Community Services

FROM: Captain Timothy Gillette
Captain Timothy Gillette
Department of Community Services

SUBJECT: Letter of Commendation

I would like to take this opportunity to congratulate you for being selected as a finalist for the Broward County Alternative/Exceptional Student Center/Vocational-Technical School Resource Officer of the Year for 1992-93. Your hard work, dedication and service above and beyond the call of duty to the students of McFatter Vocational Center is greatly appreciated. It is without question that your sincere efforts has had a most positive effect on the youth of Broward County.

Once again, congratulations for a job well done.

TG:RD:dmc
cc: Lieutenant Andrew W. Koerick
Sergeant Robert Dinkel
Sergeant John Nesteruk
Carole L. Andrews

RON COCHRAN
SHERIFF
BROWARD COUNTY

April 28, 1993

Horace F. McLeod, Director
William T. McFatter Voc-Tech Center
6500 Nova Drive
Davie, Florida 33317

Dear Mr. McLeod:

Thank you for your letter dated March 12, 1993 regarding the competency of Deputy Scot Peterson. An unsolicited opinion about the manner in which a member of this Sheriff's Office has served the public is always welcome.

Deputy Peterson and his supervisors have read your letter, and a copy has been placed in his personnel file to aid in evaluating his job performance.

Your thoughtfulness in writing to me of this incident is appreciated. Please be assured of our constant endeavor to provide the community with the highest level of police service at all times.

Sincerely,

RON COCHRAN
Sheriff

RC/cb
cc: Major S. Brown
Deputy Peterson
[redacted]

EOG-01931

The Nation's Largest Fully *Accredited School System*

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

WILLIAM T. McFATTER VOC-TECH CENTER
Horace F. McLeod, Director
6500 Nova Drive
Davie, Florida 33317
(305) 370-TECH

Eileen S. Schwartz
Chairperson
Karen Dickerhoof
Vice Chairperson
Miriam M. Oliphant
Robert D. Parks
Toni J. Siskin
Diana Wasserman
Lois Wexler
Virgil L. Morgan
Superintendent

March 12, 1993

Sheriff Ron Cochran
Broward County Sheriff's Office
2600 SW 4 Avenue
Fort Lauderdale, FL 33301

Dear Sheriff Cochran:

This letter is written to commend Deputy Scot Peterson, School Resource Officer at McFatter Voc-Tech Center.

In addition to his regular duties as school resource officer, Deputy Peterson presents a 4-hour workshop on a regular basis to the adult Commercial Vehicle Driving students to familiarize them with the Florida traffic laws, DUI, DWI, etc. He has a special ability to bring traffic and law enforcement to a level of understanding which gives our students a greater respect for their future profession and the responsibilities they will assume.

Deputy Peterson is a great asset to the Broward Sheriff's Office and to McFatter Voc-Tech Center.

Sincerely,

Horace F. McLeod, Director

Tom Waite, Lead CVD Instructor

EOG-01932

BROWARD COUNTY
SHERIFF'S OFFICE

FEB 26 1993

KEYED

PERFORMANCE EVALUATION REPORT
DEPARTMENT OF LAW ENFORCEMENT
UNIFORMED SWORN OFFICER

NAME PETERSON (LAST) SCOT (FIRST) (INITIAL)

RANK OR POSITION DEPUTY SHERIFF / SCHOOL RESOURCE OFFICER

PERIOD COVERED: FROM February 2, 1992 TO February 2, 1993

125310 EOG-01933 115E/115F .9419 17.0464

RELIABILITY:	ACCEPTABLE	MARGINAL	UNACCEPTABLE	NUMBER OF DAYS ABSENT 0
ATTENDANCE	X			NUMBER OF TIMES LATE OR LEFT EARLY 0
PUNCTUALITY	X			

COMMENTS:

APPEARANCE

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	OFTEN SLOPPY/ POORLY GROOMED AND/OR NOT CLEAN.	GENERALLY ACCEPTABLE APPEARANCE.	FAVORABLE APPEARANCE. WELL GROOMED/ NEAT & CLEAN.	EXCEPTIONAL APPEARANCE.

COMMENTS: Deputy Peterson presents a neat and well groomed appearance.

40
WEIGHTED SCORE

COOPERATION

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	CREATES PROBLEMS FOR OTHERS. DIFFICULT TO WORK WITH.	NORMALLY WORKS WELL WITH OTHERS. USUALLY CONTRIBUTES TO TEAM EFFORT.	GOOD TEAMWORKER. VOLUNTEERS TO WORK WITH & ASSIST OTHERS.	EXCEPTIONAL TEAM-WORKER. SETS AN EXAMPLE FOR OTHERS.

COMMENTS: Deputy Peterson is a team worker who is always willing to lend a helping hand to his supervisors and fellow deputies.

40
WEIGHTED SCORE

OPERATION & CARE OF EQUIPMENT

WGT. 10
X SCORE

1	2	3	4 (4.5)	5
ABUSIVE TO EQUIPMENT	NEGLECTFUL	ACCEPTABLE IN CARE AND MAINTENANCE OF EQUIPMENT.	CAREFUL OF EQUIPMENT, SHOWS CONCERN FOR FOR CONDITION.	EXCEPTIONAL IN CARE & TREATMENT OF EQUIPMENT.

COMMENTS: Deputy Peterson maintains his unit and equipment in top condition. Deputy Peterson's unit is used as an example to other deputies.

45
WEIGHTED SCORE

PUBLIC CONTACT
(IF APPROPRIATE)

WGT. 10
X SCORE

1	2	3	(4)	5
SURLY, ANTAGONISTIC, LACKS COMMON	INDIFFERENT, LACKS SINCERITY, RUDE, ABRUPT.	USUALLY COURTEOUS & EFFECTIVE IN DEALING WITH THE PUBLIC	TACTFUL & OBLIGING, GOOD SELF CONTROL, WELL MANNERED, SINCERE.	EXCEPTIONAL SKILL IN DEALING WITH PEOPLE. INSPIRES OTGHERS

COMMENTS: Deputy Peterson is well mannered and displays good self control. Deputy Peterson is well liked by fellow deputies and the students and staff of McFatter Vocational School.

40
WEIGHTED SCORE

QUALITY OF REPORTS

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	INCOMPLETE AND/OR INACCURATE. REQUIRES FREQUENT CHECKING AND CORRECTION.	USUALLY ACCURATE AND COMPLETE. OCCASIONAL ERRORS.	ACCURATE, NEAT, COMPLETE AND CONCISE.	EXCEPTIONALLY HIGH QUALITY, NEATNESS, ACCURACY & CONCISENESS.

COMMENTS: Deputy Peterson's reports are accurate and neat. Follow-up is seldom needed.

40
WEIGHTED SCORE

INITIATIVE

1	2	3	(4)	5
UNACCEPTABLE	REQUIRES FREQUENT PUSHING. SELDOM DOES ADDITIONAL WORK.	GENERALLY ACCEPTABLE SOMETIMES WAITS TO BE TOLD.	FREQUENTLY DOES ADDITIONAL WORK. SELF STARTER.	EXCEPTIONAL ENERGY LEVEL. SEEKS ADDITIONAL WORK.

WGT. 10
X SCORE
40
WEIGHTED SCORE

COMMENTS: Deputy Peterson is the sponsor of the Youth Crime Watch at his school. He is very involved in after school activities at his school, such as P.A.L.

POLICIES & PROCEDURES

1	2	3	4 (4.5)	5
UNACCEPTABLE	FREQUENTLY VIOLATES.	USUALLY FOLLOWS.	GOOD KNOWLEDGE. EXCEPTIONS ARE RARE.	EXCEPTIONAL KNOWLEDGE AND ADHERENCE.

WGT. 10
X SCORE
40
WEIGHTED SCORE

COMMENTS: Deputy Peterson has a good working knowledge of BSO policy and procedures. He has demonstrated this by placing #1 on the last Sergeants Test.

DEPENDABILITY

1	2	3	(4)	5
UNACCEPTABLE	OFTEN UNRELIABLE. REQUIRES MORE THAN NORMAL SUPERVISION. OFTEN LATE IN COMPLETING ASSIGNMENTS.	USUALLY DOES JOB ON TIME FROM ASSIGNMENTS GIVEN. OCCASIONAL FOLLOW-UP REQUIRED.	COMPLETES ASSIGNMENTS PROMPTLY. VERY RELIABLE. REQUIRES LITTLE SUPERVISION OR FOLLOW-UP	EXCEPTIONALLY RESPONSIBLE AND RELIABLE.

WGT. 10
X SCORE
40
WEIGHTED SCORE

COMMENTS: Deputy Peterson completes his assignments in a timely manner. Follow-up is rarely required.

JUDGMENT & DECISION MAKING

1	2	3	(4)	5
UNACCEPTABLE	INDECISIVE OR ACTS WITHOUT THINKING. OFTEN UNABLE TO THINK ON HIS/HER FEET.	USUALLY USES ACCEPTABLE JUDGMENT. HANDLES MOST SITUATIONS WELL. AVERAGE COMMON SENSE.	USUALLY MAKES GOOD DECISIONS IN NON-ROUTINE SITUATIONS. ABOVE AVERAGE JUDGEMENT.	EXCEPTIONAL DECISION MAKING ABILITY. ANTICIPATES PROBLEMS AND ACTS TO AVOID THEM.

WGT. 10
X SCORE
40
WEIGHTED SCORE

COMMENTS: Deputy Peterson displays good judgement in both routine and high stress situations.

MAINTAINS SAFETY

1	2	3	(4)	5
UNACCEPTABLE	OFTEN CREATES OR IGNORES UNSAFE CONDITIONS.	USUALLY ALERT TO PROBLEMS. USUALLY FOLLOWS SAFETY RULES.	ABOVE AVERAGE IN MAINTAINING SAFE AREA.	EXCEPTIONAL IN MAINTAINING SAFETY. ANTICIPATES PROBLEMS AND ACTS TO AVOID THEM.

WGT. 10
X SCORE
40
WEIGHTED SCORE

COMMENTS: Deputy Peterson maintains good officer safety practices.

410 – TOTAL SCORE (ADD ALL WEIGHTED SCORES)
____ – SUPERVISORY SCORE (IF APPLICABLE)
____ – TOTAL (DIVIDE BY 2 TO ARRIVE AT FINAL SUPERVISORY SCORE)
____ = FINAL SUPERVISORY SCORE

HOW LONG HAS EMPLOYEE WORKED UNDER YOUR SUPERVISION? 18 months
IF LESS THAN 6 MONTHS, WAS PREVIOUS SUPERVISOR CONSULTED ABOUT THIS REVIEW? ☐ YES ☐ NO

OVERALL PERFORMANCE SUMMARY Depty Peterson is a well liked and loyal employee of the Broward Sheriff's Office. Deputy Peterson has done an outstanding job as School Resource Officer at McFatter Vocational School.

STRENGTHS Care of Equipment / Policy and Procedures.
Deputy Peterson is well organized and maintains hisissued unit in top condition. Deputy Peterson is also very up to date on everchanging policy and procedures.

WEAKNESSES Deputy Peterson is currently on the promotional list for D.L.E. Sergeant. I fell that Deputy Peterson needs to attend supervisor and management classes, as they become available to enhance his chances for promotion.

PERFORMANCE ACTION PLAN Deputy Peterson should follow the career process model for Line Supervisors Courses as they become available in the coming year.

DATE 2/93 - 2/94

DATE

DATE

CAREER DEVELOPMENT ISSUES Deputy Peterson attends In-Service Training and job-related seminars Deputy Peterson is also looking into attending a Masters Program for higher education to enhance his profile for promotion.

LIST OTHER ASSIGNMENTS FOR WHICH THE EMPLOYEE MIGHT BE SUITABLE: Sergeant for D.L.E.

RECOMMENDED FOR INCREASE [X] YES [ ] NO IF NO, WAS EMPLOYEE GIVEN 90 DAY REVIEW [ ] YES [ ] NO

THIS REPORT IS BASED ON MY OBSERVATION AND KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt John J Nestenk — 2-1-93
RATER — DATE

Sgt R. A. [illegible], Jr.
I HAVE REVIEWED THIS RATING REPORT. IT REPRESENTS THE FACTS TO THE BEST OF MY KNOWLEDGE FROM OBSERVATION OF BOTH THE SUPERVISOR AND EMPLOYEE.

[signature] 5842 — 2-2-93
REVIEWER — DATE

I CERTIFY THAT THIS RATING REPORT WAS REVEIWED WITH ME IN ITS COMPLETED FORM. I UNDERSTAND THE PROCEDURE FOR APPEAL IF I DISAGREE.

[signature] — 2-3-93
EMPLOYEE — DATE

Capt. T. Dillett — 02-04-93
DIVISION COMMANDER — DATE

*Employee has received signed copy of evaluation

EOG-01836

FannieMae

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et.seq., or 7 USC, 1921 et. seq. (if USDA/FmHA).

Instructions: **Lender** - Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer, named in item 1.
Employer - Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly to the lender and is not to be transmitted through the applicant or any other party.

Part I - Request

1. To (Name and address of employer)	2. From (Name and address of lender)
Sheriff of Broward County P.O. Box 9507 Fort Lauderdale, FL 33310	Mallard & Associates, Inc. 7497 N.W. 4th Street Plantation, FL 33317

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

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
Judy Mallard	Processor	2/18/93	[redacted]

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
Scot R. Peterson SS# [redacted] [redacted]	SEE ATTACHED AUTHORIZATION

Part II - Verification of Present Employment

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
07-22-85	Deputy Sheriff DLE /CC	Yes

12A. Current **Gross** Base Pay (Enter Amount and Check Period)
[ ] Annual [X] Hourly
[ ] Monthly [ ] Other (Specify)
[ ] Weekly [ ]
$ 16.1045

12B. Gross Earnings

Type	Year To Date Thru 2/19/93	Past Year 1992	Past Year 1991
Base Pay	$ 5,585.08	$ 39,438.09	$ 34,875.85
Overtime	$	Included in above	$
Commissions	$ NA	$ NA	$ NA
Bonus	$ NA	$ NA	$ NA
Total	$ 5,585.08	$ 39,438.09	$ 34,875.85

13. For Military Personnel Only

Pay Grade		
Type	Monthly Amount	
Base Pay	$	
Rations	$	
Flight or Hazard	$	
Clothing	$	
Quarters	$	
Pro Pay	$	
Overseas or Combat	$	
Variable Housing Allowance	$	

14. If Overtime or Bonus is Applicable, Is Its Continuance Likely?
Overtime Yes [ ] No [ ]
Bonus Yes [ ] No [ ]

15. If paid hourly - average hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of applicant's last pay increase: 02-01-92

19. Amount of last pay increase: approx 5%

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

NA

Part III - Verification of Previous Employments

21. Date Hired	23. Salary/Wage at Termination Per (Year) (Month) (Week)			
22. Date Terminated	Base	Overtime	Commissions	Bonus
24. Reason for Leaving	25. Position Held			

Part IV - Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
Rebecca Mason	Accounting Specialist	02-24-93
29. Print or type name signed in Item 26	30. Phone No.	
Rebecca Mason	(305) 765-8900 ext 265	

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

DATE: 2/23/93

MEMO TO: PERSONNEL

ATTN: Mamie

FROM: Ray
ACCOUNTING/PAYROLL

SUBJECT: WAGE VERIFICATION

EMPLOYEE NAME Peterson, Scott

SOCIAL SECURITY # [redacted]

DEPARTMENT 125310

CURRENT BASE PAY $ 16.1045 HOURLY

EARNINGS:

1993	1992	1991
YEAR TO DATE	YEAR TO DATE	
$ 5585.08	$ 39438.09	$ 34875.85

AGENCY REQUESTING INFORMATION

Mallard + Associates, Inc.
7497 NW 4th Street
Plantation, Fl 33317

EOG-01938

RON COCHRAN
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

FOR ALL EMPLOYEES:

IN REPLY REFER TO:

LOYALTY OATH

I, Scot R. Peterson, a citizen of the State of Florida and of the United States of America, or a United States National or alien authorized to work, and being employed by or an officer of the Sheriff of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

Scot Peterson
EMPLOYEE'S SIGNATURE

1-20-93
DATE SIGNED

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 01.20.93 (date) by Scot R. Peterson (name of affiant), who is personally known to me or has produced a drivers license as identification.

Signature
Print Name GERALD G. BROWN JR.
Title NOTARY PUBLIC
Commission Number AA667158

SEAL

Notary Public, State of Florida
My Commission Expires April 24, 1993
Bonded Thru Intr. Fain Insurance Inc.

Revised 01/93

EOG-01939

RON COCHRAN
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

DEPUTY SHERIFF'S OATH OF OFFICE

IN REPLY REFER TO:

I, Scot R Peterson, do solemnly swear or affirm that I will support, protect and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state, and that I will well and faithfully perform the duties of a deputy sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

Scot Peterson
DEPUTY'S SIGNATURE

1-20-93
DATE SIGNED

Scot Peterson 4308
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 01.20.93 (date) by Scot R. Peterson (name of affiant), who is personally known to me or has produced a drivers license as identification.

SEAL

Signature _____

Print Name GERALD G. BROWN SR.

Notary Public, State of Florida
My Commission Expires April 24, 1993
Bonded Thru Troy Fain Insurance Inc.

Title NOTARY PUBLIC

Commission Number AA667158

Commission Expires _____

01/93EOG-01940

NICK NAVARRO
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: December 03, 1992

TO: Lt. Linda DiSanto
Community Involvement

FROM: Captain Ray Saxon
PRESIDING OFFICER/MERITORIOUS AWARDS COMMITTEE

SUBJECT: LETTER OF COMMENDATION

STATUS CHECK LIST:

( ) Received:

(X) First Review: 12/03/92 Review:

( ) Tabled until next meeting because:

( ) Returned because:
- ( ) Proper procedure not followed, see meritorious awards policy. (See Remarks)
- ( ) Insufficient documentation to make a decision, please supply more evidence: (See Remarks)
- ( ) Other (See Remarks)

(x) Final Disposition of the Board:
- (X) LETTER OF COMMENDATION
- ( ) We find the evidence documented in the nomination does not support the criteria for any of the awards.

cc:

REMARKS:

[redacted]

Dep. S. Peterson

[redacted]

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: November 9, 1992 92-173

MEMO TO: Captain Ray Saxon, Chairman
Meritorious Award Committee

FROM: Lieutenant Linda DiSanto, Acting Director
Department of Community Involvement

SUBJECT: Nominations for Exceptional Service Award

Due to the transition of supervisors in this Department it seems the above mentioned matter has been overlooked. As you are aware the Sheriff's Staff Breakfast is scheduled for December 18th. Your expeditious and immediate attention to these nominations would be deeply appreciated.

Attached you will find a total of sixty-seven nominations for the aforementioned award. The majority of the personnel named are employees of the Department of Community Involvement, however a few of the BSO employees who participated were assigned to other departments.

When Hurricane Andrew struck the Dade County area on August 25th, no one in Community Involvement had any idea of the impact it would have upon this Department. Within two days of the hurricane, Community Involvement was launched into an immense relief effort. We coordinated not only with local agencies and citizens, Administration, but also, out-of-state relief and local vendors, all committed to the one goal of helping, in any way possible, the victims of Hurricane Andrew.

The civilians manned the phones, with many people working 12 and 14 hour days. Computer listings were updated by the minute, with listings available of:

> Available drivers, food and clothing ready for pick up, in coming food deliveries, assignments of deputies to pick up food and clothing, convoy arrangements, out-of-state deliveries and available housing.

The deputies and CSA's picked up food and clothing within Broward County, delivered same to our warehouse, provided escort to convoys, and unloaded food and clothing in Dade county. Many of these people worked on their on time, on the weekends, and after hours, with many, many deputies working 16 hour days, only to arrive again at 6:00 AM.

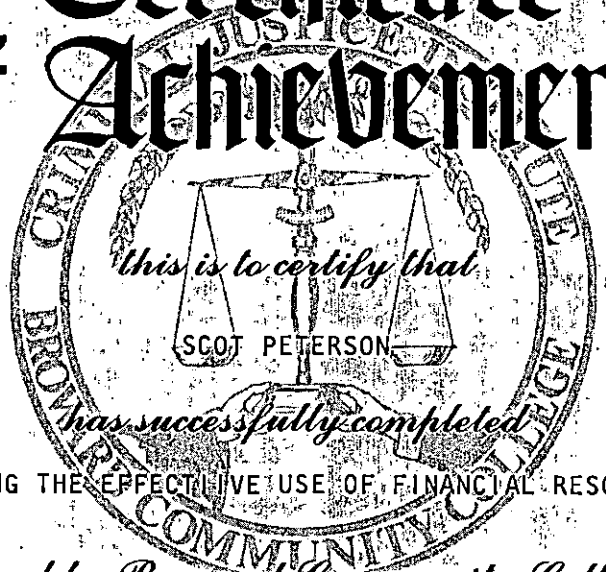
The spirit of commitment and the overwhelming response of this office to the crisis in Dade was overwhelming. I feel some small token of appreciation needs to be given to these people for their unselfish efforts and dedication beyond the normal call of duty.

If there are any questions that I may answer, or further information required, please do not hesitate to contact me at 720-2241.

LD:sgt

attachments

Certificate of Achievement



this is to certify that

SCOT PETERSON

has successfully completed

PLANNING THE EFFECTIVE USE OF FINANCIAL RESOURCES

offered by Broward Community College

NOVEMBER 16-20, 1992

Director, Criminal Justice Institute

President

EOG-01945

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
PLANNING THE EFFECTIVE USE OF FINANCIAL RESOURCES
40 HOURS

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

RODNEY DOSS, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

A. LEON LOWRY, II, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

NOVEMBER 20, 1992 [redacted] 03-92-012-01

EOG-01946

B4

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
NARCOTICS IDENTIFICATION AND INVESTIGATION
40 HOURS

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

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

FEBRUARY 28, 1992

[redacted]

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-92-016-01

40

EOG-01947

Metro-Dade Police Department
Director's Office
9105 N.W. 25th Street
Miami, Florida 33172

Carolina
cc NN
EW
Rakinoke
McInerney
Wilder
DY
O'N

November 18, 1992

Honorable Nick Navarro
Sheriff, Broward County
P.O. Box 9507
Fort Lauderdale, Florida 33310

Nick

Dear Sheriff Navarro:

The 1992 Florida Breeders' Cup was an unparalleled success.

The dedication of the personnel from your command who participated in the difficult task of facilitating traffic and pedestrian movement resulted in this showcase event exceeding expectations in terms of attendance and positive exposure for our community.

Please extend my appreciation for a job well done to the personnel listed below:

[redacted]

We Care | We Protect | We Serve

[redacted]

Deputy S. Peterson [redacted]

Thank you for your support of the Metro-Dade Police Department in this mutual endeavor. If we can be of any assistance in the future, please feel free to contact us at any time.

Sincerely,

FRED TAYLOR
Director

RECEIVED BY SHERIFF
NICK NAVARRO
NOV 23 1992
TIME: _____

Certificate of Achievement

this is to certify that

SCOT PETERSON

has successfully completed

CRIMINAL LAW

offered by Broward Community College

FEBRUARY 3-14, 1992

Director, Criminal Justice Institute

President

EOG-01950

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: 02-06-92

MEMO TO: Personnel Division

FROM: Dep. Scot Peterson #4308, S.R.O.
Community Involvement

SUBJECT: Complete Copy of Personnel File

This memo is requesting a complete copy of my personnel file.

I can be contacted between 8:00 am - 4:00 pm via [redacted] (Pager), or McFatter Vo-Tech Center [redacted] in reference to picking up my completed file.

Thank you for your cooperation in this matter.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: February 7, 1992

MEMO TO: Personnel

FROM: Scot Peterson

SUBJECT: Personnel File

This is to verify that I have received an unpurged copy of my personnel file.

Scot Peterson
Signature

2-11-92
Date

NICK NAVARRO
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

IN REPLY REFER TO:

December 11, 1991

School Board of Broward County Florida
Adult and Vocational Education

To Whom It May Concern:

Please accept this letter as verification of employment for Scot Peterson. Scot Peterson has been an employee of the Broward County Sheriff's Office since July 7, 1985. Currently, Mr. Peterson is assigned to the Department of Law Enforcement as a Deputy, with an hourly rate of $14.4902.

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

Sincerely,

NICK NAVARRO
Sheriff of Broward County

BY: Linda Percival
Office Specialist
Personnel Division
(305) 765-8900, 265

/lp

EOG-01953

Hallandale Police Department

100 S.W. 4th Street
Hallandale, Florida 33009-6395

KENNETH R. WAGNER
CHIEF OF POLICE

EXECUTIVE OFFICE
TEL. 305-921-3518
EXT. 171

06 December 1991

Sheriff Nick Navarro
2600 S.W. 4th Avenue
Ft. Lauderdale, Fl. 33315

Dear Sheriff Navarro,

I wish to thank you and your agency for your assistance in participating in the Youth Gang Task Force which monitored and controlled gang activity at the Broward County Fair this year.

The Broward County Fair was open for eleven (11) days, and during that period of time, with the help of your personnel, gang members and their associates were identified and documented, and groups of youths were prevented from causing disturbances.

Attached please find a list of persons contacted by the Youth Gang Task Force. You will note that this report contains information on both, adults and juveniles, and is for Law Enforcement purposes only.

A special commendation to you for your much appreciated cooperation and assistance and to your personnel who performed in an exemplary and professional manner, specifically; [redacted] Scott Peterson, [redacted] for the excellent job and dedicated service that they provided. It was through this concerted effort that the Broward County Fair was successful and ran smoothly with minor gang activity curtailed due to proactive policing by the unit.

Sincerely,

Chief of Police Kenneth R. Wagner

RECEIVED BY SHERIFF
NICK NAVARRO
DEC 11 1991

CERTIFICATE OF ATTENDANCE

Presented to

Deputy Scott Petersen

In Recognition of Attendance
at the Broward Sheriff's Office

"CAREER DAY 1991"

an acknowledgement of your desire for planning your personal and professional development

August 9, 1991

Career Services Manager

Sheriff of Broward County

EOG-01955

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: August 23, 1991 #91-252

MEMO TO: Deputy Scot R. Peterson
School Resource

FROM: Commander Ken Montgomery
Personnel Division

SUBJECT: Longevity Service Bar

Please be advised that this longevity service bar is being issued to you in compliance with the FOP contract, Article 19, Section 5.

Length of Service 5 years

CCN# 4308

Date Received 8-30-91

Signature [signature]

Furthermore, please be advised that you are responsible for the proper display of this award according to the Policy & Procedures Manual, Section 8.2.8.B.

A copy of this memorandum will be inserted into your personnel file.

KM:rp

EOG-01956

Certificate of Achievement

this is to certify that

SCOT PETERSON

has successfully completed

SCHOOL RESOURCE OFFICER

(40 HOURS)

offered by Broward Community College

JUNE 24 - 28, 1991

Douglas W MacGregor
Director, Criminal Justice Institute

William N Hobbs
President

Certificate of Achievement

this is to certify that

SCOTT PETERSON

has successfully completed

FIREARM INSTRUCTOR COURSE

(44 HOURS)

offered by Broward Community College

MAY 13 - 30, 1991

Director, Criminal Justice Institute

President

EOG-01958

MAY 0 3 1991

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 11, 1991 LL91-62

MEMO TO: RORIE PETERSON
SALARY MAINTENANCE

FROM: LIEUTENANT JAKE BREY JWB
DISTRICT IV EXECUTIVE OFFICER

SUBJECT: CANCELLATION OF PAID F.T.O. STATUS

This is to advise you that as of Saturday, April 20, 1991 Deputy Scott Peterson #4308 is transferred to Community Involvement, assigned to the School Resource Program.

As of the above date of transfer, please delete Deputy Peterson from paid F.T.O. status as a member of District IV.

Thank you for your help in this matter.

4-29-91
MO

EOG-01959

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

APR 12 1991

DATE: MARCH 25, 1991 LL91-45

MEMO TO: RORIE PETERSON
SALARY ADJUSTMENT

FROM: LIEUTENANT JAKE BREY GHB
DISTRICT IV EXECUTIVE OFFICER

SUBJECT: F.T.O. PAY STATUS

This is to advise you of two changes which became effective as of Saturday March 23, 1991. [redacted]

Deputy [redacted] #4308 was transferred to the Alpha Shift and as of March 23, 1991 should begin receiving pay as a paid F.T.O.

Thank you for your help in this matter.

APR 12 1991

EOG-01960

The Nation's Largest Fully *Accredited School System*

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

WILLIAM T. McFATTER VOC-TECH CENTER
Horace F. McLeod, Director
6500 Nova Drive
Davie, Florida 33317
(305) 370-TECH

Diana Wasserman
Chairperson
Karen Dickerhoof
Vice Chairperson
Miriam M. Oliphant
Robert D. Parks
Donald J. Samuels, Ed.D.
Eileen S. Schwartz
Toni J. Siskin
Virgil L. Morgan
Superintendent

September 14, 1992

Captain Ron Cacciatore
Community Involvement Unit
Broward Sheriff's Office
2600 Southwest Fourth Avenue
Fort Lauderdale, Florida 33310

Dear Captain Cacciatore:

On September 2, 1992 the School Board of Broward County delivered two tractor-trailers filled with hurricane relief supplies to the citizens of Homestead, Florida.

I would like to thank Deputies [redacted] and Scot Peterson for the excellent escort to and from Homestead. Their professionalism is truly an asset to the Broward Sheriff's Office.

Sincerely,

Horace F. McLeod
Director

jp

cc: Moody Fisher
Damian Huttenhoff
Lieutenant Diann Stanton
Sergeant John Nesteruk
[redacted]
Deputy Scot Peterson

EOG-01961

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: September 1, 1992 #92-017

MEMO TO: Sergeant John Nesteruk
Community Involvement

FROM: Mamie Owens, Office Specialist MO
Personnel Division

SUBJECT: Honorable Service Award

In compliance with your request, I have reviewed the file of Deputy Scot Peterson. Per the Manual, Section 8.2.5(H), my conclusions are as follows:

1. Deputy Scot Peterson has served a minimum of five consecutive years, without interruption in service. Deputy Scot Peterson was hired on 07-22-85.
2. Deputy Scot Peterson has received an average score for the five year period.

If there are any questions regarding this matter, please feel free to contract me at 765-8900, extension 266.

Thank you.

/mo

cc: Diane Argenti, Personnel Supervisor

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
AUG 1 0 1992
PERSONNEL

DATE: August 18, 1992 #92-16

MEMO TO: Commander Kenneth Montgomery
Personnel Division

FROM: Sergeant John Nesteruk
Department of Community Involvement

SUBJECT: Honorable Services Awards

Below you will find a list of School Resource Officers that have been nominated for their Respective Service Awards. Please review each employees Personnel file to determine if he/she meets the requirements as outlined in Policy & Procedures Section 8.2.5HI "Awards", and respond back to me in writing.

[redacted]	5 Years	[redacted]	20 Years
	10 Years		15 Years
	10 Years	Peterson, Scot	5 Years
	10 Years		15 Years
	10 Years		10 Years
	10 Years		10 Years
	15 Years		5 Years
	10 Years		
	10 Years		15 Years
	5 Years		5 Years
	10 Years		10 Years
	15 Years		

Should you have any questions or require further information, please do not hesitate to contact me at 720-2241.

JN:dmc

cc: Captain Ronald J. Cacciatore
Lieutenant Diann Stanton
Sergeant Robert Dinkel
Carole L. Andrews

RECEIPT FOR BROWARD SHERIFF'S OFFICE POLICY AND PROCEDURES MANUAL

I, SCOT R. PETERSON, have received manual number AO#817 of the Broward Sheriff's Office Policy and Procedures Manual.

Printed Name

I understand that I am responsible for reading the contents of this manual and that I should contact my supervisor for assistance if I do not understand any portion of it. I further understand that I am responsible for posting any revisions and/or updates to this manual and that my manual may be inspected periodically.

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

Employee's Signature/CCN 1308

6/30/92
Date

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPTS TO THE PERSONNEL DIVISION WITHIN 30 CALENDAR DAYS.

CENTRE FOR EDUCATION AND TRAINING

BROWARD SHERIFF'S OFFICE

SCOT PETERSON

IN RECOGNITION FOR THE SUCCESSFUL
COMPLETION OF 40 HOURS

PREPARATION FOR SUPERVISORY RESPONSIBILITIES

JUNE 5, 1992

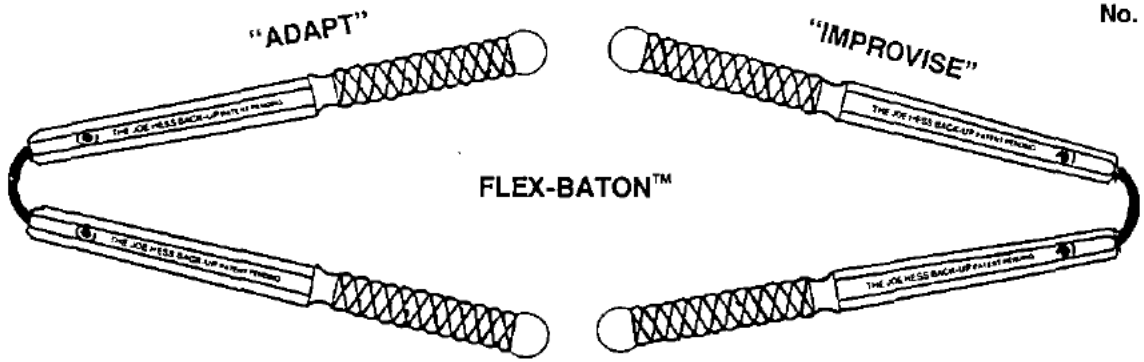
Training Commander

Sheriff of Broward County

"Excellence through Education"

EOG-01965

No. 508



THIS CERTIFICATE IS EVIDENCE THAT SCOT PETERSON

HAVING MET THE DULY PRESCRIBED REQUIREMENTS FOR THE USE OF THE FLEX-BATON (Nunchaku) IN THE RE-CERTIFICATION 4 Hour COURSE IS ELIGIBLE TO CARRY SUCH IMPACT WEAPON FOR LAW ENFORCEMENT USE. THIS OFFICER WILL EXEMPLIFY THE PROFESSIONALISM THROUGH PROFESSIONAL POLICE TRAINING, AND WILL BE REQUIRED TO RE-CERTIFY ONCE PER YEAR IN THE USE OF THIS WEAPON.

THIS CERTIFICATE IS VALID UNTIL May 1992 AND MUST BE RENEWED ANNUALLY IN ACCORDANCE WITH THE JOE HESS "BACK-UP" SELF DEFENSE SYSTEMS

JOSEPH C. HESS
INTERNATIONAL INSTRUCTOR
Executive Director

Alternative to Deadly Force

"PRESERVE THE PEACE, PROTECT THE INNOCENT, ENFORCE THE LAW"

EOG-01966

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
LINE SUPERVISION
80 HOURS

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

JUN 19 1992

070103

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

APRIL 17, 1992

[redacted]

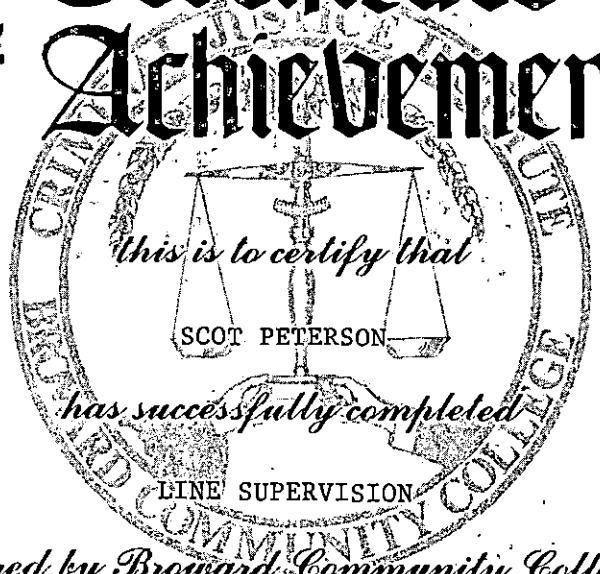
03-92-006-02

80

EOG-01967

304/85

Certificate of Achievement



this is to certify that

SCOT PETERSON

has successfully completed

LINE SUPERVISION

offered by Broward Community College

APRIL 6-17, 1992

Director, Criminal Justice Institute

President

EOG-01268

CENTRE FOR EDUCATION AND TRAINING

BROWARD SHERIFF'S OFFICE

SCOT PETERSON

IN RECOGNITION FOR THE SUCCESSFUL COMPLETION OF 8 HOURS

INSTRUCTOR DEVELOPMENT - TRAINER ORIENTATION

MARCH 13, 1992

Training Commander

Sheriff of Broward County

"Excellence through Education"

EOG-01969

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

APR 10 1992

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
CRIMINAL LAW
40 HOURS

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

070103

1990

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

FEBRUARY 14, 1992

[redacted]

03-92-019-01

EOG-01970

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
SCHOOL RESOURCE OFFICER
40 HOURS

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

EDWARD M. SPOONER, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JUNE 28, 1991

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-91-090-01

EOG-01971

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I Scot Peterson, have received the January 1, 1991 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot Peterson
Employee's Signature

4308
CCN

03-07-91
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to Personnel.

070103

[redacted] COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

125310 1150/115E

NAME: PETERSON, Scot R.

RATING PERIOD FROM: 02/01/91 TO: 02/01/92

DIVISION: SCHOOL RESOURCE OFFICER

POSITION: DSDLE-CC

AVERAGE GRADE: 90.5%

WGT.		10	40	55	70	85 (90)	100
10	APPEARANCE:	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.	
10	ATTENDANCE:	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	(90) Never late. Absent only when unavoidable.	
10	WORK ATTITUDE:	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	(90) Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	
10	QUALITY OF REPORTS:	100 (90) Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	85 Finds and corrects occasional errors. Accurate & neat. Clear and concise.	70 Generally acceptable. Occasional error or inaccuracy. Some checking required.	55 Frequent error. Lacks thoroughness & neatness. Much checking required usually.	40 Unacceptable from am'nt of error, incompleteness and/or untidyness.	10
10	PUBLIC CONTACT:	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	(90) Exceptional skill and ability in directing conduct/activity of people. Inspiring.	
10	INITIATIVE:	100 (85) Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	70 A routine worker. Usually waits to be told.	55 Needs prodding. Procrastinates.	40 Has no initiative. Requires constant pushing.	10
10	RULES & REGULATIONS:	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	(90) Very familiar with and never violates any;	
10	JOB DEPENDABILITY:	100 (95) Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	85 Follows instruction. Completes assignment promptly. Follow-up seldom required.	70 Generally does job from instructions given. Occasional follow-up required.	55 Often fails to carry out instructions. Loafs on job. Considerable follow-up.	40 Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks	10
10	JUDGEMENT:	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	(90) Outstanding insight. Unusual ability in new situations. Requires minimum direction.	
10	OPERATION & CARE OF EQUIPMENT:	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	(95) Very meticulous. Always considers as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt John Masterson DATE: 1-16-92

DIVISION COMMANDER: Capt Lyle Dick DATE: 1-21-92

FEB 28 1992

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

REVIEWER: [signature] DATE: 1-27-92

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-17-92

EOG-01973

BSOA-PR6A 1M 6 71

1. How long has employee worked under your supervision? Six (6) months.

2. In what area does the employee need improvement? Deputy Peterson is well rounded in all areas.

3. Why is this area deficient? N/A

4. What plans have been made to correct the deficiency noted in No. 2? N/A

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy Peterson is a well liked and dependable employee. Deputy Peterson does an outstanding job as a School Resource Officer at McFatter Vocational School and received high marks and praise from the students and staff. Deputy Peterson volunteers much of his personal time and is always willing to lend a helping hand.

6. Other Comments: Deputy Peterson recently took the Sergeants Exam and scored #1 on the list.

MERIT INCREASE RECOMMENDED

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? yes

8. If not, explain

9. What is the employee doing to improve himself overall? Attends seminars and job related courses.

070103

224300 for ...O COUNTY SHERIFF'S DEPARTMENT ...ORMANCE EVALUATION REPORT 115C/115D

NAME: Scot Peterson #4308

RATING PERIOD FROM: 2-1-90 TO: 2-1-91

DIVISION: D.L.E. - Dist. IV

POSITION: Deputy Sheriff - Road Patrol

91 JAN 17 PM 3:28

AVERAGE GRADE: 87.85%

APPEARANCE: WGT. 10

10	40	55	70	85 (88) 100
Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE: 10

10	40	55	70	85 (90) 100
☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE: 10

10	40	55	70	85 (87) 100
Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy. MAR 1 1991	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS: 10

100 (88)	85	70	55	40 10
Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT: 15

10	40	55	70	85 (87) 100
Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere. RL	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE: 10

100	(85)	70	55	40 10
Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS: 10

10	40	55	70	85 (88) 100
Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any;

JOB DEPENDABILITY: 10

100 (90)	85	70	55	40 10
Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks

JUDGEMENT: 10

10	40	55	70	85 (87) 100
Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendancy to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.

OPERATION & CARE OF EQUIPMENT: 5

10	40	55	70	85 (90) 100
Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt. P. Clark #1143 DATE: 1-11-91

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

REVIEWER: Lt. Jake Brey DATE: 01-17-91

DIVISION COMMANDER: Ron Banta DATE: 1-17-91

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 1-11-91

BSOA-P78A 1M 6/71

1. How long has employee worked under your supervision? approximately 22 ths

2. In what area does the employee need improvement? Employees performance in all areas is above an acceptable level.

3. Why is this area deficient? N/A

4. What plans have been made to correct the deficiency noted in No. 2? N/A

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Employee is very dependable. He completes his assignments promptly and follow-up is seldom required. He requires no supervision in routine matters.

6. Other Comments: Deputy is an asset to the Broward Sheriff's Office. He supports the goals and objectives of the Dept. He is recommended to receive his merit pay increase.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? During this rating period he has attended numerous law enforcement related seminars.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: November 2, 1990 90-698

MEMO TO: Deputy Scot Peterson
District IV

FROM: Captain Timothy J. Gillette, Commander
Training and Development Division

SUBJECT: TRAINING DEPUTY INTERVIEW RESULTS

Thank you for your interest and participation in the interview process for the position of Law Enforcement Training Deputy.

You achieved a score of 45 which places you third on the current eligibility list for this position. The list will be in effect for one year.

I strongly encourage you to pursue your interest in the Training and Development Division by taking instructor certification courses and other related courses which will enhance your teaching credentials.

If you desire feedback from the interview process and/or have an interest in part time teaching, please contact Lt. Jeff Elkins or Sgt. John Lawless at 497-1690.

I look forward to your continued development in this area.

TJG/JE/iy

cc: Director Thomas J. McInerney
Captain Ronald Banta
Personnel File

STATE OF FLORIDA

The Commission
on Criminal Justice Standards and Training
Hereby awards the
Training Certificate
to
SCOT R. PETERSON
for
Radar Operator
Training

08-10-90 03-90-05

[redacted]

FDLE
Florida Department of Law Enforcement

90 SEP 11 AM 11:33

TRAINING AUTHORIZATION
ADVANCED/CAREER DEVELOPMENT COURSES

EMPLOYING AGENCY

Officer Information

Officer Name: PETERSON (Last Name) SCOTT (First Name) ___ (MI)

Officer Social Security Number: [redacted]

Check One: X Law Enforcement or Concurrent ___ Correctional or Probation

Course Enrollment Information

Training School: CJI

Course Title: REPORT WRITING & REVIEW

Course Credit: (Check One) X Salary Incentive ___ Mandatory Retraining*

*Once an officer has satisfied the mandatory retraining requirement for a four-year period all other advanced/career development courses must be credited for salary incentive.

Agency Information

Agency Name: BROWARD SHERIFF'S OFFICE

Cmdr. T. Dillette
Authorized Agency Signature

07-23-90
Date

TRAINING SCHOOL

Course Sequence Number: 03 90 068 03

Course Beginning Date 8 - 13 - 90 Course Ending Date 8 - 24 - 90

This officer has successfully completed this course.

Wayne Wladaka
Training Center Director

8/24/90
Date

CJST 15-A Revised 7/1/88

[redacted]

EOG-01979

Certificate of Achievement

this is to certify that

SCOTT PETERSON

has successfully completed

REPORT WRITING & REVIEW
(40 HOURS)

offered by Broward Community College

AUGUST 13-24, 1990

Director, Criminal Justice Institute

President

EOG-01980

BOB MARTINEZ
GOVERNOR

90 OCT 24 AM 8:01

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
ADVANCED REPORT WRITING AND REVIEW
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

AUGUST 24, 1990

[redacted]

03-90-068-03
40

FOG-01981

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
RADAR OPERATORS TRAINING COURSE
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

AUGUST 10, 1990 [redacted] **03-90-055-05**

EOG-01982

BOB MARTINEZ
GOVERNOR

90 AUG -9 AM 9:07
JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
OFFICER STRESS AWARENESS AND RESOLUTION
40 HOURS

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

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

JUNE 22, 1990

[redacted]

03-90-050-03
40

EOG-01983

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

DATE: June 11, 1990

MEMO TO: PERSONNEL

ATTN: Rose Peterson

FROM: D. Mathis
ACCOUNTING PAYROLL

SUBJECT: WAGE VERIFICATION

EMPLOYEE NAME Scott Peterson

SOCIAL SECURITY # [redacted]

DEPARTMENT 224300

CURRENT BASE PAY $ 13.6896 HOURLY

EARNINGS:

1990	1989
YEAR TO DATE	YEAR TO DATE
$ 17,011.95	$ 35240.74

AGENCY REQUESTING INFORMATION

Universal American Mortgage
2826 N. University Dr.
Sunrise, FL 33322

EOG-01984

Request for Verification of Employment

U.S. Department of Housing and Urban Development
Department of Veterans Affairs
USDA, Farmers Home Administration

HUD OMB Approval No. 2502-0059 (exp. 7/31/89)
Approval No. 2900-0460
Approval No. 0575-0009

Privacy Act Notice: This information is to be used by the agency collecting it in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except to your employer(s) for verification of employment and as required and permitted by law. You do not have to give us this information, but if you do not, your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); and Title 42 USC, 1471 et. seq., or 7 USC., 1921 et. seq. (if USDA, FmHA).

Public reporting burden for this collection of information is estimated to average 10 to 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.
Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Reports Management Officer, Office of Information Policies and Systems, U.S. Department of Housing and Urban Development, Washington, D.C. 20410-3600 and to the Office of Management and Budget, Paperwork Reduction Project (2502-0059), Washington, D.C. 20503.

Lender or Local Processing Agency (LPA): Complete items 1 through 7. Have the applicant complete item 8. Forward the completed form directly to the employer named in item 1.
Employer: Complete either parts II and IV or parts III and IV. Return the form directly to the lender or local processing agency named in item 2 of part I.

Part I - Requested of:

1. Name & Address of Employer
Broward Sheriffs Office
P.O. Box 9507
Ft. Lauderdale, Fl. 33310

Requested by:

2. Name & Address of Lender or Local Processing Agent (LPA)
Universal American Mortgage Company
2826 N.University Dr.
Sunrise, Fl. 33322

3. Name & Address of Applicant
Scot Peterson
[redacted]

I have applied for a mortgage loan or rehabilitation loan and stated that I am/was employed by you. My signature in the block below authorizes verification of my employment information.

8. Applicant's Signature & Employer Identification SS# [redacted]
X Scot Peterson

4. I certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.
Signature of Lender, Official of LPA, or FmHA Loan Packager
X LB Linda Benevento

5. Title
Loan Processor

6. Date
5/29/90

7. HUD/FHA/CPD, VA or FmHA No.

Part II - Verification of Present Employment

10. Present Position
D/S - DLE - CC

11. Date of Employment
7/22/85

12. Probability of Continued Employment
YES

13a. Salaried [ ] Yes [X] No
Commission [ ] Yes [X] No

13b. Is overtime/bonus likely to continue?
Overtime: Cannot [ ] Yes [ ] No
Bonus: Verify [ ] Yes [ ] No

14. Current Base Pay
$ 13.6896
[ ] Annual [ ] Monthly [ ] Weekly [XX] Hourly [ ] Other (specify):

15a. Base Earnings Year-to-Date
$ 17, 011.95
Past Year
$ 35,240.74

b. Overtime Year-to-Date
$ Included Above
Past Year
$ Included Above

c. Commissions Year-to-Date
$ Cannot Verify
Past Year.
$ Cannot Verify

d. Bonuses Year-to-Date
$ Cannot Verify
Past Year
$ Cannot Verify

16a. Monthly Taxable Pay (for Military Personnel Only)
Base Pay $
Career C Pay $
Pro Pay $
Flight Pay $
Other (specify) $

16b. Monthly Nontaxable Pay (for Military Personnel Only)
Quarters $
VHA $
Clothing $
Rations $
Other (specify) $

17. Remarks: If paid hourly, please indicate average hours worked each week during current and past year.
AVERAGE HOURS WORKED PER WEEK: 40 HOURS

GROSS EARNINGS 19 89, $ 35,240.74
GROSS EARNINGS 19____, $____
GROSS EARNINGS YTD 19____, $____

INDICATE FUTURE RAISES DUE:
Cannot Verify
(Indicate per Year, Month Week, Hour ►)
DATE____
AMOUNT____
PER____

IF THIS EMPLOYEE WAS OFF FOR ANY LENGTH OF TIME, PLEASE INDICATE DATES:
FROM____
TO____

Part III - Verification of Previous Employment

18. Salary/Wage at Termination:
[ ] Yearly [ ] Monthly [ ] Weekly
Base Pay $
Overtime $
Commissions $
Bonus $

19. Dates of Employment
from: to:

20. Reasons for Leaving

21. Position Held

Part IV - Certification Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA or USDA, FmHA Administrators, or the FHA Commissioner.

22. Signature
X [signature]

23. Title of Employer
Commander of Personnel

24. Date
6-19-90

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

INTEGRATION OF OPERATIONAL SKILLS FOR LAW ENFORCEMENT OFFICERS (48 HOURS)

offered by The Sheriff of Broward County

MAY 10, 1990
DATE

Timothy J. Gillette
INSTRUCTOR

Nick Navarro
SHERIFF

© GOES 461

EOG-01986

LITHO IN U.S.A.

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I, SCOT PETERSON, have received the July 1, 1990 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot Peterson
Employee's Signature

4308
CCN

07-24-90
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to **Personnel.**

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I, SCOT R. PETERSON, have received the July 1, 1989 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot R. Peterson
Employee's Signature

4308
CCN

10-20-89
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to Personnel.

EOG-01988

September 3, 1989

Dear Sheriff Navarro:

It is such a pleasure to be able to write a note of true, heartfelt thanks in this day and age. Although I was raised as a Dade County resident, I have been aware of your existence in Broward County as an officer of the law for many years, and of course now as Sheriff. I realize that there is more than enough negativism going on at this time with your department in the public eye and the fact that this can be draining even on the strongest of leaders, so I especially wanted to write you with some good news concerning certain of your officers.

I am 26 years old and married a young man 3-1/2 years ago that I fell (to say the very least) blindly in love with. He is from Georgia and we were married in his home-state despite severe warnings from my family, friends, neighbors and work associates who "saw right through him".

To sum things up, I was eventually physically abused to the point of being disabled, heavily medicated and consequently pregnant, and am presently on complete bed rest as a result. I was too ashamed to come forth and admit that I was in severe trouble and ashamedly allowed him to have complete control over me, body, mind and soul.

I was raised in a wonderful, secure and strong Catholic family, but the last place in the world I wanted to turn was to my family in Ft. Lauderdale. I was hurt so badly that the last people I wanted to see me in this situation was, of course, my family.

This past January, I was in the process of forceably having to take a leave of absence from my employer, the State of Georgia, due to having become totally physically incapacitated due to his extensive abuse on me, and consequently had to move into a battered women's shelter with my 18-month old daughter.

After all attempts of my family trying to contact me during this period to no avail, they finally averted to calling a family friend in Georgia. Remarkably, she was the only one that knew anything about what was really going on, and told them "everything".

After my mom had called this mutual family friend, they immediately tracked me down at the battered women's shelter and begged me to come home with my precious little girl. Even at that stage of the game, it took a lot of talking on their part to convince me to come "home". Although I was still in a stateof denial, I agreed and took a leave of absence. My mom, dad and brother drove up to Georgia on very short notice and picked up a few of my personal belongings and brought my daughter and I home to their new home in Ft. Lauderdale.

I was soon after brought to a hospital in Pembroke Pines because of some complications, and they referred me to Women In Distress for counselling. I attended several support group meetings, anxious to not only give up my denial of this abusive situation, but to also change my entire line of thinking, which I understand is a necessary must for women like myself. I have come a long way in 7 months time, however, I found out that many people are not used to properly knowing how to deal with an abused person, i.e. my doctors, my lawyer, and believe it or not, some officers of the law that we had to turn to when my "ex" tried to kidnap my little girl several months ago.

On that note, and after my initiating legal proceedings on attaining custody of my little girl, changing jurisdiction from Georgia to Florida, and in acquiring a restraining order, the court allowed him "indoor, supervised visitation with a 3rd party of my choosing for only 2 hours a month". After 7 months time, he secretly moved down here and just now called for visitation.

After physically hurting me during my marriage to him and recently battering my dad (dragging him down the street with his car as my dad attempted to save my daughter from being kidnapped by him), we were needless to say, very precautious when he called to arrange for visitation.

At the advice of my daughter's Guardian Ad Litem and my attorney, I called your detail office and spoke with the most helpful and compassionate Lt. Korte to arrange for an off-duty officer for the visitation. Lt. Korte and I developed a very friendly rapport over the phone during the several days that I intermittently spoke to him. When I got off the phone with him, I expressed to my parents what a pleasure it was to finally come across someone that knew where I was coming from and also so anxious to take my domestic situation as seriously as we do. He is a true blessing and surely a great asset to your team. He also helped relieve my family and I of anxieties that we had in the upcoming visitation, assuring us of the procedures that would be in effect before, during and after the scheduled visitation.

He assigned Deputy Scot Peterson over this morning for the visitation and we provided him with the court order which included visitation stipulations, as well as the restraining order so that he was fully informed of everything before the meeting. We couldn't have asked for a more alert, professional and concerned officer to have handled the situation.

Within a few minutes of the scheduled visitation, my "ex" called and told my mom in an irritated voice that he was cancelling the visit. Our guess is that he drove by the house spotting the deputy's marked vehicle and was scared off. He did appear quite angry when he called and my mom explained that we went through great lengths to have a "3rd party" at the house for his 2-hour visitation. She further informed him that this was going to be considered his 2-hours for the month of September, and after he delivered a few angry words, he hung the phone up abruptly.

We all feel that the expense of the detail assignment to have Deputy Peterson on hand was extremely worth our time and money invested. If, for no other reason but to show my "ex" that we are taking this situation very seriously and are not allowing ourselves to fall into the usual domestic traps that your men find themselves called to on a daily basis, the arrangement of having an off-duty officer present was, again, well worth it!

It also gave us time to share our precautionary concerns with a law officer, as well as the opportunity for him to share his views on the situation with us, which certainly put us all at ease.

Hopefully, in time, he will give up trying his tactics and go back to Georgia!! I must say that Lt. Korte and Deputy Peterson are certainly a wonderful asset to your team and all of Broward County!

We are pleased that there really are some genuine people left in this world afterall. I am due with my second child any hour, any minute, and appreciate your having such dedicated men on your staff to make it possible for me not to have any more pressures at this time than necessary.

Most sincerely,

[redacted]

-CEIVED BY SHERIF.
NICK NAVARRO
SEP 13 1989

FDLE

Florida Department of Law Enforcement

James T. Moore
Commissioner

Division of Criminal Justice Standards and Training

P.O. Box 1489
Tallahassee, Florida 32302
(904) 487-0491

September 21, 1989

Ms. Mary McCann
Broward County Sheriff's Office - Personnel
P.O. Box 9507
2600 Southwest 4th Avenue
Fort Lauderdale, Florida 33315

Dear Ms. McCann:

This letter is in reference to your conversation with our staff on September 20, 1989, regarding the 03/31/89 Semi-annual report.

The format for the following information is as follows; SSN, Name, and the amount of salary incentive monies each officer is eligible to receive.

Below the amounts of salary incentive monies you will see the three digit (3) course numbers followed by the date each class was completed.

When determining the amounts of salary incentive money to be paid for the 40 and 80 hour courses, the ending dates of each class is matched with the next closest date. Please refer to the enclosed course listing for the 80 hour courses.

For example, the first officer in question is:

[redacted] [redacted]

25-60-45
045 03/27/87
047 05/02/86
031 10/24/86
004 03/09/79
003 03/21/75
999 03/30/84 *
002 08/16/70 *

Each > indicates an 80 hour block of two (2), 40 hour courses, or one (1), 80 hour course, and for each 80 hour block the officer is entitled to $20 a month. Therefore officer [redacted] is eligible to receive $60 a month "career development" salary incentive money.

As discussed with you over the phone, when an officer is credited with an Associate or Bachelor degree and career development courses, the money is decreased from education and increased in

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1989/90 PHASE I DEFENSIVE DRIVING IN SERVICE TRAINING (16 hours)

offered by The Sheriff of Broward County

September 28, 1989

DATE

Tim H. Smith

INSTRUCTOR

Nick Navarro

SHERIFF

© GOES 461

EOG-01993

LITHO IN U.S.A.

CRIMINAL JUSTICE STANDARDS AND TRAINING C[illegible]SSION

MANDATORY RETRAINING NOTIFICATION

1. NAME: PETERSON (Last name) SCOT (First name) [ ] (Intl.)

2. SSN: [redacted]

3. EMPLOYMENT CODE:

Law Enforcement
(X) 1 = Full Time
( ) 2 = Part Time
( ) 3 = Auxiliary

Concurrent
( ) 6 = Full Time
( ) 7 = Part Time

Correctional
( ) 4 = Full Time
( ) 5 = Part Time
( ) 9 = Auxiliary
( ) 8 = Correctional Probation

4. AGENCY ORI NO: FL 0060000

5. AGENCY NAME:

BROWARD SHERIFF'S OFFICE

6. DATE COMPLETED 40 HOURS:

06 (mo.) . 12 (day) . 89 (yr.)

7. LIST TRAINING USED TO FULFILL RETRAINING REQUIREMENT:

TYPE*	NAME OF COURSE	TOTAL HRS.
1	INTEGRATION OF OPERATIONAL SKILLS FOR LAW ENFORCEMENT OFFICERS	48 hours
	(The above course consists of the following:	
	This three phase 48 hour program consists of 16 hours of AAA	
	Defensive Driving Course, 16 hours of firearms, defensive	
	tactics, bomb and arson and crime scene procedures and 16 hours	
	of job related training in the areas of child abuse, child	
	pornography, crime and the aged, stress and diet, spouse abuse,	
	substance abuse, recent court decisions and new laws and	
	performance appraisal.)	

*Types of training explained on back of form.

I hereby certify that the above named officer has completed 40 hours of **job related** mandatory retraining as prescribed by Section 943.135, Florida Statutes, and that evidence supporting this claim has been collected, verified, and is being maintained within the official records of this agency.

I fully understand that this notification constitutes an official statement under the purview of Section 837.06, Florida Statutes, is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this constitutes a misdemeanor of the second degree.

EMPLOYING AGENCY REPRESENTATIVE

Lt. Timothy J. Gillette
NAME (Please Type)

Acting Commander
TITLE (Please Type)

SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

Lt. Timothy J. Gillette
SIGNATURE

10-19-89
DATE OF SIGNATURE

CJSTC—52A Revised 7/1/87

EOG-01994

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE III SKILLS DEVELOPMENT INSERVICE TRAINING (16 hours)

offered by The Sheriff of Broward County

June 2, 1989
DATE

Timothy J. Gillette
INSTRUCTOR

Nick Navarro
SHERIFF

© 3065 491

LITHO IN U.S.A.

EOG-01995

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: February 1, 1989

MEMO TO: Capt. R. Banta, Commander
District 4

FROM: Sgt. B. Swift, Alpha Shift
District 4

SUBJECT: Deputy Scot Peterson, CCN 4308
Performance Evaluation

I have been directed by the Executive Officer to respond to Dep. Peterson's memo of January 31, 1989. Although I pointed out the appeal procidure to Dep. Peterson at the time of his review, he gave no indication of his intention to avail himself of it. I would point out to this deputy that if he does not care to deal with his supervisors in a forthright manner (at least at evaluation time) he will be likely always to wonder why things happen to him. He never mentioned to me that he considered this evaluation deplorable. In any case, I do not consider this to be a particulary bad evaluation.

With regard to attendance, Dep. Peterson's reference to his past history with BSO is irrelevant. Pursuant to the Policy and Procedures manual, Paragraph 3.7.3. B.2., I may consider only his performance during the rated period. Moreover, I am inclined to evaluate him only on the basis of my personal observations during the period he was assigned to the district.

In evaluating this deputies attendance, I used the criteria set forth in paragraph 3.7.6. In the particular event Dep. Peterson refers to, December 20, 1988, he reported [redacted] to work, but on the same day - slightly more than an hour after the end of his scheduled shift - he reported to the BSO range for training which he had requested to take on his own time. Due to an unrelated crisis which required me to see the District Commander upon his arrival, I was not able to be at the range at the start of the day. I did visit the range at the completion of my other duties. There I found Deputy Peterson, who looked to be healthy and happy. When I spoke to him he told me he [redacted] (Incidently, these discussions took place about 95 yards from any other person, not "in the presence of all the other deputies").

Keeping in mind that Deputy Peterson had also attended this class on the previous day, I presume from his explination that he was [redacted] at 1700 hours, [redacted] from 2230 to 0645 and [redacted] again at 0800. Refering to the criteria in subparagraph B.1.c. "Does he offer valid reasons..." and B.1.D. "What was his appearance..." I would have to say that Deputy Petersons' performance was not up to standard on that day.

In considering the verbal descriptors in the employee evaluation report, I would frankly consider him "avoidably absent" which would call for a numerical score of 40. I decided to rate him as "fair" for a numerical of 55 simply because I did not wish to be too hard on a new deputy, or place too much emphasis on the event, despite the fact that I consider this to be a serious breech of discipline.

Addressing the second issue of work attitude, I would first remind Dep. Peterson that this is not the same as initiative, where he scored quite well. His performance was evaluated on the criteria in paragraph 3.7.7. Looking at subparagraph B.2.a and c, I do not believe Dep. Peterson accepts and learns from criticism very well. The present exercise is one example. His reaction to the incident at the range is another. I come away with the impression that rather than face facts, ask questions and learn from his mistakes, he would rather evade and protest when discliplined. There have been other petty incidents where my suggestions have been occasionally disregarded, such as keeping his car cleaned up (note the score of 70 on care of equipment).

All of this might amount to an evaluation of "resists supervision" which would call for a numerical score of 40. But again, I wanted to give a new deputy the benefit of a doubt and consider also that he seems to work well with fellow employees when deciding on hs score.

The last point with which Deputy Peterson takes issue is his overall score. He argues that his monthly statisticts are good, therefore he deserves a higher rating. Of course his overall score is in reality a weighted average of his individual scores. If his monthly stats were all that mattered, we could all save ourselves a lot of trouble in going thru the evaluation process.

This deputies score is very much in line with the ratings I have given others of similar experience and ability, and it represents an average of his strenghs and weaknesses. In those areas where he is strong he was rated highly. Where he did less well, his score reflects that too. Finally, The reason why he is "having a difficult time understanding on (sic) why my overall average is can be rated fair to poor at best" is because he is not rated fair to poor. Paragraph 3.8 B. clearly shows a score of 75% to be above average job performance.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: January 30, 1989

MEMO TO: Captain R. Banta, District Commander
Department of Law Enforcement

FROM: Deputy Scot Peterson #4308, Alpha Shift
Department of Law Enforcement

SUBJECT: Appeal/Performance Evaluation Report

As pursuant to Chapter 3.7.3 (13), I am formally contesting my performance evaluation as it relates to attendance, work attitude, the written deficiency comments , and the overall grade average.

On January 28, 1989 I received my evaluation from Sergeant Bruce Swift. On this evaluation Sgt. Swift had rated me with a 55% in attendance. During the seven months that I have been assigned to District Four, I have only [redacted] once during this time period. As a matter of fact, during the 3½ years with the Sheriff's Office; this was the "first time" that I have ever [redacted] while being employed with this department.

I cannot understand how Sgt. Swift can score me with a 55% in attendance when I have [redacted] during my entire career with B.S.O. If Sgt. Swift has documentation to support this deplorable score in attendance, than at this time I would like to review these documents.

In my personal opinion, a score of 55% is extremely poor and I cannot remain silent and let this score and its written comments enter my permanent file without factual evidence to support this action.

I am also conte sting the comments in which Sgt. Swift had documented on #3 and #4 of my performance evaluation. Sgt. Swift states that my overall grade was "marred" by an incident that occurred in December 1988. This incident was in reference to the day [redacted] I remained home during my tour of duty and did not violate any section of Policy and Procedure. The following morning

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX [illegible]

DATE:

MEMO TO:

FROM:

SUBJECT: Continuation from page one:

on my own personal time I attended a B.S.O. auto pistol course. At approximately 11:00 am during the final phase of training, Sgt. Swift arrived at the range and removed me from the firing line in the presence of all the other Deputies. He than went on to say that I was [redacted] today and could not allow me to stay and complete the course. After unloading my weapon I departed from the range. At no time during this incident was I ever disrespectful or insubordinate toward Sgt. Swift.

I than returned home and contacted Rick Moss (F.O.P.). I contacted Moss in reference to what options I had to voice my feelings toward an action which was unjustified and was not a violation of Policy and Procedure. Approximately fifteen minutes later, Moss had called me back at my residence and stated I could return the course immediately and complete the training. I than returned to the range and completed the course.

Rick Moss advised me that the approval to return to the course was per Lieutenant Peart.

I am also contesting the score regarding my work attitude (70%) and my overall grade of 75%. I believe I have a very positive work attitude. I am requesting an explanation on why Sgt. Swift feels that my work attitude should only constitue a 70% which I regard as a poor rating.

I am very concerned on why Sgt. Swift feels that my overall average is only 75%. Since coming out to the district, my monthly statistics indicate that I am usually number one or two in the ratings.With this type of work performance, I'm having a difficult time understanding on why overall average can be rated fair to poor at best.

I have never had nor do I now have any animosity toward Sgt. Swift. All that I ask is to be evaluated fairly.

NICK NAVARRO
SHERIFF
BROWARD COUNTY

DATE:

MEMO TO:

FROM:

SUBJECT: Continuation from page two:

If Sgt. Swift has negative feelings toward me because of that incident at the gun range, than I am sorry to hear that. But my performance evaluations are extremely important to me. I do not believe my evaluation should indicate poor ratings due to an incident where I did nothing wrong whatsoever. The only thing I attempted to do was enhance my experience within the department by taking a training course on my own personal time. Now because of this incident, I feel very strongly that my on the job performance ratings are being negatively affected due to this past incident.

cc: Lieutenant C. Peart, District Four
Sergeant Bruce Swift, Alpha Shift
File

√BT

2243.00 √ FOP B A COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT 115 B | 115 C

NAME: Scott Peterson #4308

RATING PERIOD FROM: 2-1-89 TO: 2-1-90

JAN 26 PM 3:44

DIVISION: D.L.E. - Dist. IV

POSITION: Deputy Sheriff - Road Patrol

AVERAGE GRADE: 90 84.3%

APPEARANCE:

WGT.	10	40	55	70	85 (86) 100
10	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE:

	10	40	55	70	85 (87) 100
10	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE:

	10	40	55	70 (84)	85 100
10	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS:

	100	85 (84)	70	55	40 10
10	Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT:

	10	40	55	70 (83)	85 100
15	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE:

	100	85 (82)	70	55	40 10
10	Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS:

	10	40	55	70	85 (86) 100
10	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any;

JOB DEPENDABILITY:

	100	(85)	70	55	40 10
10	Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.

JUDGEMENT:

	10	40	55	70 (83)	85 100
10	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.

OPERATION & CARE OF EQUIPMENT:

	10	40	55	70 (83)	85 100
05	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt. T. Vaughn #1143 DATE: 1-18-90

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

REVIEWER: _____ DATE: _____

DIVISION COMMANDER: Capt. Ron Barton DATE: 1-22-90

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scott Peterson DATE: 1-18-90

EOG-02001

MAR 0 2 1990

BSOA-P#6A 1M 6 71

1. How long has employee worked ur ur supervision? approximately 1 nths

2. In what area does the employee need improvement? Employee does not need improvement in any particular area, although his initiative in field interrogations and traffic enforcement could be inproved on.

3. Why is this area deficient? Deputy has an average of only four (4) F.I.'s per month, only one (1) red light citation per month and only 1.5 stop sign citations per month.

4. What plans have been made to correct the deficiency noted in No. 2? Deputy has been counseled on the need to improve his field interrogations and traffic enforcement activity.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy is very dependable. He completes his assignments promptly and follow-up is seldom required. He requires little supervision in routine matters.

6. Other Comments: Deputy is an asset to the Broward Sheriff's Dept. He accepts the Depts goals and objectives. Deputy is recommended to receive his merit pay increase.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? Yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? During this rating period Employee has attended Seminars on Courtroom Testimony, Interviews & Interrogations, Counterfeit money and A.I.D.S.. Employee also participated in the S.I.T. program.

89 JAN 31 PM 1:14

224300 ✓

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

15A / 15B

NAME: PETERSON, SCOT R.

RATING PERIOD FROM: Feb. 1, 1987 TO: Feb. 1, 1988

DIVISION: D.L.E. District 4

POSITION: Deputy Sheriff

AVERAGE GRADE: 75.00

	10	40	55	70	85	100
APPEARANCE: WGT. 10	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing. (80)	Exceptionally well groomed. Professional appearance.	
ATTENDANCE: 10	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	(55) Fair in: ☐ Promptness ☒ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.	
WORK ATTITUDE: 15	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	(70) Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	
	100	85 (80)	70	55	40	10
QUALITY OF REPORTS: 10	Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.	
PUBLIC CONTACT: 5	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere. (80)	Exceptional skill and ability in directing conduct/activity of people. Inspiring.	
	100	(85) 70	55	40	10	
INITIATIVE: 10	Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.	
RULES & REGULATIONS: 10	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to. (75)	Very familiar with and never violates any;	
	100	85 (75)	70	55	40	10
JOB DEPENDABILITY: 10	Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks	
JUDGEMENT: 15	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations. (80)	Outstanding insight. Unusual ability in new situations. Requires minimum direction.	
OPERATION & CARE OF EQUIPMENT: 5	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	(70) Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: [signature] DATE: 1-28-89

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

REVIEWER: [signature] DATE: 1-30-89

DIVISION COMMANDER: Capt. Ron Baxter DATE: 1-30-89

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-28-87

EOG-02003

BSOA-PMA IM 6 71

1. How long has employee worked under your supervision? Seven months

2. In what area does the employee need improvement? Attendance and Care of Equipment

3. Why is this area deficient? This deputy's evaluation for attendance, and his overall grade, is unfortunately marred by an incident in December in which he appeared to [redacted]

This deputy should also pay more attention to keeping his assigned car clean.

4. What plans have been made to correct the deficiency noted in No. 2? With regard to attendance, an on the spot correction was initiated, which was not well recieved by the deputy. However, there are no other incidents of this sort documented in the evaluation period.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): This deputy has been dependable in following instructions.

6. Other Comments: Merit increase is recomended.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? Yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? He has requested to attend many training classes.

VOCATIONAL & TECHNICAL ADULT EDUCATION

INDUSTRY SERVICES TRAINING

The Child Abuse
Coordination Committee
Broward County, Florida

Certificate of Completion

Presented to SCOT PETERSON

for the successful completion of EIGHT *hours*
of training in

Child Abuse Multidisciplinary Training Program
Course I

Administrator

NOVEMBER 22, 1988
Date

Chairperson

3-1-88

EOG-02005

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 DEFENSIVE DRIVING PHASE I (16 hours)

offered by The Sheriff of Broward County

October 18, 1988
DATE

INSTRUCTOR

SHERIFF

© GOES 461

EOG-02006

LITHO IN U.S.A.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: May 16, 1988

MEMO TO: File

FROM: Mary McKeon, Clerical Assistant III
Personnel Division

SUBJECT: [redacted] and Scott Peterson's
New Title Adjustments -- "Deputy Sheriff Detention -CC."

Verifying our 04/21/88 work against the Personnel Change Report for 04/29/88, the three mentioned employees above did not appear on the report. On 05/12/88, I went to Accounting and asked Donna Mathis why the employee's title adjustments did not appear on the Personnel Change Report. She informed me that Kathy O'Brien made the changes because only job titles needed to be adjusted. The job title adjustments were changed before our paperwork was submitted to the Accounting Division.

Mary McKeon

/mm

cc: Maritza Rodriguez, Office Specialist
Diane Argenti, Supervisor of Personnel Division

Broward County Sheriff's Office

Certificate of Achievement

This is to certify that

SCOTT PEDERSON

Has successfully completed a Course in

THE CRIMINAL ELEMENT OF SATANISM AND SANTA RIA CULTS

offered by The Sheriff of Broward County

Awarded this 11th Day of MAY, 19 88

Thomas J. McInerney
Commander, Training Division
Professional Standards Dept.

Nick Navarro
Sheriff

EGP-02008

LITHO IN U.S.A.

[redacted]ange in Status from P/T CORR. to F/T CONCURRENT

CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION
REGISTRATION FORM

N/F

1. NAME: PETERSON (Last name) SCOT (First name) R (Intl.)

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE: (XX) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX: (XX) 1 = Male
( ) 2 = Female

CJSTC REGISTRATION DATE: 04 . 14 . 88 (Mo.) (Day) (Yr.) 5/12 RC

DATE of GRADUATION

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING REQUIREMENT

( ) 40 Hrs. ( ) 80 Hrs. (✓) 160 Hrs.
( ) 320 Hrs. ( ) No Training

Our records indicate the following Salary Incentive Monies:

Basic: — Career: — Educ.: 30

BASIC EMPLOYMENT INDICATOR: 02

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	( ) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	( ) 8 = Correctional Probation
(XX) 6 = Full Time	
( ) 7 = Part Time	( ) 0 = Railroad Security

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible, processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.
Prints (XXX) 0 = Yes ( ) 1 = No
If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held):

( )	( )	(XX)	( )	( )	( )	( )	( )	( )
GED	HS	AA	AS	BA	BS	M	PHD	JD

9. AGENCY ORI NO: FL 0060000

10. STATE CLASS CODE:

11. EMPLOYMENT DATE: 03 (Mo.) 07 (Day) 88 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
( ) = Yes (XX) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 22,051 (Dollars only)

15. AGENCY NAME:
BROWARD COUNTY SHERIFF'S OFFICE

16. DUTY ASSIGNMENT:
FULL-TIME DETENTION DEPUTY
PART-TIME DEPUTY SHERIFF

17. CERTIFIED TRAINING SCHOOL:
BROWARD COMMUNITY COLLEGE

18. COURSE DATE:
CORRECTIONAL ENDING DATE: 2-5-86
Beginning: 3-7-88 Ending: 4-14-88 L.E. CROSS CERTIFICATION ACADEMY

CORRESPONDING CERTIFICATE NUMBER
CORRECTIONS: 03-85-502-10

L.E. NOT RECEIVED AS OF THIS DATE, CURRENTLY ATTENDING L.E. CROSS CERT. ACADEMY.

19. TYPE OF CERTIFICATION:

	L.E.	CORR.	PROB.
Certificate of Recognition (or grandfathered)	( )	( )	( )
Certificate of Completion	( )	(XX)	( )
Certificate of Compliance	( )	( )	( )
Cert. of Comparative Comp.	( )	( )	( )
Auxiliary Certificate	( )	( )	( )
Compliance NOT Completed	(XX)	( )	( )

(Attach copies of all Florida Recruit Certificates)

EOG-02009

CJSTC-14 Revised 10/1/86

BOB MARTINEZ
GOVERNOR

ROBERT R. DEMPSEY, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

BASIC RECRUIT CERTIFICATE
CROSS TRAINING
LAW ENFORCEMENT OFFICERS
220 HOURS

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

BOBBY R. BURKETT, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

APRIL 14, 1988

[redacted]

ROD CASWELL, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-88-222-01

EOG-02010

STIPULATION/AGREEMENT

WHEREAS, the Sheriff of Broward County has determined that the agency will benefit from a cross-certification program for qualified personnel, and

WHEREAS, certain detention deputies and other personnel have been or will be selected to participate in the cross-certification program, and

WHEREAS, the expense of this cross-certification training will be paid by the Broward Sheriff's Office along with all regular employee benefits during training:

NOW, THEREFORE, in consideration of the foregoing and other valuable consideration which is hereby acknowledged, it is agreed as follows:

1. The deputy/employee will receive 220 hours of training at the Criminal Justice Institute. Said training shall be paid for by the Sheriff of Broward County.

2. Said training will be conducted during the deputy's/employee's regular duty hours with the Broward Sheriff's Office.

3. For and in consideration of the above training and other benefits, the undersigned deputy/employee agrees to continue in the employ of the Broward Sheriff's Office, serving at the Sheriff's pleasure, for a two-year period after the conclusion of the said cross-certification training.

WITNESS

WITNESS

3/8/88
DATE

Dep Scot Petersen 4308
DEPUTY/EMPLOYEE
Scot Petersen

NICK NAVARRO
SHERIFF OF BROWARD COUNTY

BY
AUTHORIZED SIGNATURE

FDLE

Florida Department of Law Enforcement

Robert R. Dempsey
Commissioner

Division of Criminal Justice Standards and Training

P.O. Box 1489
Tallahassee, Florida 32302
(904) 487-0491

March 8, 1988

MEMORANDUM:

TO: Broward County S.O.
Personnel Department

FROM: A. Leon Lowry, Chief, Bureau of Standards, Division of Criminal Justice Standards and Training

SUBJECT: Scott K. Peterson

SSN: [redacted]

Staff has reviewed your request for evaluation of criminal justice training, education and work experience for equivalency of training on behalf of the above referenced individual. The required training will be presented at the next scheduled Commission Meeting.

160 hour Law Enforcement Cross Training / Firearms

Staff will notify you in writing of any deviation from the required training by the Criminal Justice Standards and Training Commission.

Effective July 1, 1985, all individuals temporarily employed or appointed under the provision of Section 943.131, F.S., must complete Firearms Training prior to employment. **If you have not registered this individual with the Division, please provide the necessary documentation, along with a copy of the Equivalency of Training Information Statement and a copy of this memorandum.**

****PLEASE NOTE:** If supplemental training is required, then salary incentive monies cannot be paid until required training is completed.

Commission Presentation Date: April, 1988

ALL/wrb

See attachment for training, effective July 1, 1988.

EOG-02012

NICK NAVARRO
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

EMPLOYEE/APPLICANT Scot R. Peterson

HAS SUCCESSFULLY COMPLETED THE BACKGROUND INVESTIGATION AS REQUIRED BY STATE STATUTES 943, TO THE SATISFACTION OF THE AGENCY AND THE MORAL CHARACTER REQUIREMENT OF THE STATE STATUTES.

3-1-88
DATE APPROVED

E GROSS
INVESTIGATOR SIGNATURE

AML/cm

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: FEBRUARY 5, 1988

MEMO TO: SCOT PETERSON
DETENTION

FROM: CAROL MILLS
PERSONNEL DIVISION

SUBJECT: REQUIREMENTS FOR CROSS CERTIFICATION ACADEMY PROCESSING

UPON PRELIMINARY REVIEW OF YOUR PERSONNEL JACKET FOR REQUIRED DOCUMENTATION FOR F.D.L.E. CERTIFICATION PROCESS FOR CONCURRENT DEPUTY (CROSS CERTIFIED) STATUS, THE FOLLOWING DOCUMENTATION AND TESTING PROCEDURES WILL HAVE TO BE COMPLETED PRIOR TO ANY FURTHER TESTING FOR CONCURRENT STATUS.

XXX COPY OF VALID FLORIDA DRIVER'S LICENSE.

_____ COPY OF SOCIAL SECURITY CARD IN YOUR CURRENT NAME.

_____ COPY OF LEGIBLE BIRTH CERTIFICATE.

_____ COPY OF STATE CERTIFICATION IN CORRECTIONS.

_____ COPY OF DOCUMENTATION VERIFYING GRADUATION FROM ACCREDITED HIGH SCHOOL, G.E.D., OR COLLEGE.

XXX OTHER WRITTEN AND PHYSICAL AGILITY TEST.

ALSO PRIOR TO ANY FURTHER TESTING FOR ELIGIBILITY INTO THE NEXT CROSS CERTIFICATION ACADEMY, THE WRITTEN AND PHYSICAL AGILITY MUST BE COMPLETED. WHEN COMPLETED, CONTACT ME AS SOON AS POSSIBLE IN ORDER THAT I CAN EXPEDITE YOUR FILE FOR CONTINUATION OF PROCESSING. ALL ABOVE REQUESTED DOCUMENTATION MUST BE SUBMITTED TO ME TO ALSO BE ELIGIBILE FOR CONTINUATION OF PROCESSING.

IF THERE IS ANY FURTHER INFORMATION THAT YOU MIGHT REQUIRE CONCERNING THIS MATTER, I CAN BE REACHED AT 765-8900 EXT. 408.

AML/cm

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1987 DEC -4 PM 2:42

87-004

DATE: DECEMBER 2, 1987

MEMO TO: DIRECTOR BRUCE HAMERSLEY
PROFESSIONAL STANDARDS

FROM: SHERIFF NICK NAVARRO

SUBJECT: CROSS-CERTIFIED DEPUTIES

RECEIVED
DEC 4 1987
PERSONNEL

There has been an apparent confusion in the pay status of Deputy Sheriffs who are cross-certified, and then reassigned from the Department of Detention to the Department of Law Enforcement.

My policy is and has been as follows:

1. This is considered a lateral move on the part of the personnel involved.

2. A cross-certified Deputy moving laterally from Detention to Law Enforcement and making less than the starting pay for Law Enforcement will move up to that starting pay (Step 15A).

3. A cross-certified Deputy moving laterally from Detention to Law Enforcement and making more than the starting pay for Law Enforcement will start in pay Range 15 at an amount equal to what the Deputy is making in Range 13 (Example: from 13D to 15B).

4. The anniversary date of cross-certified Deputies will not change.

5. The longevity eligibility date of cross-certified Deputies will not change.

Please take the appropriate steps to insure that the Personnel Division follows this policy and implement needed procedures to comply with this policy.

NN/LFC/et

Nick Navarro
Sheriff Nick Navarro

cc: Colonel Edward Werder, Chief of Staff
Commander Leo F. Callahan
Assistant to the Sheriff for Operations
Lt. Colonel Martin Rahinsky, D.L.E.
Director Michael Woodruff, Finance and Budget
Director Willis Roberts, Detention
Commander Ann Lee, Personnel

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: October 15, 1987 87-483

MEMO TO: ALL NEW BSO NON-CERTIFIED RECRUITS

FROM: Commander Thomas J. McInerney
Training Division

SUBJECT: PROHIBITION ON LAW ENFORCEMENT ACTIVITY

This is to advise you that while you are a non-certified law enforcement recruit, you are prohibited from taking any action in an official capacity under the color of law.

TJM/do

Scot Peterson

Employee Scot Peterson 4308 Commander/Police Academy

3-17-88

Date

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: August 9, 1987

MEMO TO: PERSONNEL DIVISION

FROM: Deputy Scot Peterson, 4308

SUBJECT: SICK LEAVE BONUS DAY

Deputy Scot Peterson HAS TAKEN NO SICK LEAVE SINCE July 22, 1985.

THIS EMPLOYEE IS ENTITLED TO ONE (1) BONUS DAY TO BE USED AND TAKEN BY Jan. 22, 1987.

SIGNATURE OF SUPERVISOR 2905

SIGNATURE OF EMPLOYEE 4308

BSO AP #23 (REV: 1/85)

EOG-02018

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: JULY 13, 1987

MEMO TO: SCOT PETERSON
DETENTION

FROM: Carol Mills
Personnel Technician

SUBJECT: [redacted]

This is to advise you that you have met the criteria for membership in the [redacted].

In the month of AUGUST you should notice a deduction from your accumulated [redacted] on your pay check. For the contribution of eight (8) hours, you will now be eligible for up to 640 hours of time from the employees' [redacted]

At that time, your supervisor would advise Personnel and a meeting of the [redacted]

Welcome Aboard!

ALM/cm

THE FOLLOWING QUESTIONS ARE TO BE ANSWERED BY EMPLOYER, SCHOOL OFFICIAL, OR PERSONAL REFERENCE

1. WHAT IS YOUR RELATIONSHIP TO THE APPLICANT? (Check one)	2. HOW LONG HAVE YOU KNOWN THE APPLICANT? FROM (Month and Year)	TO (Month and Year)	3. POSITION HELD IN JOB OR HIGHEST GRADE COMPLETED IN SCHOOL
[X] EMPLOYER	7/22/85	present	CERTIFIED DETENTION DEPUTY
[ ] SCHOOL OFFICIAL	4. IF APPLICANT LEFT JOB OR SCHOOL, GIVE REASON		
[ ] CHURCH OFFICIAL	PRESENTLY EMPLOYED		
[ ] NEIGHBOR			
[ ] FRIEND			
[ ] OTHER (Specify)			

HOW DO YOU RATE APPLICANT'S	(Check one) OUTSTANDING	EXCELLENT	AVERAGE	UNSATISFACTORY	6. KNOWN SKILLS POSSESSED (Elaborate under REMARKS. e.g., education, training, experience, advancements and potential in these skills.)	(Check one) OUTSTANDING	EXCELLENT	AVERAGE	UNSATISFACTORY
TRUSTWORTHINESS?									
GENERAL INTELLIGENCE?									
ABILITY TO WORK HARMONIOUSLY WITH OTHERS?									
INITIATIVE?									
JUDGMENT?									
SELF-CONFIDENCE?									
HOME ENVIRONMENT?									
LEADERSHIP?									
EMOTIONAL STABILITY?									

Please answer the following questions to the best of your knowledge. For "YES" answers please provide particulars under REMARKS.

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
7. HAS THE APPLICANT EVER BEEN MARRIED?			11. HAS THE APPLICANT EVER BEEN SUSPENDED, EXPELLED OR DISMISSED FROM SCHOOL?		
8. HAS THE APPLICANT SERVED IN ANY OF THE ARMED FORCES? (If "yes" specify which service under REMARKS)			12. HAS THE APPLICANT ANY CHRONIC AILMENT OR PHYSICAL DEFECTS?		
9. IS THE APPLICANT ADDICTED TO THE USE OF ALCOHOL OR HARMFUL DRUGS?			13. IS THERE ANY REASON WHY YOU WOULD NOT RECOMMEND THIS PERSON FOR A POSITION OF TRUST?		
10. HAS THE APPLICANT EVER BEEN DISCHARGED FROM EMPLOYMENT FOR INEFFICIENCY, NEGLECT OF DUTY OR MORAL UNFITNESS?					

REMARKS (Indicate item number to which remarks apply)

DATE	TYPED NAME AND TITLE OF REFERENCE	SIGNATURE
7/10/87	LORRAINE DE LOSH, Administrative Sec/ Personnel Division	Lorraine De Losh

EOG-02020

*U.S. GOVERNMENT PRINTING OFFICE 1981 341-646/8592

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DEPUTY SHERIFF'S OATH OF OFFICE

I, Scot Ralph Peterson, DO SOLEMNLY SWEAR THAT I WILL SUPPORT, PROTECT AND DEFEND THE CONSTITUTION AND GOVERNMENT OF THE UNITED STATES AND OF THE STATE OF FLORIDA; THAT I AM DULY QUALIFIED TO HOLD OFFICE UNDER THE CONSTITUTION OF THE STATE AND THAT I WILL WELL AND FAITHFULLY PERFORM THE DUTIES OF DEPUTY SHERIFF FOR THE BROWARD COUNTY SHERIFF'S OFFICE AS PER MY JOB DESCRIPTION, SO HELP ME GOD.

Scot Peterson
SIGNED

Scot Peterson 4308
PRINT NAME, CCN#

STATE OF FLORIDA)
)
COUNTY OF BROWARD)

Subscribed to and Sworn to before me this 3rd day of January, 1989.

Betty Jo Weidner
NOTARY PUBLIC

Notary Public, State of Florida
My Commission Expires Jan. 18, 1990
Bonded Thru Trey, Fain & Lawrence Ins.

(SEAL)

COMMISSION EXPIRES

EOG-02021

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE II FIREARMS IN-SERVICE TRAINING (16 HOURS)

offered by The Sheriff of Broward County

January 24, 1989

DATE

Thomas J. McInerney

INSTRUCTOR

Nick Navarro

SHERIFF

© GOES 461

LITHO IN U.S.A.

EOG-02022

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE II FIREARMS IN-SERVICE TRAINING (16 HOURS)

offered by The Sheriff of Broward County

January 24, 1989

DATE

Thomas J. McInerney

INSTRUCTOR

Nick Navarro

SHERIFF

LITHO IN U.S.A.

EOG-02023

Certificate of Achievement

this is to certify that

SCOT R. PETERSON

has attended

DESIGNER DRUGS
(8 HOURS)

offered by Broward Community College

JANUARY 12, 1989

Director, Criminal Justice Institute

President

EOG-02024

BROWARD COUNTY SHERIFF'S (CE
OFFICIAL TRANSCRIPT REQUEST
AND OFFICIAL LETTER
(EDUCATIONAL SALARY INCENTIVE PROGRAM)

TO: REGISTRAR, Florida International University DATE 12-30-88
NAME OF SCHOOL

LAW ENFORCEMENT OFFICER ✓ OR CORRECTIONAL OFFICER _____

RESPECTULLY REQUEST THE OFFICIAL TRANSCRIPT AND AN OFFICIAL LETTER INDICATING THE DATE ON WHICH THE DEGREE REQUIREMENTS WERE EARNED OF THE FOLLOWING NAMED INDIVIDUAL BE FURNISHED FOR THE PERIOD INDICATED BELOW:

DATES ATTENDED _____ DATE OF BIRTH [redacted]

STUDENT NAME PETERSON Scot R.
LAST FIRST MI

MAIDEN NAME (IF APPLICABLE) N/A

SOCIAL SECURITY NUMBER [redacted] STUDENT NUMBER [redacted]

STUDENT'S MAJOR Criminal Justice DATE DEGREE CONFERRED _____

AUTHORIZATION IS GRANTED FOR OFFICIAL TRANSCRIPTS TO BE FURNISHED. ATTACHED IS CHECK/MONEY ORDER IN THE AMOUNT OF _____ TO COVER THE COST OF THE TRANSCRIPTS.

SEND ONE OFFICIAL TRANSCRIPT AND OFFICIAL CONFERRING LETTER TO:

PERSONNEL DIVISION
BROWARD COUNTY SHERIFF'S OFFICE
2600 S.W. 4th AVENUE
FORT LAUDERDALE, FL 33315

TRANSCRIPT REQUEST AND OFFICIAL LETTER ACKNOWLEDGEMENT

Scot Peterson 12-30-88
STUDENT'S SIGNATURE

Beverley Armstrong
SIGNATURE OF AGENCY ADMINISTRATOR
COMMANDER OF PERSONNEL

NOTICE TO REGISTRAR: PLEASE ATTACH A COPY OF THIS TRANSCRIPT REQUEST FORM TO THE TRANSCRIPT AND OFFICAL LETTER CONFERRING DEGREE EARNED TO OUR DEPARTMENT.

PLEASE SUBMITT THE NAME OF THE ACCREDITING AGENCY FOR YOU COLLEGE:

_____

BSOAP#30 (REVISED 4/87)

NOTE: IF A DEGREE HAS BEEN RECEIVED, ONLY FORWARD OFFICIAL COPY OF TRANSCRIPTS CONFERRING THIS AND ACCREDITING AGENCY FOR COLLEGE.

Scott R. Peterson

[redacted]

W/M

CC Deputy

INVESTIGATOR'S DRUG SCHOOL

Certificate of Completion

Street Level Drug Enforcement

16 Hour Seminar

for

SCOT PETERSON

12-8-89

Certified

Al Ortenzo

Director

EOG-62127

Broward County Sheriff's Office

Certificate of Achievement

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

AUTO PISTOL COURSE (16 hours)

offered by The Sheriff of Broward County

Awarded this 20th Day of December, 19 88

Thomas G. McNamara

Commander, Training Division
Professional Standards Dept.

Nick Navarro

Sheriff

EGG-02028

LITHO IN U.S.A.

RECEIPT FOR

BROWARD SHERIFF'S OFFICE

POLICY AND PROCEDURES MANUAL

I, Scot Peterson, have received
Print Employee's Name

manual # 1323 of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this manual.

My signature below attests to the fact that I have read this manual and I am generally familiar with the contents therein.

Scot Peterson
Employee's Signature

✓ 4308
CCN

12-10-87
Date

Time period for returning this receipt is (60) days from date of manual receipt.

Original to Research & Planning
Copy retained by Employee

1988 20 AM 8:43

V27111

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

(B)

NAME: Peterson, Scott #4308

RATING PERIOD FROM: 02-02-87 TO: 02-02-88

DIVISION: Detention-Classification

POSITION: Deputy

AVERAGE GRADE: 95.25

APPEARANCE: (100)

WGT 5

10	40	55	70	85
Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE: (100)

15

10	40	55	70	85
☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE:

10

10	40	55	70	85 90 100
Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS:

5

(100)	85	70	55	40 10
Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT:

5

10	40	55	70	85 95 100
Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE:

10

100 95	85	70	55	40 10
Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS:

20

10	40	55	70	85 95 100
Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any;

JOB DEPENDABILITY:

10

100 95	85	70	55	40 10
Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.

JUDGEMENT:

15

10	40	55	70	85 90 100
Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.

OPERATION & CARE OF EQUIPMENT: (100)

5

10	40	55	70	85
Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Lt D Boswell DATE: 01-11-88

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

REVIEWER: Lt C. Dunlap DATE: 1-11-88

DIVISION COMMANDER: Capt R Bob DATE:

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scott Peterson DATE: 01-11-88

~~EOG-02030~~

BSOA-P/BA 1M 6-71

1. How long has employee worked under your supervision? 9 Months

2. In what area does the employee need improvement? The only deficency would be lack of of experience.

3. Why is this area deficient? Deputy Peterson has worked in the Classification Dept. for a year, through experience and with time, he will continue to improve and gain the knowledge necessary.

4. What plans have been made to correct the deficiency noted in No. 2? Deputy Peterson is a self starter, when confronted with a problem he seeks the answers by asking questions and follows through with each assignment.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy Peterson is extremely reliable, having earned several Bonus days since his employment with the Broward Sheriffs Office, working whatever overtime is necessary. When given special assignments he completes them thoroughly and follow up is seldom necessary.

6. Other Comments: As a Supervisor it is a pleasure to have a Deputy with the maturity and leadership qualities necessary to advance and continue to be a positive asset to the Broward Sheriffs Office.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? YES

8. If not, explain

9. What is the employee doing to improve himself overall? Deputy Peterson is currently enrolled at F.I.U.

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

NAME: SCOT R. PETERSON

RATING PERIOD FROM: 2/1/86 TO: 2/1/87

DIVISION: MAIN JAIL / HOLDING

POSITION: CERTIFIED DETENTION DEPUTY

AVERAGE GRADE: 87.25

	10	40	55	70	85	100
APPEARANCE: WGT. 5	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.	(100)
ATTENDANCE: 15	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.	(100)
WORK ATTITUDE: 10	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	(85) Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	100
QUALITY OF REPORTS: 5	100 Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	85 Finds and corrects occasional errors. Accurate & neat. Clear and concise.	(70) Generally acceptable. Occasional error or inaccuracy. Some checking required.	55 Frequent error. Lacks thoroughness & neatness. Much checking required usually.	40 Unacceptable from am'nt of error, incompleteness and/or untidyness.	10
PUBLIC CONTACT: 5	10 Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	40 Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	55 Usually courteous & effective in meeting and handling people.	70 Tactful & obliging. Good self control. Well mannered. Sincere.	(85) Exceptional skill and ability in directing conduct/activity of people. Inspiring.	100
INITIATIVE: 10	100 Seeks and sets for himself additional task. Shows much ingenuity.	(85) Alert to opportunity (A self starter)	70 A routine worker. Usually waits to be told.	55 Needs prodding. Procrastinates.	40 Has no initiative. Requires constant pushing.	10
RULES & REGULATIONS: 20	10 Totally disregards. Does not apply.	40 Needs to review. Frequent violation.	55 Generally acceptable. Occasional violation.	70 Has good working knowledge. Adheres to.	(85) Very familiar with and never violates any;	100
JOB DEPENDABILITY: 10	100 Shows unusual sense of responsibility. Totally reliable; Follow-up unnecessary.	(85) Follows instruction. Completes assignment promptly. Follow-up seldom required.	70 Generally does job from instructions given. Occasional follow-up required.	55 Often fails to carry out instructions. Loafs on job. Considerable follow-up.	40 Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.	10
JUDGEMENT: 15	10 Very emotional. Makes snap judgements without any fact. Usually is incorrect.	40 Tendency to become erratic & hasty. Has difficulty comprehending a situation.	55 Generally applies training & experience to make decisions. Occasional error.	70 Considers situation and makes sound decisions in non-routine situations.	(85) Outstanding insight. Unusual ability in new situations. Requires minimum direction.	100
OPERATION & CARE OF EQUIPMENT: 5	10 Has no regard for value or condition. Abusive.	40 Neglectful.	55 Adequate in care & maintenance of equipment utilized.	70 Careful of all eqpt. Has concern for condition of all equipment.	(85) Very meticulous. Always considers as personal property all equipment.	100

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Lt R. Parker DATE: 1/30/87

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

REVIEWER: H. J. Cox DATE: 1-30-87

DIVISION COMMANDER: Capt. W. Roberts DATE: 1-30-87

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 1/30/87

EOG-02032

BSOA-P/RA 1M 6-71

1. How long has employee worked under your supervision? 4 mos.
2. In what area does the employee need improvement? Quality of Reports
3. Why is this area deficient? Not enough experience in this field
4. What plans have been made to correct the deficiency noted in No. 2? A copy of the correct way to fill out an event report will be given to him to study & if he has any questions I will go over the report with him. Any additional information on report writing will be given to him
5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Dep Peterson is very dependable on carrying out his assigned duties to the best of his ability. He has always reported for duty on time and hasn't called in sick in the four months under my supervision.
6. Other Comments: Dep Peterson has a good rapport with the detainees and fellow employees. He is very courteous, takes his job seriously, and I feel that he is a great asset to the Department.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization?
8. If not, explain
9. What is the employee doing to improve himself overall? Dep Peterson is attending FIU for BS in Criminal Justice.

BROW[redacted]D COUNTY SHERIFF'S DEPARTMEN[redacted]
PERFORMANCE EVALUATION REPORT

NAME: PETERSON, SCOT R.

RATING PERIOD FROM: Feb. 1, 1987 TO: Feb. 1, 1988

DIVISION: D.L.E. District 4

POSITION: Deputy Sheriff

AVERAGE GRADE: 75.00

APPEARANCE:

GT.	10	40	55	70	(80)	85	100
0	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.		Exceptionally well groomed. Professional appearance.	

ATTENDANCE:

	10	40	55	70	85	100
0	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	(55) Fair in: ☐ Promptness ☒ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.	

WORK ATTITUDE:

	10	40	55	(70)	85	100
5	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	

QUALITY OF REPORTS:

	100	85	(80)	70	55	40	10
0	Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occas-ional errors. Accurate & neat. Clear and concise.		Generally acceptable. Occasional error or in-accuracy. Some checking required.	Frequent error. Lacks thor-oughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.	

PUBLIC CONTACT:

	10	40	55	70	(80)	85	100
5	Surly, touchy, or anta-gonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.		Exceptional skill and ability in directing conduct/activity of people. Inspiring.	

INITIATIVE:

	100	(85)	70	55	40	10
0	Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastin-ates.	Has no initiative. Requires constant pushing.	

RULES & REGULATIONS:

	10	40	55	70	(75)	85	100
0	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.		Very familiar with and never violates any.	

JOB DEPENDABILITY:

	100	85	(75)	70	55	40	10
0	Shows unusual sense of responsibility. Totally re-liable. Follow-up unnec-essary.	Follows instruction. Com-pletes assignment promptly. Follow-up seldom required.		Generally does job from instructions given. Occas-ional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks	

JUDGEMENT:

	10	40	55	70	(80)	85	100
5	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become er-ratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make de-cisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.		Outstanding insight. Unusual ability in new situations. Re-quires minimum direction.	

OPERATION & CARE OF EQUIPMENT:

	10	40	55	(70)	85	100
5	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & main-tenance of equipment utilized.	Careful of all eqpt. Has con-cern for condition of all equipment.	Very meticulous. Always con-siders as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: [signature] DATE: 1-28-88

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

REVIEWER: _____ DATE: _____

DIVISION COMMANDER: _____ DATE: _____

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-28-87

APPRAISE 71

EOG-02034

1. How long has employee worked under your supervision? Seven months

2. In what area does the employee need improvement? Attendance and Care of Equipment

3. Why is this area deficient? This deputy's evaluation for attendance, and his overall grade, is unfortunately marred by an incident in December in which he appeared to [redacted]

[redacted]

This deputy should also pay more attention to keeping his assigned car clean.

4. What plans have been made to correct the deficiency noted in No. 2? With regard to attendance, an on the spot correction was initiated, which was not well recieved by the deputy. However, there are no other incidents of this sort documented in the evaluation period.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): This deputy has been dependable in following instructions.

6. Other Comments: Merit increase is recomended.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization?

8. If not, explain

9. What is the employee doing to improve himself overall? He has requested to attend many training classes.

CRIMINAL JU[redacted]E STANDARDS AND TRAINI[redacted]COMMISSION

FINGERPRINT NOTIFICATION

1 NAME [redacted]TTERSON
(Last name)
SCOT R
(First name) (Init.)

2 SSN [redacted]

3 EMPLOYMENT CODE

Law Enforcement	Correctional
( ) 1 = Full Time	(XX) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

NOTICE

Any officer hired after November 1984, must have a legible processed fingerprint card in the agency's personnel file. This card must be processed through the F.B.I. and F.D.L.E. fingerprint process. If applicable, the officer's certificate of compliance may now be released.

4 DEPARTMENT ORI NO FL 006000

5 DEPARTMENT NAME
BROWARD COUNTY SHERIFF'S OFFICE

6 (XXX) 9 = Yes - Have processed fingerprints

7 08 (Mo.) 05 (Day) 85 (Yr.) Date stamped on back of fingerprint card - "Return Print Recorded"

8 07 (Mo.) 22 (Day) 85 (Yr.) Date of registration indicated on returned CJSTC-14.

TYPED EMPLOYING AGENCY REPRESENTATIVE

ANN LEE
NAME

COMMANDER, PERSONNEL DIVISION
TITLE

SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

Ann Lee

Nov. 24, 1986
DATE OF SIGNATURE

EOG-02036

D. ROBERT GRAHAM
GOVERNOR

ROBERT R. DEMPSEY, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

BASIC RECRUIT CERTIFICATE
BASIC RECRUIT
CORRECTIONAL OFFICERS
400 HOURS

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

WALTER C. HEINRICH, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DARYL G. McLAUGHLIN, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

FEBRUARY 05, 1986 [redacted] 03-85-502-10

EOG-02037

TEMPORARY EMPLOYMENT STATEMENT

NAME: PETERSON, SCOT RALPH

SSN: [redacted]

DATE: July 22, 1985

Total authorized positions: 304

Total positions filled: 298

Total population served: Broward County over one ~~million~~

Employing Agency: Broward County Sheriff's Office

Law Enforcement: _____ Correctional: X

The above referenced individual has been temporarily employed or appointed under the provisions of Section 943.131, F.S., and complies with the qualifications for employment or appointment as outlined in Section 943.13(1)-(8), F.S. The temporary employment is required due to the following circumstances which constitute a critical need:

Federally mandated, opening of new facilities,

shortage of personnel, personnel working overtime

The individual will be enrolled in the next approved training program within the geographic area, or assigned state training program for a state officer, or is currently enrolled in an approved training program. The individual is or will be attending an approved training program at

Broward Community College

It is acknowledged that the individual may function as a law enforcement or correctional officer for a period of time not to exceed 180 days at which time the officer will be enrolled in a basic recruit training course. The officer will be adequately supervised by a certified law enforcement or correctional officer of the same discipline.

Signature of Employing Agency Representative

Instructions to Employing Agency: This form is to be completed by and retained in the files of the employing agency with other required documents verifying compliance with the qualifications for employment or appointment outlined in Section 943.13(1)-(8), F.S. When the individual has successfully completed the required basic recruit training program and processed fingerprints are on file with the employing agency, the compliance certificate may be released to the officer.

BS64/E1

EOG-02038

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

EMPLOYEE Scot R. Peterson, HIRED ON 7-22-85, UNDER THE TEMPORARY EMPLOYMENT STATUS, WILL NOT BE AUTHORIZED TO CARRY A FIREARM UNTIL COMPLETION OF THE STATE FIREARMS TRAINING,. AS REQUIRED BY THE F.D.L.E. POLICY AND PROCEDURES MANUAL PAGE 2.8(J4).

Al Lee
SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

AML/cm

AFFIDAVIT OF

COMPLIANCE

Name of Applicant: PETERSON, SCOT RALPH

Applicant Social Security Number [redacted]

Employing Agency Name: Broward County Sheriff's Office

ORI Number: FL 0060000

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and Section 943.131, Florida Statutes, or any rules adopted pursuant thereto.

I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06, Florida Statutes, is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

7/19/85
Date

Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 19 day of July A.D. 19 85.

Notary Public

My commission expires Notary Public, State of Florida My Commission Expires Dec. 14, 1985 Bonded Thru Troy Fain-Insurance, Inc.

CJSTC-53

(New 10-1-84)

BS64/B

EOG-02040

CRO[redacted]TCATION

EQUIVALENCY OF TRAINING INFORMATION STATEMENT

Applicant's Name SCOT R. PETERSON SSN [redacted]

Employing Agency BROWARD COUNTY SHERIFF'S OFFICE

Per Section 943.131(2), F.S., the following is a summary of the criminal justice training, education, and work experience of the above referenced individual for determination of equivalency of training by the Criminal Justice Standards and Training Commission. The information has been verified by appropriate documentation and complete background investigation, and is on file with the employing agency.

CRIMINAL JUSTICE TRAINING

Course Title	Year	No. of Hours
BASIC RECRUIT CERTIFICATE, BASIC RECRUIT; CORRECTIONAL OFFICERS, 03-85-502-10	1986	400

EDUCATION (list degrees and major, or credit hours and subject)

MIAMI-DADE COMMUNITY COLLEGE, A.A., CRIMINAL JUSTICE, 7/84

CRIMINAL JUSTICE EXPERIENCE

Agency	From	Until
BROWARD COUNTY SHERIFF'S OFFICE, DETENTION DEPUTY	7/85	CURRENT

Signature of Employing Agency Representative

EOG-02041

BROWARD COUNTY SHERIFF'S OFFICE
OFFICIAL TRANSCRIPT REQUEST
(Educational Salary Incentive Program)

To: Registrar, Fla. International University (Name of School) DATE 7-22-85

Law Enforcement Officer _____ Correctional Officer ✓

Respectfully request one official transcript of the following named individual be furnished for the period indicated below:

Dates Attended January 85 - Present Date of Birth [redacted]

Student Name Peterson (Last) Scot (First) R (MI)

Maiden Name (if appropriate) N/A

Social Security Number [redacted] Student Number [redacted]

Student's Major Criminal Justice Date Degree Conferred N/A

Authorization is granted for official transcripts to be furnished. Attached is check/money order in the amount of _____ to cover the cost of the transcripts.

Send one official transcript to:

PERSONNEL
BROWARD COUNTY SHERIFF'S OFFICE
2600 S.W. 4th Avenue
Fort Lauderdale, Florida 33315

TRANSCRIPT REQUEST ACKNOWLEDGEMENT

Scot Peterson
Student Signature

Tony Montes
Signature of Agency Administrator

Commander-Personnel
Title

NOTICE TO REGISTRAR: Please attach copy of this transcript request to the transcript sent to out department.

Please give us the name of the Accrediting Agency for your College _____

_____

BSOAP #30 (new 6/85)
EOG-02042

CRIMINAL JUST[redacted]STANDARDS AND TRAINING [redacted]MMISSION
REGISTRATION FORM

1. NAME: PETERSON (Last name) SCOTT (First name) R (Intl.)

CJSTC REGISTRATION DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

N/F 5D

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE:
(X) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX:
(X) 1 = Male
( ) 2 = Female

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING RECOMMENDATION
( )40 Hrs. or( )80 Hrs. or( )160 Hrs.
(must be approved by commission)

Our records indicate the following Salary Incentive Monies:

Basic: _____ Career: _____ Educ: _____

BASIC EMPLOYMENT INDICATOR: 03

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	(X) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.
Prints ( ) O = Yes (1) 1 = No
If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held):

( ) GED	( ) HS	(X) AA	( ) AS	( ) BA	( ) BS	( ) M	( ) PHD	( ) JD

9. DEPARTMENT ORI NO: FL 006000

10. STATE CLASS CODE: [redacted]

11. EMPLOYMENT DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
(X) = Yes ( ) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 15,203 (Dollars only)

15. DEPARTMENT NAME:
Broward County Sheriff's Office

16. DUTY ASSIGNMENT:
Detention Deputy/Cadet

17. CERTIFIED TRAINING CENTER:
Broward Community College

18. COURSE DATE:
Beginning: _____ Ending: _____

19. TYPE OF CERTIFICATION:

CORRECTIONAL OFFICER	LAW ENFORCEMENT OFFICER
( ) Certificate of Recognition (or grandfathered)	( ) Certificate of Recognition (or grandfathered)
( ) Certificate of Compliance	( ) Certificate of Completion
( ) Cert. of Comparative Comp.	( ) Certificate of Compliance
( ) Auxiliary Certificate	( ) Cert. of Comparative Comp.
(X) Compliance NOT Completed	( ) Auxiliary Certificate
	( ) Compliance NOT Completed

CORRESPONDING CERTIFICATE NUMBER
_____

EOG-02043

CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

Educational Salary Incentive Eligibility Form

1. NAME: PETERSON (Last name) SCOT (First name) R (Intl.)

2. SSN: [redacted] 3. EMPLOYMENT DATE: 07 (Mo.) - 22 (Day) - 85 (Yr.)

4. EMPLOYMENT CODE:

Law Enforcement	Correctional	Concurrent
( ) 1=Full Time	(X) 4= Full Time	( ) 6= Full Time

5. DEPARTMENT ORI NO.: FL 006000 0 6. DEPARTMENT NAME: Broward County Sherif's Office

7. EDUCATION:

(Circle highest grade level completed): 13 (14) 15 16 17 18 19 20

AND

(Check all degrees and diplomas held):

(X) AA	( ) AS	( ) BA	( ) BS	( ) M	( ) PHD	( ) JD

( ) EQUIV.

8. NAME OF COLLEGE(S) AND/OR UNIVERSITY(IES) Fla. Intn'l Univ, & Miami-Dade Com. Col

9. ACCREDITING AGENCY Southern Association

10. MAJOR Criminal Justice 11. DATE CONFERRED 7/26/84

12. IF NO DEGREE CONFERRED, INDICATE NUMBER OF HOURS EARNED: _____ SEMESTER HOURS

_____ QUARTER HOURS

13. IF NO DEGREE CONFERRED, INDICATE DATE ON WHICH 60 SEMESTER OR 90 QUARTER HOURS WERE EARNED: _____

I hereby attest that the above information is true and can be verified by official transcripts on file with the employing agency.

Sept. 20, 1985
Date

Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 20th day of Sept.

A.D. 19 85.

Notary Public

My Commission expires _____

FOR OFFICIAL USE ONLY

Per section 943.22, Florida Statutes, and 11B-14, Florida Administrative Code, the above referenced officer is eligible to receive a continuous monthly payment of Educational Salary Incentive monies in the amount indicated below:

_____ $30 per month Educational Salary Incentive HEGIS CODE

_____ $80 per month Educational Salary Incentive _____

_____ is the officer's date of eligibility to receive Educational Salary Incentive monies.

Date of Staff Review _____ Acknowledged by _____

Prev-Educ-Money _____ YTD-Educ-Money _____

[illegible]2044

CRIMINAL J [redacted] STANDARDS AND TRAINI [redacted] MMISSION
REGISTRATION FORM

1. NAME: PETERSON (Last name) SCOT (First name) R (Intl.)

CJSTC REGISTRATION DATE: 07 (Mo.) 22 (Day) 85 (Yr.) N/F 5D

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE:
(X) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX:
(X) 1 = Male
( ) 2 = Female

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING RECOMMENDATION

( )40 Hrs. or( )80 Hrs. or( )160 Hrs.

(must be approved by commission)

Our records indicate the following Salary Incentive Monies:

Basic: _____ Career: _____ Educ: _____

BASIC EMPLOYMENT INDICATOR: 03

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	(X) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.

Prints ( ) 0 = Yes (1) 1 = No

If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held): ( ) GED ( ) HS (X) AA ( ) AS ( ) BA ( ) BS ( ) M ( ) PHD ( ) JD

9. DEPARTMENT ORI NO: FL 0060000

10. STATE CLASS CODE: [redacted]

11. EMPLOYMENT DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
(X) = Yes ( ) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 15,203 (Dollars only)

15. DEPARTMENT NAME:
Broward County Sheriff's Office

16. DUTY ASSIGNMENT:
Detention Deputy/Cadet

17. CERTIFIED TRAINING CENTER:
Broward Community College

18. COURSE DATE:
Beginning: _____ Ending: _____

19. TYPE OF CERTIFICATION:

CORRECTIONAL OFFICER	LAW ENFORCEMENT OFFICER
( ) Certificate of Recognition (or grandfathered)	( ) Certificate of Recognition (or grandfathered)
( ) Certificate of Compliance	( ) Certificate of Completion
( ) Cert. of Comparative Comp.	( ) Certificate of Compliance
( ) Auxiliary Certificate	( ) Cert. of Comparative Comp.
(X) Compliance NOT Completed	( ) Auxiliary Certificate
	( ) Compliance NOT Completed

CORRESPONDING CERTIFICATE NUMBER

_____

EOG-02045

CRIMINAL JU[redacted]C_ _TANDARDS AND TRAINI[redacted]O ISSION

Educational Salary Incentive Eligibility Form

1. NAME: J E R S E R S O N (Last name) S C O T T (First name) R (Intl.)

2. SSN: [redacted] 3. EMPLOYMENT DATE: 0 7 (Mo.) - 2 2 (Day) - [redacted] (Yr.)

4. EMPLOYMENT CODE: Law Enforcement ( ) 1=Full Time; Correctional (X) 4= Full Time; Concurrent ( ) 6= Full Time

5. DEPARTMENT ORI NO.: F L 0 0 6 0 0 0 0

6. DEPARTMENT NAME: Broward County Sherif's Office

7. EDUCATION:

(Circle highest grade level completed): 13 14 15 16 17 18 19 20

AND

(Check all degrees and diplomas held): (X) AA ( ) EQUIV. ( ) AS ( ) BA ( ) BS ( ) M ( ) PHD ( ) JD

8. NAME OF COLLEGE(S) AND/OR UNIVERSITY(IES) Fla. Intn'l Univ, & Miami-Dade Com. Col

9. ACCREDITING AGENCY Southern Association

10. MAJOR Criminal Justice 11. DATE CONFERRED 7/26/84

12. IF NO DEGREE CONFERRED, INDICATE NUMBER OF HOURS EARNED: _____ SEMESTER HOURS

_____ QUARTER HOURS

13. IF NO DEGREE CONFERRED, INDICATE DATE ON WHICH 60 SEMESTER OR 90 QUARTER HOURS WERE EARNED: _____

I hereby attest that the above information is true and can be verified by official transcripts on file with the employing agency.

Sept. 20, 1985
Date

[signature]
Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 20th day of Sept.

A.D. 19 85.

[signature]
Notary Public

My Commission expires _____.

FOR OFFICIAL USE ONLY

Per section 943.22, Florida Statutes, and 11B-14, Florida Administrative Code, the above referenced officer is eligible to receive a continuous monthly payment of Educational Salary Incentive monies in the amount indicated below:

X $30 per month Educational Salary Incentive HEGIS CODE

_____ $80 per month Educational Salary Incentive _____

2/5/86
The date of certification is the officer's date of eligibility to receive Educational Salary Incentive monies.

Date of Staff Review 10/15/85 Acknowledged by [signature]

Prev-Educ-Money _____ YTD-Educ-Money _____

EOG-02046

OATH OF LOYALTY

STATE OF FLORIDA

COUNTY OF Broward

I Scot R. Peterson A CITIZEN OF THE STATE OF FLORIDA AND OF THE UNITED STATES OF AMERICA, AND BEING EMPLOYED BY OR AN OFFICER OF Broward Sheriff's Office AND A RECIPIENT OF PUBLIC FUNDS AS SUCH EMPLOYEE OR OFFICER, DO HEREBY SOLEMNLY SWEAR OR AFFIRM THAT I WILL SUPPORT THE CONSTITUTION OF THE UNITED STATES AND OF THE STATE OF FLORIDA.

Scot Peterson

SIGNATURE

SUBSCRIBED AND SWORN TO BEFORE ME AT Broward Sheriff's Office

THIS 22 DAY OF July ,19 85.

TITLE: Lenn Landau

Notary Public, State of Florida
My Commission Expires Aug. 20, 1988
Bonded Thru Troy Fain - Insurance, Inc.

MY COMMISSION EXPIRES:

EOG-02047

[redacted] [redacted] [redacted]

Att: Leora Sanders

I am being processed for Detention Deputy. On June 20, 1985 I am taking my psychological and physical examinations. Here are some pertinent documents for my employment file.

note: I graduated from Miami Dade Community College with an A.A. Degree in Criminal Justice Administration, with a 4.0 grade point average (Highest honors - see transcripts)

Thank-you

Scot Peterson

6-14-85

EOG-02048

[redacted] MIAMI-DADE COMMUNITY COLLEGE, North Campus, 11380 N.W. 27 Avenue, Miami, Florida 33167

[redacted]

OFFICE OF THE VICE PRESIDENT
(305) 685-4211

May 11, 1984

Mr. Scot Ralph Peterson

[redacted]

Dear Scot:

I am writing this letter to congratulate you on your academic performance during your enrollment at Miami-Dade Community College. Our records indicate that you deserve special recognition because you have completed at least 45 credits with a cumulative grade point average of 4.00. Throughout your enrollment, you have continued to demonstrate a commitment to excellence in meeting the challenges of your program of study.

On behalf of the faculty and administration at North Campus, I extend our sincere compliments to you for your exceptional academic achievement. Miami-Dade offers many opportunities for superior students through the Emphasis on Excellence academic programs, student activities, and special services. I hope you will have had an occasion to experience these opportunities before you complete your program of study. We wish you success in your future academic endeavors and in attaining your educational and career goals. We are pleased to have you as a student at Miami-Dade.

Sincerely,

Roy G. Phillips

Roy G. Phillips
Vice President, North Campus

sl

Enclosure

EOG-02049

AFFIDAVIT OF

APPLICANT

Name: Peterson Scot R.
Last First Middle

SS Number [redacted] Employing Agency Brevard Sheriff's Office

(Please read carefully before signing)

I fully understand that, in order to qualify for employment as a law enforcement or correctional officer, I must fully comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of the United States.
3. Be a high school graduate or its equivalent.
4. Not have been convicted of any felony or any misdemeanor involving perjury or false statement nor have received a dishonorable or undesirable discharge from any of the Armed Forces of the United States.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

I further understand that by executing this document I am attesting that I have met the qualifications as specified. I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

NOTICE: This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

4-19-85
Date

Scot Peterson
Signature of Applicant

WITNESS, my hand and official seal, this 19 day of April A.D. 19 85.

Dolly L. Miller
Notary Public

Notary Public, State of Florida
My Commission Expires Dec. 14, 1985
Bonded Thru Troy Fain - Insurance, Inc.

My commission expires

CJSTC-52

(Revised 10-1-84)

BS64/A

American Red Cross

This certifies that

SCOT PETERSON

has completed the STANDARD FIRST AID and PERSONAL SAFETY course of instruction

at MIAMI-DADE COMMUNITY COLLEGE N

6/84
Date course completed

Jerome H. Holland
Chairman, American Red Cross

American Red Cross

This certifies that

SCOT PETERSON

has successfully completed a BASIC LIFE SUPPORT COURSE IN CARDIOPULMONARY RESUSCITATION conducted at MIAMI-DADE COMMUNITY COLLEGE N

6/84
DATE CERTIFICATE EXPIRES

Chairman, American Red Cross

EOG-02051

Certificate of Achievement

This is to certify that

Scot K. Peterson

has successfully completed

Armed Security Guard Academy #10-83

45 Hours

offered by Broward Community College

5/2/83 - 5/13/83

Robert Lorey
Director, Criminal Justice Institute

Hugh Adams
President

EOG-02052

#3 On June 1 [redacted]83, at 1:[redacted]M., a Broward Sheriff's officer brought in a white, male, incoherent offender. The arrestee produced no valid identification and refused to reveal his identity to me or the arresting officer. His behavorial characteristics showed that he might have some psychological disorders. He behaved in a catatonic state of mind. He seemed totaly unaware of his surroundings. All through the booking procedures the arrestee would not give any information and seemed completely incoherent throogh the entire booking procedure. (Initiation of booking procedure - 1:50 A.M.)

The "John Doe" was than placed in a holding cell. At approximately 2:45 A.M. we heard screams from the holding cell and Deputy Daniels replies that he smells smoke. We both approached the holding cell and heard the other arrestees scream, "the nut is burning up the place." At this time, two more

deputies arri[redacted] -t the Scene[redacted] Smith and Black) Smoke is present from underneath the door. Deputy Daniels opens the door and I observed the "John Doe" arrestee next to a smouldering mattress, and laughing. At that moment, Deputy Black and I put out the fire and Deputy Smith and Daniels removed the arrestees from the holding cell.

Due to the strange behavior of the arrestee, I would not have put him in the general arrestee population. It seems clear that the offender needed some type of psychological counseling and constant watch of his activities.

BROWARD COUNTY FLORIDA

OFFICE OF THE SHERIFF

WAIVER OF CONFIDENTIAL RECORDS

Permission is hereby given any agency of the government of the United States and/or any other agency, firm or corporation holding records considered confidential on me, to furnish the Broward County Sheriff's Office all information desired involving me in any way, upon request.

Such records I understand may include reasons for termination of employment, reasons for discharge from military service, criminal history, on the job performance, complete history of injuries suffered, including disability remaining, educational records, or any other personal information which may not otherwise be obtained without my prior agreement.

Signature Scot Peterson

Print Name Scot Peterson

Basic/Career/Educational

[redacted]
00-80-00
058 01/20/89
054 10/28/88 >4
047 12/16/88
068 02/20/87 >3
050 01/16/87
072 03/18/86 >2
020 01/21/86
061 01/29/85 >1
016 03/12/85
222 11/26/86 *
502 04/26/84 *

[redacted]
00-00-00 (B)

[redacted]

[redacted] Peterson, Scot
00-20-80
047 03/10/89 >1
020 01/27/89
222 04/14/88 *
502 02/05/86 *
(IBE)

[redacted]
00-20-00
020 01/27/89 >1
016 03/17/89
047 05/27/88
444 03/31/88 *
222 07/11/86 *
502 11/29/84 *

[redacted]
00-20-00
016 01/22/88 >1
050 07/17/87
222 06/09/88 *
502 11/13/86 *

CONTINUATION OF FDLE'S LIST OF CORRECTIONS PER MEMO 09/21/89--COPY ATTACHED, CORRECTION WILL BE SUBMITTED FOR OUR 11/01/89 DEADLINE. MM

[illegible] Avenue, Miami, Florida 33167

Dear Miami-Dade Honor Graduate:

While it is not possible to meet personally with each North Campus honor graduate, I do wish to extend to you, on behalf of the faculty, staff and myself, our congratulations on your outstanding achievement as a North Campus honor graduate.

The motto of Miami-Dade Community College is "Scientia est Potentia," or "Knowledge is Power," and honor graduates especially fulfill this College hope for all students.

Your performance, in the tradition of serious scholarship, has undoubtedly required sacrifices from you and your family. Certainly, it speaks to high ideals and aspirations that deserve recognition and encouragement. Whatever your goals may be, I wish you continued success and lifelong pleasure in learning.

Very sincerely yours,

Roy G. Phillips

Roy G. Phillips
Vice President, North Campus

mcd

EOG-02057

[redacted]
Page 2

career development, but not to exceed the maximum amount eligible to receive, when career development courses are completed. If an officer receives basic salary incentive money, it is never adjusted.

For example, officer [redacted] is receiving $25 basic, $60 career development, and $80 education salary incentive money. Since $25 + $60 + $80 = $165, which exceeds the maximum $130, his education money is reduced to $45, so $25 + $60 + $45 = $130, which is the maximum amount any officer can receive for salary incentive. If officer [redacted] completes another 80 hour block his career development money would increase to $80, his education money would decrease to $25, and his basic $25 will remain the same.

If you have any questions concerning this information or any problems working the Semi-annual report, feel free to contact this office at (904)488-8556.

Sincerely,

James T. Moore
Commissioner

A. Leon Lowry, II, Chief
Bureau of Standards
Division of Criminal Justice
Standards and Training

ALL/rc

Enclosure

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

[redacted]

INSTRUCTOR CERTIFICATION

CERTIFICATION EXPIRATION DATE 07/01/96

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

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

EOG-02059

FDLE
Florida Department of Law Enforcement

Instructor Certification Application

CJSTC 71

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

1. SSN [redacted]

2. Name: PETERSON (Last)
SCOT (First) R (MI)

3. Date of birth [redacted]

4. Ethnic group or race:
- ☐ Hispanic
- ☒ White
- ☐ Asian
- ☐ Other
- ☐ American Indian/Native Alaskan
- ☐ Black

5. Sex: ☒ Male ☐ Female

6. Enter X in the appropriate box that indicates your current status:
☒ Officer ☐ Non-Officer or Civilian

7. Employer: BROWARD SHERIFF'S OFFICE

8. Employer's address:
Street: 2600 SW 4TH AVE
City: FT. LAUDERDALE
State: FL
Zip code:

9. Training school number: 03

10. Training school name: BROWARD CO CRIMINAL JUSTICE INSTITUTE

11. Enter X in one of these boxes to show whether you're applying for new certification, renewing your current certification or applying for certification in additional subjects:
☒ New ☐ Renewal ☐ Add subjects

12. Enter X by each subject for which you're applying for certification:
- ☒ General Subjects
- ☐ K-9
- ☐ Defensive Tactics
- ☐ First responder to Medical Emergencies
- ☐ Law
- ☒ Firearms
- ☐ Law Enforcement Driving

13. Applicant's signature: Dep Scot Peterson
05-13-92
Date signed

Having reviewed this applicant's credentials and abilities as required by Rule 11B-20, F.A.C., I recommend certification or certification renewal of this applicant.

14. Training school administrator's signature:
7-1-92
Date signed

CJSTC USE ONLY

[✓] General Subjects [ ] Law [ ] K-9 [✓] Firearms

[ ] Defensive Tactics [ ] Law Enforcement Driving [ ] First Responder to Medical Emergencies

CJSTC signature 07-31-92
Approval Date

Effective 1/01/92 White Copy - Bureau of Standards Yellow Copy - Training School Pink Copy -Instructor

EOG-02060

BROWARD COUNTY SHERIFF'S OFFICE

DATE	MANUAL	DISTRIBUTION	SECTION	NUMBER
1 May 87	Policy and Procedures	All Employees	Personnel	3.7

6. The rating shall be submitted through the proper chain of command to the Personnel Division upon request.

7. The evaluation of the subordinate shall be prepared by the immediate supervisor of the employee.

8. Upon completion of the performance evaluation report and any required supportive data reports, such reports shall be submitted through the chain of command for review and countersignature.

9. After the evaluation is prepared and prior to submission through the chain of command, a consultation shall be held with the employee by the rating supervisor of which time the employee shall be fully apprised of his rating. The employee shall sign the rating form indicating that the rating has been discussed with him.

10. It is not necessary that the employee agree with his rating.

11. The employee may attach written comments to the evaluation providing any explanation he deems appropriate.

12. A copy of the completed evaluation report will be given to the employee.

13. If the employee desires to contest what he considers an unfair or unjust service rating, he may attach, in writing, any comment that he desires which would set forth the specific points to be contested. All superior officers up the chain of command shall attach such documentation as necessary to support the original rating if it is not amended by the rater. The division commander shall in all cases review and sign the rating. His signature shall serve as concurrence. In the case of a nonconcurrence report, a separate recommendation in writing shall be made by the division commander.

14. Upon receipt of the rating by the Personnel Division, it shall be reviewed for completeness of content and may be returned to division command for incompleteness and/or inconsistency in level of rating with supporting factual data.

EOG-02061

AFFIDAVIT FOR CERTIFICATION

Name: Scot Peterson

Address: [redacted]

Current or last prior employment (title, supervisor): Bay Harbor Fine Foods
Delicierk, Raymond Silvinsky - 1077 95 St Bay T

Next prior employment (title, supervisor): Kent Security Security
Guard, Robert Burgin 12000 Biscayne Blvd - N. Miami

All prior law enforcement employment: None

Two personal references: Rosemarie Shaikofsky, Archie Bochien

1. Have you ever been a defendant in a court martial (excluding proceedings leading to nonjudicial punishment)?
   Yes / (No)

2. Has a judgement ever been issued against you?
   Yes / (No)

3. Have you ever declared bankruptcy?
   Yes / (No)

4. Have you ever been arrested or charged with a crime?
   Yes / (No)

5. Have you ever been found guilty or pled guilty or no contest to a crime?
   Yes / (No)

6. Have you ever been refused a surety bond, or turned down for employment that required a surety bond?
   Yes / (No)

7. Have you ever been involuntarily terminated from employment or asked to resign?
   Yes / (No)

8. Have you ever been addicted to or hospitalized for the use of alcohol or drugs?
   Yes / (No)

9. Have you ever had a certificate, license, or privilege revoked or suspended under state, federal or other law?
   Yes / (No)

EOG-02062

AFFIDAVIT FOR CERTIFICATION
(page 2)

I swear or affirm that I am a citizen of the United States, by birth or naturalization, that I have never been convicted of a felony or a misdemeanor involving moral turpitude *, that I have a valid high school diploma or its equivalent, that my discharge (if any) from the Armed Forces was under honorable conditions, that I am of good moral character, that I have read all of the information contained in this affidavit and my employment application and it is correct, and that all other information I will furnish in conjunction with my application is true and correct.

_____
(Signature of Applicant)

(Any such language as will make this a notarized affidavit.)

I certify that I have made a thorough background investigation of this applicant, including any answer of "yes" to questions 1 through 9 and attached are written explanations for those answers. I certify that to the best of my knowledge the applicant is physically qualified to perform duties as a law enforcement officer and has passed a physical examination, has a high school diploma or its equivalent, has been discharged from the Armed Forces only under honorable circumstances. I certify that I have contacted each law enforcement agency at which the applicant has been employed and each of the references listed. I am satisfied that the applicant is of good moral character. I certify the applicant has never been convicted of a felony or of a misdemeanor involving moral turpitude.*

_____
(Signature of representative of employing agency)

*For purposes of this application, a finding of guilt or a plea of guilty or no contest after October 1, 1980, is the equivalent of a conviction, even if sentence is suspended or adjudication of guilt withheld.

NOTE: If the applicant has never been previously certified then the following documentation should accompany the application. If the applicant has been out of service for more than one (1) year then only the physical and processed fingerprints need accompany the application.

( ) Copy of birth certificate or certificate of naturalization;
( ) Proof of name change, if applicable;
( ) Proof of high school graduation or equivalency;
( ) Proof of discharge from military indicating release under no less than honorable conditions;
( ) Check here for no prior military service;
( ) Processed fingerprints cleared by both FDLE and FBI by name and classification;
( ) Proof of physical examination by Florida licensed physician.

SPECIFIC AUTHORITY – Sections 943.10(3), 943.12(9), F.S.
LAW IMPLEMENTED – Sections 943.13, 943.[redacted]
HISTORY – New 1-13-81.

EOG-02063

(PLEASE PRINT) INSURANCE VERIFICATION

NAME: Scot Peterson

1. I want my Gulf Life Group Health Insurance to cover:

MY SPOUSE YES_____ NO X

MY CHILDREN YES_____ NO_____

2. I want my Gulf Life Group Dental Insurance to cover:

MY SPOUSE YES_____ NO X

MY CHILDREN YES_____ NO_____

SIGNATURE: Scot Peterson

Scot Peterson

OATH

STATE OF FLORIDA

COUNTY OF BROWARD

I, Scot R. Peterson, A CITIZEN OF THE STATE OF FLORIDA AND OF THE UNITED STATES OF AMERICA, AND BEING EMPLOYED BY OR AN OFFICER OF THE SHERIFF OF BROWARD COUNTY AND A RECIPIENT OF PUBLIC FUNDS AS SUCH EMPLOYEE OR OFFICER, DO HEREBY SOLEMNLY SWEAR OR AFFIRM THAT I WILL SUPPORT THE CONSTITUTIONS OF THE UNITED STATES AND THE STATE OF FLORIDA.

Scot Peterson
SIGNATURE

SUBSCRIBED TO AND SWORN TO BEFORE ME AT
2600 SOUTHWEST FOURTH AVENUE, FORT LAUDERDALE, FLORIDA
THIS _____ DAY OF _____, 19 _____.

_____
NOTARY PUBLIC

_____
EXPIRATION DATE

(SEAL)

Personnel
MHB/sf, 09-19-84

EOG-02065

LOYALTY OATH

I, Scot R Peterson,
DO SOLEMNLY SWEAR (OR AFFIRM) THAT I WILL SUPPORT, PROTECT, AND DEFEND THE CONSTITUTIONS AND THE GOVERNMENT OF THE UNITED STATES OF AMERICA, THE STATE OF FLORIDA, AND THE LAWS AND ORDINANCES OF THE COUNTY OF BROWARD, FLORIDA: THAT I AM DULY QUALIFIED TO HOLD OFFICE UNDER THE CONSTITUTION OF THE STATE AND THAT I WILL WELL AND FAITHFULLY PERFORM THE DUTIES OF _____ FOR THE BROWARD COUNTY SHERIFF'S OFFICE ON WHICH I AM ABOUT TO ENTER. SO HELP ME GOD.

SIGNED Scot Peterson

STATE OF FLORIDA
COUNTY OF BROWARD

SUBSCRIBED AND SWORN TO BEFORE ME AT 2600 SOUTHWEST FOURTH AVENUE, FORT LAUDERDALE, FLORIDA,

THIS ____ DAY OF _____, 19 ____.

_____
NOTARY PUBLIC

_____
EXPIRATION DATE

(SEAL)

EOG-02066

Personnel
MHB/sf
09-19-84

PERSONAL HISTORY STATEMENT

Name: (Last, First, Middle)	Male	Female
Peterson, Scot Ralph	X	

Alias(es), Nickname(s), Maiden Name, Other Changes in Name: N/A

Date of Birth (Month, Day, Year)	Place of Birth (City, County, State)
[redacted]	Oak Park, Illinois

Height	Weight	Color of Eyes	Color of Hair	Scars, Physical Defects, Etc.
6 5"	200	Blue	Brown	None

U.S. Citizen?	Native?	Naturalized Cert. No.	If Derived, Parent's Cert. No.	Date, Place, and Court
Yes	Yes			

Marital Status:
☒ Single ☐ Engaged ☐ Married ☐ Separated ☐ Divorced ☐ Widowed

Information concerning marriage(s), if applicable: N/A

When	Where	Spouse's Name (Maiden name if applicable)

Children and Dependents: List all of your children, including stepchildren and adopted ones, and give the following: N/A

Name	Date of Birth	Residence

Foreign Language - Enter foreign language and indicate your knowledge of each by placing in proper column. N/A

Language	Reading			Speaking			Understanding			Writing		
	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair

Family: List in the order given, showing relationship, parents, guardians, stepparents, foster parents, parents-in-law, brothers, and sisters, even though deceased. Include any others you have resided with or with whom a close relationship existed or exists.

Relationship	Name	Present Address if Living
Mother	[redacted]	
Father		
Sister		
Sister		
~~Kirsten~~ Sister		
~~Sister~~		
Sister		

Residences: List all residences for the past 10 years, beginning with your present address:

From	To	Address (Include Street Number, City, State and Zip)
1-85	Present	[redacted]
1965	1-85	

CERTIFICATION:

I hereby certify that all statements made on this form are true to the best of my knowledge. I fully realize that should an investigation disclose any misrepresentation, I will be subject to immediate dismissal.

Date 7-22-85

Signature Scot Peterson

EOG-02067

STATE OF FLORIDA

Department of Administration

Division of Retirement

PERSONAL HISTORY RECORD

TYPE OR PRINT

FRS USE ONLY | Batch Number | Effective Date | Action | Plan | Certificate Number | Position Data |

TO BE COMPLETED BY EMPLOYEE

[redacted] M

SOCIAL SECURITY NUMBER | MO DAY YEAR DATE OF BIRTH | SEX M OR F

Peterson | Scot | R.

LAST (NAME) | FIRST | MIDDLE INITIAL

(PRIOR NAME) | FIRST | MIDDLE INITIAL

Enter earliest year of employment with a governmental agency participating in the Florida Retirement System._____

TAPE COPY OF SOCIAL SECURITY CARD HERE

DESIGNATION OF BENEFICIARIES

Complete either sequentially or jointly section.

☐ Sequentially (In Order Named)

Benefits will be paid to first named beneficiary. If deceased, benefits will be paid to second named beneficiary. If both are deceased, benefits will be paid to third named beneficiary.

[redacted] Mother
Primary Beneficiary | Relation

[redacted] Father
First Contingent Beneficiary | Relation

[redacted] Sister
Second Contingent Beneficiary | Relation

☐ Jointly

Benefits shall be divided and payable as indicated below (percentages should total 100)

Primary Beneficiary | Relation | %

Primary Beneficiary | Relation | %

Primary Beneficiary | Relation | %

IF THE ABOVE DOES NOT MEET YOUR NEEDS, ATTACH A SIGNED AND DATED LISTING OF YOUR DESIGNATED BENEFICIARIES.

Scot Peterson | 7-22-85
Employee's Signature | Date

This Enrollment Form Establishes a Retirement Account for Each Member Enrolled in a Retirement Plan and *Must Be* Received Before Payroll Data Can be Posted.

TO BE COMPLETED BY EMPLOYER

Broward Sheriff's Office | Detention Deputy | 16 | 006 | 7 / 22 / 85
Name of Employing Agency | Position Title of Employee | County (state agency use 00) | Agency | Mo Day Year Date of This Employment

State Class Code

PLAN

☐ FRS | ☒ FRS Special Risk | ☐ FRS Elected State Officer Class | ☐ MA SS Only | ☐ OTHER State Retirement Plan

REASON FOR SUBMITTING THIS FORM

☒ ENROLLMENT
☐ NAME CHANGE
☐ OTHER

EOG-02068

GENERAL INSTRUCTIONS

- Upon employment each employee who is eligible for membership in one of the Florida Retirement Systems or for social security coverage must, in conjunction with the employer, complete the PERSONAL HISTORY RECORD (Form FRS-M10).
- All information should be typed. If this cannot be done, PRINT all information in black ink.
- After the PERSONAL HISTORY RECORD has been completed distribution should be made IMMEDIATELY as follows: Original should be mailed to the Division of Retirement; first copy should be retained by the employer and placed in the employee's file; second copy should be given to the employee.

TO BE COMPLETED BY EMPLOYEE

- SOCIAL SECURITY NUMBER - The employee's social security number must be entered in this space. Example: 123/45/6789. The member's entire retirement account is controlled by the use of the social security number; therefore, it is imperative that this entry be correct.
- DATE OF BIRTH - Enter all dates as month, day and year. For example, May 8, 1939, would be entered as 05/08/39.
- SEX - Enter "M" for male or "F" for female.
- SOCIAL SECURITY CARD - TAPE a copy of the employee's correct social security card. The number in the social security number space and the number on the social security card must be the same.
- NAME - Enter the employee's last name, first name, middle initial, in this order. If the employee's name includes Jr.,Sr.,II, etc., enter this after last name. For example: John Paul Smith, Jr., would read "Smith Jr., John P."
- PRIOR NAME - If the employee has had any employment or creditable service listed under any name other than the one reported above, enter this prior name.
- Enter year you were first employed with the State or Local Government participating in the Florida Retirement System.

DESIGNATION OF BENEFICIARY

As an active member of the Florida Retirement System, you may designate your beneficiary/beneficiaries sequentially or jointly to receive any benefits to which you are entitled. It is important that you give instructions on this form as to which order and what percentage of your benefits each beneficiary is to be paid. Where there are no instructions, the Division will divide benefits equally between your beneficiaries.

You should keep your beneficiary designations current at all times. Upon your death, the Division will pay any benefits for which you are eligible from your retirement account to the beneficiary you last designated on a form provided by this agency. Any questions on designating beneficiaries should be directed to the Division by writing: Division of Retirement, Room 530 Carlton Building, Tallahassee, Florida 32301 or by calling 904/488-2968 or SUNCOM 278-2968. ATTN: Deceased Section.

TO BE COMPLETED BY EMPLOYER

- AGENCY OR DEPARTMENT NAME - Enter the complete name of the employing agency or department. Example: Leon County School Board or City of Tallahassee or Leon County Tax Collector.
- POSITION TITLE OF EMPLOYEE - Enter the correct and complete position title of this employee.
- COUNTY - This is a two digit code. County department, municipalities and special reporting units within a county must use the two digit code assigned by the Division of Retirement. All state agencies use 00 in this space.
- AGENCY - This is a three digit code. County departments, municipalities and special reporting units within a county must use the three digit code assigned by the Division of Retirement. State agencies must use the three digit code assigned by the State Comptroller for payroll accounting purposes. CAUTION: If an employee changes employment, and the assignment of another code is necessary, a new form must be submitted.
- DATE OF THIS EMPLOYMENT - Enter the beginning date of the present employment.
- STATE CLASS CODE - All state agencies enter the appropriate class code for employee's position.
- PLAN:

FRS - Enter an "x" in this box if a regular member of the Florida Retirement System.

FRS SPECIAL RISK - Enter an "x" in this box if a special risk member. State employers should attach a certificate from the appropriate council. County, municipal and special district employers should attach an FRS-400 Form, current job description and certificate from appropriate council.

FRS ELECTED STATE OFFICER CLASS - Enter an "x" in this box if a member of the Elected State Officers Class.

MA SS ONLY - Enter an "x" in this box if employee is eligible for Social Security coverage and not FRS. Attach a signed and dated explanation of why the employee is not eligible for FRS membership.

OTHER STATE RETIREMENT PLAN - Enter an "x" in this box if a member of a retirement system other than FRS.

- REASONS FOR SUBMITTING THIS FORM: Enter an "x" in the appropriate box. If "Other" is marked, explain specific change being reported.

EOG-02069

STATE OF FLORIDA

Department of Administration

Division of Retirement

PERSONAL HISTORY RECORD

TYPE OR PRINT — INSTRUCTIONS ON BACK

FRS USE ONLY	Batch Number	Effective Date	Action	Plan	Certificate Number	Position Data	

TO BE COMPLETED BY EMPLOYEE

[redacted] M

SOCIAL SECURITY NUMBER | DATE OF BIRTH | SEX

Peterson | Scot | Ralph

LAST NAME | FIRST | MIDDLE INITIAL

TAPE COPY OF SOCIAL SECURITY CARD HERE

PRIOR NAME | FIRST | MIDDLE INITIAL

Date first employed by governmental agency participating in Florida Retirement System 7-22-85

DESIGNATION OF BENEFICIARIES

COMPLETE EITHER SEQUENTIALLY OR JOINTLY SECTION. **DO NOT COMPLETE BOTH.**

☒ Sequentially (In Order Named)—Benefits will be paid first named beneficiary.

Primary Beneficiary	Relation	Date of Birth	Sex
[redacted]	Wife	[redacted]	F
First Contingent Beneficiary	Relation	Date of Birth	Sex
Second Contingent Beneficiary	Relation	Date of Birth	Sex

☐ Jointly—Benefits shall be divided and payable as indicated below (percentages should total 100%).

Primary Beneficiary	Relation	Date of Birth	Sex	%
Primary Beneficiary	Relation	Date of Birth	Sex	%
Primary Beneficiary	Relation	Date of Birth	Sex	%

IF THE ABOVE DOES NOT MEET YOUR NEEDS, ATTACH A SIGNED AND DATED LISTING OF YOUR DESIGNATED BENEFICIARIES.

Scot Peterson — Employee's Signature

10-9-86 — Date

TO BE COMPLETED BY EMPLOYER

Name of Employing Agency	Position Title of Employee	Reporting Unit # (5 digits)	Date of This Employment
BROWARD SHERIFF OFFICE	DETENTION DEPUTY	16-006	7/22/85

HB — State Class Code

PLAN

XX ☐ FRS Regular ☐ FRS Special Risk ☐ SR Adm. Support Class ☐ FRS Elected State Officers Class ☐ SCOERS ☐ TRS ☐ OTHER

REASON FOR SUBMITTING THIS FORM

☐ Enrollment ☒ Beneficiary Change ☐ Name Change ☐ Other _____

FRS-M10 (Rev. 2/86)

DISTRIBUTION: 1. Division of Retirement 2. Employer 3. Employee

EOG-02070

GENERAL INSTRUCTIONS

- Under the following guidelines, a Personal History Record (Form FRS-M10) should be submitted for an employee:
  - Upon employment with a participating agency, the employer should determine if the employee, when last employed by a public entity, was participating in FRS Regular Plan "HA." If so, the agency would not submit Form FRS-M10 to the Division of Retirement. The exception to this would be if the member had a change in name, plan or beneficiary. If the employee, when last employed by a public entity, was not participating in Plan "HA," an M10 would be required.
  - If the employee has never participated in the Florida Retirement System, an M10 should be submitted.
- All information should be typed. If this cannot be done, PRINT all information in black ink.
- After the PERSONAL HISTORY RECORD has been completed, distribution should be made IMMEDIATELY as follows: original should be mailed to the Division of Retirement; first copy should be retained by the employer and placed in the employee's file; second copy should be given to the employee.

TO BE COMPLETED BY EMPLOYEE

- **SOCIAL SECURITY NUMBER**—The employee's social security number must be entered in this space. Example: 123-45-6789. The member's entire retirement account is controlled by the use of the social security number; therefore, it is imperative that this entry be correct.
- **DATE OF BIRTH**—Enter all dates as month, day and year. For example: May 8, 1939 would be entered as 05/08/39.
- **SEX**—Enter "M" for male or "F" for female.
- **SOCIAL SECURITY CARD**—*TAPE* a copy of the employee's correct social security card. The number in the social security number space and the number on the social security card must be the same.
- **NAME**—Enter the employee's last name, first name, middle initial, in this order. If the employee's name includes Jr., Sr., II, etc., enter this after last name. For example, John Paul Smith, Jr., would read "Smith Jr., John P."
- **PRIOR NAME**—If the employee has had any employment or creditable service listed under any name other than the one reported above, enter this last prior name.
- Enter year you were first employed with the State or Local Government participating in the Florida Retirement System.

DESIGNATION OF BENEFICIARY

As an active member of the Florida Retirement System, you may designate your beneficiary/beneficiaries sequentially or jointly to receive any benefits to which you are entitled. It is important that you give instructions on this form as to which order and what percentage of your benefits each beneficiary is to be paid. If you desire under sequential order to designate two or more individuals as your first or second contingent beneficiaries, you must enter these individuals on the same line under sequential and not in the area designated for joint beneficiaries. The area provided for joint beneficiaries should only be utilized if a member desires to designate his primary beneficiaries jointly (total percentage should be equal to 100%). Where there are no instructions, the Division will divide benefits equally between your beneficiaries.

You should keep your beneficiary designations current at all times. Upon your death, the Division will pay any benefits to the designated beneficiary on file in the Division of Retirement. Any questions on designating beneficiaries should be directed to the Division by writing: Division of Retirement, Cedars Executive Center, Bldg. C, 2639 N. Monroe Street, Tallahassee, FL 32303 or by calling 904/488-5207, SUNCOM 278-5207, ATTN: Survivor Benefits Section.

TO BE COMPLETED BY EMPLOYER

- **AGENCY OR DEPARTMENT NAME**—Enter the complete name of the employing agency or department. Example: Leon Co. School Board or City of Perry or Leon County Tax Collector.
- **POSITION TITLE OF EMPLOYEE**—Enter the correct and complete position title of this employee.
- **STATE CLASS CODE**—All state agencies enter the appropriate class code for employee's position.
- REPORTING UNIT NUMBER—This is a five digit number which is used to identify each of the agencies that report to the Division of Retirement. For county, municipal and other local reporting units, this number is assigned by the Division of Retirement at the time the agency begins participation. For State agencies the number consists of the SAMAS Level One and Level Two Organization Codes preceeded by a single zero (0).
- **DATE OF THIS EMPLOYMENT**—Enter the beginning date of the present employment.

PLAN: FRS Enter an "X" if a regular member of the Florida Retirement System.

- **FRS SPECIAL RISK**—Enter an "X" if a special risk member. County, municipal and special district employers should attach an FRS-400 Form and current job description.
- **FRS ELECTED STATE OFFICER CLASS**—Enter an "X" if a member of the Elected State Officer Class.
- **SPECIAL RISK ADMINISTRATIVE SUPPORT CLASS**—Enter an "X" if member is HJ. All employers should attach an FRS-404 Form, current job description & certification from appropriate council.
- **SCOERS or TRS**—Enter an "X" as appropriate.
- **REASONS FOR SUBMITTING THIS FORM:** Enter an "X" as appropriate. If "Other" is marked, explain specific change being reported.

EOG-02071

FRS-400
Rev. 7/84

[redacted]LORIDA RETIREMENT SYSTEM
APPLICATION FOR SPECIAL RISK MEMBERSHIP
(Complete In Duplicate Form)

Peterson	Scot	B
Last	(Member's Name) First	Middle

[redacted]	[redacted]	Detention Deputy
Social Security No.	Date of Birth	Position Title

7/22/85	Broward County Sheriff's Office	16-006
Date Employed In Position	Agency Name	County/Agency No.

I hereby make application for Special Risk Membership as a member of the Florida Retirement System meeting the criteria for special risk as indicated below and further certify that my primary duties are not in the Administrative Support Field:

A. I am a Law Enforcement Officer certified, or required to be certified, by Criminal Justice Standards and Training Commission; and

( ) My duties and responsibilities in this position include the pursuit, apprehension and arrest of law violators or suspected law violators; or

( ) I am an active member of a bomb disposal unit whose primary responsibility is the location, handling and disposal of explosive devices; or

( ) I am the Supervisor or Command Officer of special risk members whose duties include the pursuit, apprehension and arrest of law violators or suspected law violators; or

( ) I am the Supervisor or Command Officer of special risk members of a bomb disposal unit; or

( ) I am a County Sheriff or Elected Police Chief.

B. I am a Correctional Officer certified, or required to be certified, by Criminal Justice Standards and Training Commission; and

(X) My primary duties and responsibilities in this position are the custody and physical restraint, when necessary, of prisoners or inmates within a prison, jail or other criminal detention facility, or while on work detail outside the facility, or while being transported; or

( ) I am the Supervisor or Command Officer of special risk members whose primary duties and responsibilities are the custody and physical restraint of prisoners and inmates within a prison, jail or other criminal detention facility.

( ) I am the Superintendent or Assistant Superintendent of a Correctional or Detention Facility.

C. I am a Firefighter certified, or required to be certified, by the Bureau of Fire Standards and Training; and

( ) My duties and responsibilities in this position include on the scene fighting of fires; or

( ) I am the Supervisor or Command Officer of special risk members whose duties include on the scene fighting of fires.

Scot Peterson — Signature of Employee

7-22-85 — Date Signed

EOG-02072

EMPLOYER-SEE REVERSE SIDE

TO BE COMPLETED BY EMPLOYER

I hereby certify that the position of **Scot R. Peterson**
NAME OF EMPLOYEE
meets the criteria for special risk membership in accordance with Section 121.0515, Florida Statutes, and Florida Retirement System Rules, and he/she is certified, or required to be certified, in compliance with Section 943.14 or Section 633.35, Florida Statutes. Attached is a current job description showing all of his/her duties and the percentage of time spent performing each of these duties.

Signature of Employer	PERSONNEL COMMANDER Position Title	7/22/85 Date

TO BE COMPLETED BY DIVISION OF RETIREMENT

Certification of the above officer or employee as a Special Risk Member is hereby

APPROVED Approved	7/22/85 Effective Date of Special Risk
Disapproved	Effective Date of Disapproval

Tom F. Wootan
Authorized Signature

EOG-02073

2006 Emergency Contact Information Update Form
Bureau of Human Resources
Classification and Compensation Section

In order to provide our employees and thier family members with the highest level of customer service, the Bureau of Human Resources strives to maintain an updated emergency contact database within the personnel/payroll system. Below outlines the ***PRIMARY*** emergency contact information currently in our records. Please review this information for accuracy and make any necessary updates. If there are no updates, simply check the "No Updates" box.

All employees are required to return a form.

Employee Name: PETERSON, SCOT CCN: 4308

Classification: DEPUTY SHERIFF - DLE/CC

Location: SCHOOL RESOURCE DEPUT Budget Code: 3532

Current Emergency Contact Information:

Updates:

Emergency Contact Name: [redacted] ✓

Emergency Contact Phone: [redacted]

Relationship: WIFE

☑ **No Updates**

[signature] 2/24/06

Employee Signature Date

Contact the Classification and Compensation section at 954-321-4453 with any questions.

EOG-02074

BROWARD SHERIFF'S OFFICE
EMPLOYEE EMERGENCY NOTIFICATION

Date: 11-05-04

Employee Name: Scot R. Peterson

CCN: 4308

IN CASE OF EMERGENCY, NOTIFY:

Name [redacted]

Address: [redacted]

City, State, Zip, Country [redacted] USA

Telephone Number [redacted] Relationship: Spouse

Cell

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Please attach additional sheets if necessary.

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

Signed: _____

BSO AP#27 (Revised 10/04)

RECEIVED
NOV 16 2004
HUMAN RESOURCES

EOG-02075

BROWARD SHERIFF'S OFFICE
INFORMATION VERIFICATION FORM

LOCATION: Countywide Operations

EMPLOYEE NAME: Dep. Scot Peterson

CCN: 4308

SSN: [redacted]

ADDRESS 1: [redacted]

ADDRESS 2: N/A

CITY/ZIP: [redacted]

TELEPHONE NUMBER: [redacted]

BEEPER NUMBER: [redacted]

BLOOD TYPE: A-

EMERGENCY CONTACT: [redacted]

RELATIONSHIP: Spouse

EMERGENCY PHONE #: [redacted]

DRIVER'S LICENSE #: [redacted]

SECOND LANGUAGE: **READ ONLY:** N/A **WRITE:** _____
SPEAK: _____ **UNDERSTAND:** _____

SIGNATURE: Scot Peterson

DATE: 5-14-99

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period	
			From:	To:
Scot Peterson	4308	Deputy Sheriff/SRO	02/01/2016	02/01/2017

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.

Meets Expectations: Overall performance consistently meets the requirements for the position.

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

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

Continued on reverse→→

EOG-02077

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Peterson is trusted as the School Resource Officer at Marjory Stoneman Douglas High School in Parkland. He values his position and takes pride in protecting the students, faculty and staff at his school. Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. He is a positive influence on the students and they respect and appreciate his position. He conducts thorough follow up investigations and works closely with the Criminal Investigations Detectives and the Crime Suppression Team. Deputy Peterson handles a wide variety of cases, including property crimes, assaults, batteries, aggravated felonies, and narcotics violations. His investigative skills resulted in numerous arrests and recovered property. He communicates and uses appropriate resources at his disposal, including mental health professionals. Deputy Peterson works at one of the largest high schools in Broward County and he is active in counseling and mentoring the students.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Peterson will continue to produce the high level of service to the students and staff at his school.

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

Deputy Peterson is encouraged to seek specialized training related to his duties as an SRO.

Signatures Below:

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

Sergeant G. Molamphy / 9496

Sgt. G. Molamphy 9496 3/20/2017

Evaluator Signature — Date

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

3/20/17

Employee Signature — Date

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

Lt. Michael Devita / 7523 3/20/17

Reviewer Signature — Date

Capt. Jonathan Greenberg

Captain Jonathan Greenberg P13540 3/20/17

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

Sheriff Scott Israel

RECEIVED
APR - 4 2017
HUMAN RESOURCES

INTERNAL MEMO

Date: March 27, 2017

To: Lieutenant Michael DeVita, CCN 7523

From: Sergeant Greg Molamphy, CCN 9496

Subject: Deputy of the Year nomination

I would like to nominate Deputy Scott Peterson, CCN 4308, as the Parkland Deputy of the Year.

Deputy Scott Peterson has been in law enforcement for over 32 years and is trusted as the School Resource Officer for Marjory Stoneman Douglas High School in Parkland, FL. Peterson is a dedicated SRO who values his position and takes pride in protecting the students, faculty and staff at his school.

Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. Peterson is a positive influence on the students and they respect and appreciate his position.

Throughout 2016, Deputy Peterson conducted numerous investigations. He always went the extra step and followed through on each case and conducted thorough follow ups. The crimes he handled including property crimes, assaults, and batteries, aggravated assaults, and narcotics violations. His investigative skills resulted in numerous arrests and recovered property.

Deputy Peterson works closely with the Crime Suppression Team and the District property crimes detectives. Because of his experience and commitment, the majority of his cases are resolved with positive results.

Deputy Peterson also communicates and uses appropriate resources at his disposal, including mental health professionals and investigators from the school board.

Deputy Peterson works at one of the largest high schools in the County and besides the law enforcement entity that he provides; he is active in the counseling and mentoring of the students and involves the parents in conferences.

BSO Employee Performance Evaluation

RECEIVED
MAR 17 2016
HUMAN RESOURCES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Peterson, Scot	4308	Deputy Sheriff	02/01/2015	02/01/2016

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson continues to perform at an exceptional level, even after over 3 decades of police work. He handles cases ranging from lost property to felony narcotics. His interpersonal skills allow him to work fluidly with the current generation. He communicates easily with the staff and administration at his school, Marjorie Stoneman Douglas High School, where he is the SRO.

Deputy Peterson also works well with other members of the District, alerting the supervisors of potential issues. He works in coordination with the District CI and CST detectives and seeks their guidance on cases and proper follow up.

The Principal of his High School, Mr. Ty Thompson, went out of his way to speak to me about Deputy Peterson. He commended Peterson on his ability to work with both the staff and the student body in a concerted effort for the best of both. He stated that Peterson is a valuable part of his team.

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

Deputy Peterson will continue to work as diligently as he does. During last years rating period, he was SRO of the Year. If he stays the course, he will be nominated again.

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

Deputy Peterson will take technical courses that are available for his skill set.

Signatures Below

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

Sergeant G. Molamphy / 9496

Sgt. G. Molamphy 9496 3/16/2016

Evaluator Signature Date

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

3/14/16

Employee Signature Date

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

LT. MICHAEL DEVITA #7523 3/11/16

Reviewer Date

Capt. Jonathan Greenberg / 13940 3/14/16

Division Signature Date

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

Scot Peterson CCN: 4308

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. Seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. Seq., or 7 USC, 1921 et. Seq. (if USDA/FmHA).

Instructions: Lender – Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer – Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly to the lender and is not to be transmitted through the applicant(s) or any other party.

Part I - Request

1. To (Name and address of employer)
Broward Sheriffs Office
2601 W Broward Blvd
Ft Lauderdale, FL 33310

2. From (Name and address of lender)
Caliber Home Loans
3701 REGENT BLVD., Suite 200
IRVING, TX 75063

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

3. Signature of Lender	4. Title	5. Date	6. Lender's No. (Optional)
[signature]	Loan Processor	9/3/2015	[redacted]

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
Scot Peterson [redacted]	SEE ATTACHED AUTHORIZATION

Part II – Verification of Present Employment

9. Applicant's Date of Employment: 7/22/1985
10. Present Position: Deputy Sheriff - DLE/CC
11. Probability of Continued Employment: cannot verify
12A. Current Gross Base Pay (Enter Amount and Check Period): $ 34.9688 ☐ Annual ☐ Monthly ☐ Weekly ☑ Hourly ☐ Other (Specify)
13. For Military Personal Only — Pay Grade
14. If Overtime or Bonus is Applicable, is its Continuance Likely? Overtime Yes ☑ No ☐; Bonus Yes ☐ No ☑
14. If paid hourly-average hours per week: 40
16. Date of applicant's next pay increase: cannot verify
17. Projected amount of next pay increase: cannot verify
18. Date of applicants last pay increase: 10.4.2014
19. Amount of last pay increase: 2%

12B. Gross Earnings

Type	Year To Date Thru 2015	Past Year 2014	Past Year 2013
Base Pay	$ 75,822.91	$ 104,796.52	$ 102,876.82
Overtime	$ 3,902.19	$ 3508.43	$ 4189.52
Commissions	$ N/A	$ N/A	$ N/A
Bonus	$	$	$
Total	$ 79,725.10	$ 108,304.95	$ 107,066.34

Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

20. Remarks (If employee was off work for any length of time, please indicate time period and reason)
Please see attached paystub for 2013-2015 YTD totals

Part III – Verification of Previous Employments

21. Date Hired
22. Date Terminated
23. Salary/Wage at Termination Per (Year/Month/Week): Base; Overtime; Commission; Bonus
24. Reason for Leaving
25. Position Held

Part IV – Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
[signature]	HR Specialist	9.9.15
29. Please print or type name signed in Item 26: Peggy Gonzalez	30. Phone No.: 954-321-4767	

Borrower's Certification & Authorization

LOAN NO.: [redacted]

Certification

The undersigned certify the following:

1. I/We have applied for a mortgage loan from **CALIBER HOME LOANS, INC.** (the "Lender"). In applying for the loan, I/we completed a loan application containing various information on the purpose of the loan, the amount and source of the down payment, employment and income information, and assets and liabilities. I/We certify that all of the information is true and complete. I/We made no misrepresentations in the loan application or other documents, nor did I/we omit any pertinent information.

2. I/We fully understand that it is a Federal crime punishable by fine or imprisonment, or both, to knowingly make any false statements when applying for this mortgage, as applicable under the provisions of Title 18, United States Code, Section 1014.

Authorization to Release Information

To Whom It May Concern:

1. I/We have applied for a mortgage loan from the Lender. As part of the application process, the Lender and/or **CALIBER HOME LOANS, INC.** may verify information contained in my/our loan application and in other documents required in connection with the loan, either before the loan is closed or as part of its quality control program.

2. I /We authorize you to provide to the Lender and/or **CALIBER HOME LOANS, INC.**, and to any entity to whom my/our mortgage may be sold, any and all information and documentation that they request. Such information includes, but is not limited to, employment history and income; bank, money market, and similar account balances; credit history; and copies of income tax returns.

3. The Lender and/or **CALIBER HOME LOANS, INC.**, or any entity that purchases the mortgage, may address this authorization to any party named in the loan application or disclosed by any consumer credit reporting agency or similar source.

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

5. Your prompt reply to the Lender and/or **CALIBER HOME LOANS, INC.**, or the entity that purchased the mortgage is appreciated.

NOTICE TO BORROWERS: This is notice to you as required by the Right to Financial Privacy Act of 1978 that HUD/FHA has a right to access to financial records held by financial institutions in connection with the consideration or administration of assistance to you. Financial records involving your transaction will be available to HUD/FHA without further notice or authorization but will not be disclosed or released by this institution to another Government Agency or Department without your consent except as required or permitted by law.

DocuSigned by:
Scot R Peterson
Applicant: SCOT R PETERSON

Date: 9/2/2015

© 2015 GuardianDocs

FAX COVER SHEET

To:

From: Danielle Moser <Danielle.Moser@caliberhomeloans.com>

Company:

Date: 09/03/15 05:44:15 PM

Fax Number: 19547654005

Pages (Including cover): 4

Re: Request for Verification of Employment - Scot Peterson

Notes:

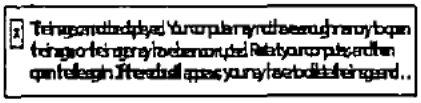
Hello,

Enclosed please find the Request for Verification of Employment on behalf of Scot Peterson. Please be sure to breakout the income types listed for the current and prior two years. The borrower's signed authorization is provided for reference.

Please let me know if anything additional is needed from me in order to complete this request.

Thank you.

DANIELLE MOSER
LOAN PROCESSOR



550 W. CYPRESS CREEK RD, STE 100 | FT. LAUDERDALE, FL 33309
O: (954) 716- 7318 FAX: (844) 332-7324
DANIELLE.MOSER@CALIBERHOMELOANS.COM
WWW.CALIBERHOMELOANS.COM

My goal is to provide Superior Customer Service. Please share your experience with my manager, Lyndsay Gaudreault at Lyndsay.Gaudreault@caliberhomeloans.com.

Fax2Mail

This electronic transmission and any documents or other writings sent with it constitute confidential information, which is intended only for the named recipient. If you are not the intended recipient, please reply to the sender that you have received the message in error and delete it. Any disclosure, copying, distribution or the taking of any action concerning the contents of this communication or any attachment(s) by anyone other than the intended recipient is strictly prohibited. Caliber Home Loans, Inc. 3701 Regent Blvd., Suite 200, Irving, TX 75063. Equal Housing Lender. NMLS # 15822

Fax2Mail

Advice No:	000000001355305
Company:	CNTY OF BRWRD OFF OF SHERIFF
Address:	P.O. Box 9507
	Fort Lauderdale, FL 33310

Net Pay:	1,695.93
Pay Begin Date:	08/22/2015
Pay End Date:	09/04/2015
Check Date:	09/11/2015

Name:	**Scot Peterson**	Fed Marital Status:	**Single**	Fed Allowances:	**2**
Employee ID:	**4308**	Department:	**23495-Parkland**	Fed Addl. Percent:	
Pay Rate:	**$2,797.51 Biweekly**	Job Title:	**Deputy Sheriff - DLE/CC**	Fed Addl. Amount:	

EARNINGS

ERN Cd	Description	Hrs	Rate	Earnings	YTD Hrs	YTD Amt
100	Regular	80.00	34.97	2,797.51	1,240.00	43,361.39
115	Retro of Overtime	0.00	0.00	0.00	0.00	5.06
140	Regular Overtime	0.00	0.00	0.00	20.50	716.86
160	Overtime 1.5%	0.00	0.00	0.00	51.50	3,185.33
200	Sick	0.00	0.00	0.00	42.00	1,468.69
220	Personal Day	0.00	0.00	0.00	8.00	279.75
230	Vacation	0.00	0.00	0.00	164.00	5,734.89
240	Holiday	0.00	0.00	0.00	48.00	1,678.50
250	Holiday Used	0.00	0.00	0.00	10.00	349.69
518	PBA D/S First Responder	0.00	0.00	111.90	0.00	2,143.58
712	Special Detail - Dep FRS	16.50	27.04	446.16	482.50	13,230.61
800	FDLE Incentive Course	0.00	0.00	60.00	0.00	1,140.00
920	12% Long PBA	0.00	0.00	335.70	0.00	6,430.75
	Total	96.50		3,751.27	2,066.50	79,725.10

TAXES

Description	Amount	YTD Amount
Fed MED/EE	54.32	1,154.87
Fed OASDI/EE	232.30	4,938.08
Fed Withholdng	647.71	14,535.16
Total	934.33	20,628.11

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	123.76
FRS Special Risk	112.54	2,391.76
Retirement		
TOTAL:	119.82	2,515.52

AFTER-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	78.47
PBA Union Dues	25.98	493.62
Critical Illness - Plan 2	9.38	178.22
Garn-Child	961.70	18,272.30
TOTAL:	1,001.19	19,022.61

EMPLOYER PAID BENEFITS

Description	Current	YTD
Coventry Medical	716.50	12,180.50
Dental	7.88	133.96
Life and AD and D	7.63	129.71
Life and AD and D*	2.65	45.05
Long Term Disability--DLE	9.64	183.16
FRS Special Risk	826.78	16,321.04
Retirement		
Vision	0.00	75.04

*TAXABLE

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current	3,751.27	3,634.10	934.33	1,121.01	1,695.93
YTD	79,725.10	77,254.63	20,628.11	21,538.13	37,558.86

NET PAY DISTRIBUTION

Advice No	Account Type	Bank Name	Deposit amount
000000001355305	Checking	AMSOUTH BANK	1,695.93

ACCRUALS INFORMATION

Plan	Start bal	Earned	Taken	Adjusted	Balance hrs
50 Sick	1,711.90	62.76	34.00	0.00	1,740.66
51 Vacation	285.30	109.85	132.00	0.00	263.15
52 Personal	0.00	8.00	8.00	0.00	0.00
5W Holiday	2.00	8.00	10.00	0.00	0.00
5X Comp Time	0.25	0.00	0.00	0.00	0.25

GRANDFATHERED VAC/HOL CAP: 320.00

Special details Invoices list

INV No	Rate	Hours	Earnings
1379339	27.04	4.50	121.68
1379340	27.04	4.00	108.16
1379341	27.04	4.00	108.16
1379342	27.04	4.00	108.16

Message:

Advice No:	000000001252091	**Net Pay:**	2,067.04
Company:	CNTY OF BRWRD OFF OF SHERIFF	**Pay Begin Date:**	11/29/2014
Address:	P.O. Box 9507	**Pay End Date:**	12/12/2014
	Fort Lauderdale, FL 33310	**Check Date:**	12/19/2014

Name:	**Scot Peterson**	Fed Marital Status:	**Single**	Fed Allowances:	**2**
Employee ID:	**4308**	Department:	**23495-Parkland**	Fed Addl. Percent:	
Pay Rate:	**$2,797.51 Biweekly**	Job Title:	**Deputy Sheriff - DLE/CC**	Fed Addl. Amount:	

EARNINGS

ERN Cd	Description	Hrs	Rate	Earnings	YTD Hrs	YTD Amt
100	Regular	80.00	34.97	2,797.51	1,677.50	57,756.90
140	Regular Overtime	0.00	0.00	0.00	4.50	154.27
160	Overtime 1.5%	1.00	61.97	61.97	57.50	3,508.43
200	Sick	0.00	0.00	0.00	98.00	3,359.76
202	Sick - Family; Not FMLA	0.00	0.00	0.00	24.00	822.81
220	Personal Day	0.00	0.00	0.00	8.00	274.27
230	Vacation	0.00	0.00	0.00	188.50	6,473.34
240	Holiday	0.00	0.00	0.00	80.00	2,759.14
250	Holiday Used	0.00	0.00	0.00	12.00	411.40
518	PBA D/S First Responder	0.00	0.00	111.90	0.00	2,874.38
712	Special Detail - Dep FRS	35.50	27.54	977.72	714.00	19,727.32
800	FDLE Incentive Course	0.00	0.00	60.00	0.00	1,560.00
920	12% Long PBA	0.00	0.00	335.70	0.00	8,622.93
	Total	116.50		4,344.80	2,864.00	108,304.95

TAXES

Description	Amount	YTD Amount
Fed MED/EE	62.93	1,568.77
Fed OASDI/EE	269.08	6,707.84
Fed Withholdng	806.94	18,900.64
Total	1,138.95	27,177.25

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	174.72
FRS Special Risk	130.34	3,249.12
Retirement		
TOTAL:	137.62	3,423.84

AFTR-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	107.38
PBA Union Dues	25.98	675.48
Critical Illness - Plan 2	9.38	243.88
Garn-Child	961.70	25,004.20
TOTAL:	1,001.19	26,030.94

EMPLOYER PAID BENEFITS

Description	Current	YTD
Coventry Medical	655.42	15,730.08
Dental	7.88	189.12
Vision	9.38	112.56
Life and AD and D	7.53	180.72
Life and AD and D*	2.53	60.72
Long Term Disability--DLE	9.64	250.64
FRS Special Risk	861.14	21,052.34
Retirement		
*TAXABLE		

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current	4,344.80	4,209.71	1,138.95	1,138.81	2,067.04
YTD	108,304.95	104,941.83	27,177.25	29,454.78	51,672.92

NET PAY DISTRIBUTION

Advice No	Account Type	Bank Name	Deposit amount
000000001252091	Checking	AMSOUTH BANK	2,067.04

ACCRUALS INFORMATION

Plan	Start bal	Earned	Taken	Adjusted	Balance hrs
50 Sick	1,705.90	88.61	82.00	0.00	1,712.51
51 Vacation	305.78	155.09	156.50	0.00	304.37
52 Personal	0.00	8.00	8.00	0.00	0.00
5W Holiday	6.00	8.00	12.00	0.00	2.00
5X Comp Time	0.25	0.00	0.00	0.00	0.25

GRANDFATHERED VAC/HOL CAP: 320.00

Special details invoices list

INV No	Rate	Hours	Earnings
1348612	27.54	4.00	110.17
1348613	27.54	4.00	110.17
1348614	27.54	5.00	137.71
1348615	27.54	4.00	110.17
1348616	27.54	5.50	151.48
1348617	27.54	5.00	137.71
1348618	27.54	4.00	110.17
1348619	27.54	4.00	110.17

Message:

P.O. Box 9507
Fort Lauderdale, FL 33310

Date
12/20/2013

Advice No.
1102118

Deposit Amount: $1,907.69

To The
Account(s) Of Scot Peterson

DIRECT DEPOSIT DISTRIBUTION	
Account Type	Deposit Amount
Savings	350.00
Checking	1,557.69
Total:	1,907.69

P.O. Box 9507
Fort Lauderdale, FL 33310

Pay Group:	140-PBA D/S	Business Unit:	LAWEN
Pay Begin Date:	11/30/2013	Advice #:	0000000001102118
Pay End Date:	12/13/2013	Advice Date:	12/20/2013

Scot Peterson	Employee ID:	4308	
	Department:	23495-Parkland	
	Location:	Parkland District	
	Job Title:	Deputy Sheriff - DLE/CC	
	Base Pay Rate:	$2,742.66 Biweekly	

TAX DATA:	Federal:
Marital Status:	Married
Allowances:	4
Addl. Pct.:	
Addl. Amt.:	

HOURS AND EARNINGS

		Current		YTD	
Description	Rate	Hours	Earnings	Hours	Earnings
PBA D/S First Responder			109.71		2,832.83
FDLE Incentive Course			60.00		1,560.00
12% Long PBA			329.12		8,498.28
Regular	34.283190	80.00	2,742.66	1,708.00	57,644.18
Overtime 1.5%	60.777752	7.00	425.44	70.00	4,189.52
Sick			0.00	60.00	2,022.06
Vacation			0.00	177.00	5,959.92
Holiday			0.00	80.00	2,705.03
Special Detail - Dep FRS			0.00	678.50	19,162.32
Comp Taken			0.00	25.00	840.27
Regular Overtime			0.00	19.00	638.61
Holiday Used			0.00	2.00	67.22
Other			0.00	28.00	941.14
Total:		87.00	3,666.93	2,847.50	107,066.34

TAXES

Description	Current	YTD
Fed Withholding	360.61	11,765.77
Fed MED/EE	53.10	1,550.75
Fed OASDI/EE	227.05	6,630.77
Total:	640.76	19,947.29

BEFORE-TAX DEDUCTIONS

Description	Current	YTD
Dental	7.28	174.72
FRS Special Risk Retirement	110.01	3,211.92
Total:	117.29	3,386.64

AFTER-TAX DEDUCTIONS

Description	Current	YTD
Long Term Disability--DLE	4.13	107.38
PBA Union Dues	25.98	638.08
Critical Illness - Plan 2	9.38	243.88
Garnishments-Child	961.20	25,004.20
Total:	1,000.69	25,993.54

EMPLOYER-PAID BENEFITS

Description	Current	YTD
Coventry Medical	680.24	16,325.04
Dental	7.88	189.12
Vision	9.38	112.56
Life and AD and D	7.53	176.73
Life and AD and D*	2.53	56.35
Long Term Disability--DLE	9.64	250.64
FRS Special Risk Retirement	698.92	18,221.42

* Taxable

	TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current:	3,666.93	3,552.12	640.76	1,118.48	1,907.69
YTD:	107,066.34	103,736.05	19,947.29	29,380.18	47,738.87

	START BAL	EARNED	TAKEN	ADJUST	END BAL
VAC(H)	316.77	161.55	169.00	2.00-	307.32
SICK(H)	1,705.91	92.30	64.00	8.00-	1,726.21
HOLI(H)	0.00	8.00	2.00	0.00	6.00
PERS(H)	0.00	8.00	8.00	0.00	0.00
EDUC(H)	0.00	0.00	0.00	0.00	0.00
ADMIN(H)	0.00	0.00	0.00	0.00	0.00
COMP(H)	25.25	0.00	25.00	0.00	0.25
BONUS(H)	0.00	0.00	0.00	0.00	0.00

GRANDFATHERED VAC/HOL CAP: 320.00

NET PAY DISTRIBUTION	
Advice #0000000001102118	1,907.69
Total:	1,907.69

MESSAGES:

NON-NEGOTIABLE

EOG-02088

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4308

Check Balances — Find | View All — First 1 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2015

Balance Details — Find | View All — First 1 of 9 Last

Quarter: Quarter 3 Period: September

Year-to-Date Balances

Total Gross:	$79,725.10	Total Taxes:	$20,628.11
Total Deductions:	$21,538.13	Net Pay:	$37,558.86

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances — Find | View All — First 1 of 26 Last

Company:	BSO CNTY OF BRWRD OFF OF SHERIFF	**Empl Record:**	0
Year:	2015	**Balance ID:**	Calendar Year

Balance Details — Find | View All — First 25 of 58 Last

Quarter:	Quarter 2
Period:	May
Earnings Type:	160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	51.50	**Year-to-Date:**	$3,185.33
Quarter-to-Date:	2.50	**Quarter-to-Date:**	$154.93
Month-to-Date:	2.50	**Month-to-Date:**	$154.93

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson **Person ID:** 4308

Earnings Balances — Find | View All — First 1 of 26 Last

Company:	BSO CNTY OF BRWRD OFF OF SHERIFF	**Empl Record:**	0
Year:	2015	**Balance ID:**	Calendar Year

Balance Details — Find | View All — First 12 of 58 Last

Quarter: Quarter 3

Period: July

Earnings Type: 140 Regular Overtime

Hours		Earnings	
Year-to-Date:	20.50	**Year-to-Date:**	$716.86
Quarter-to-Date:	16.00	**Quarter-to-Date:**	$559.50
Month-to-Date:	16.00	**Month-to-Date:**	$559.50

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4306

Check Balances Find | View All First 2 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2014

Balance Details Find | View All First 1 of 12 Last

Quarter: Quarter 4 Period: December

Year-to-Date Balances

Total Gross:	$108,304.95	Total Taxes:	$27,177.25
Total Deductions:	$29,454.78	Net Pay:	$51,672.92

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances Find | View All First 3 of 26 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF Empl Record: 0

Year: 2014 Balance ID: Calendar Year

Balance Details Find | View All First 2 of 86 Last

Quarter: Quarter 4

Period: December

Earnings Type: 160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	57.50	Year-to-Date:	$3,508.43
Quarter-to-Date:	14.50	Quarter-to-Date:	$894.99
Month-to-Date:	4.50	Month-to-Date:	$278.87

Return to Search | Notify

Earnings Balances | Earnings Balance Adjustments

Check Balances Year-to-Date | Check Balance Adjustments

Scot Peterson Person ID: 4308

Check Balances Find | View All First 3 of 17 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF

Balance ID: Calendar Year Year: 2013

Balance Details Find | View All First 1 of 12 Last

Quarter: Quarter 4 Period: December

Year-to-Date Balances

Total Gross:	$107,066.34	Total Taxes:	$19,947.29
Total Deductions:	$29,380.18	Net Pay:	$57,738.87

Return to Search | Notify

Check Balances Year-to-Date | Check Balance Adjustments

Earnings Balances | Earnings Balance Adjustments

Scot Peterson Person ID: 4308

Earnings Balances Find | View All First 5 of 26 Last

Company: BSO CNTY OF BRWRD OFF OF SHERIFF Empl Record: 0

Year: 2013 Balance ID: Calendar Year

Balance Details Find | View All First 2 of 85 Last

Quarter: Quarter 4

Period: December

Earnings Type: 160 Overtime 1.5%

Hours		Earnings	
Year-to-Date:	70.00	Year-to-Date:	$4,189.52
Quarter-to-Date:	17.50	Quarter-to-Date:	$1,060.09
Month-to-Date:	7.00	Month-to-Date:	$425.44

Return to Search Notify

Earnings Balances | Earnings Balance Adjustments

****
*** TX REPORT ***
****

TRANSMISSION OK

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RECIPIENT ADDRESS	918443327324
DESTINATION ID	
ST. TIME	09/09 12:16
TIME USE	02'02
PAGES SENT	7
RESULT	OK

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

July 9, 2015

Scot Peterson
Deputy Sheriff - DLE/CC
Parkland District

Dear Deputy Peterson:

It is with great pleasure and privilege that I present you with your Longevity Service award for 30 years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

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

Sincerely,

Scott J. Israel

Scott J. Israel
Sheriff

SJI/CEW/mb
cc: Employee Personnel File
Attachment

Certificate of Commendation

Deputy Scot Peterson

in recognition of

30 Years of Service

to the Broward Sheriff's Office and the people of Broward County

Scott J. Israel

SCOTT J. ISRAEL, SHERIFF

July 9, 2015

EOG-02093

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

March 17, 2015

RE: Scot Peterson

To Whom It May Concern:

Per your request, please see attached Broward Sheriff's Office sick accrual balance report from the period of October 5, 2001 to June 22, 2007. This report was issued to Deputy Scot Peterson CCN4308 on May 2014. The employee sick time was accrued at the rate of 3.6920 hours biweekly.

If you have any questions please call me at 954-321-4420.

Thank you.

Mamie Tyler
Broward Sheriff's Office
Bureau of Human Resources
954-321-4420
954-764-4005fax

The foregoing instrument was acknowledged before me this 19 day of March, 2015, by Mamie Tyler (STATE OF FLORIDA COUNTY OF _____ name of person acknowledging).

Personally Known ✓ OR Produced Identification _____

Type of Identification Produced _____

Michelle Boswell
COMMISSION # EE884539
EXPIRES: MAR. 27, 2017
WWW.AARONNOTARY.com

(NOTARY SEAL)

Michelle Boswell
(Signature of Notary Public-State of Florida)

Michelle Boswell
(Name of Notary Typed, Printed, or Stamped)

#EE884539
Commission Number

EOG-02099

Scot Peterson

5 pages

PRAH_EMP	PRAH_TO_DT	PRAH_AVA	PRAH_EAR	PRAH_USED
4308	10/5/2001	1237.964	3.692	0
4308	10/19/2001	1241.656	3.692	0
4308	11/2/2001	1245.348	3.692	0
4308	11/16/2001	1249.04	3.692	0
4308	11/30/2001	1252.732	3.692	0
4308	12/14/2001	1256.424	3.692	0
4308	12/28/2001	1260.116	3.692	0
4308	12/28/2001	1260.116	0	0
4308	1/11/2002	1263.808	3.692	0
4308	1/25/2002	1267.5	3.692	0
4308	2/8/2002	1271.192	3.692	0
4308	2/22/2002	1274.884	3.692	0
4308	3/8/2002	1278.576	3.692	0
4308	3/22/2002	1282.268	3.692	0
4308	4/5/2002	1285.96	3.692	0
4308	4/19/2002	1289.652	3.692	0
4308	5/3/2002	1281.652	0	8
4308	5/3/2002	1285.344	3.692	0
4308	5/17/2002	1289.036	3.692	0
4308	5/18/2002	1289.036	0	0
4308	5/31/2002	1292.728	3.692	0
4308	6/14/2002	1296.42	3.692	0
4308	6/28/2002	1300.112	3.692	0
4308	7/12/2002	1303.804	3.692	0
4308	7/26/2002	1307.496	3.692	0
4308	8/9/2002	1311.188	3.692	0
4308	8/14/2002	1303.188	0	8
4308	8/23/2002	1306.88	3.692	0
4308	9/6/2002	1310.572	3.692	0
4308	9/20/2002	1314.264	3.692	0
4308	10/4/2002	1317.956	3.692	0
4308	10/18/2002	1321.648	3.692	0
4308	11/1/2002	1325.34	3.692	0
4308	11/15/2002	1329.032	3.692	0
4308	11/29/2002	1332.724	3.692	0
4308	12/13/2002	1336.416	3.692	0
4308	12/27/2002	1340.108	3.692	0
4308	12/28/2002	1340.108	1340.108	0
4308	12/31/2002	0	0	1340.108
4308	1/10/2003	1343.8	3.692	0
4308	1/24/2003	1347.492	3.692	0
4308	2/7/2003	1351.184	3.692	0
4308	2/21/2003	1354.876	3.692	0
4308	3/7/2003	1358.568	3.692	0
4308	3/21/2003	1362.26	3.692	0
4308	4/4/2003	1365.952	3.692	0

4308	4/18/2003	1357.952	0	8
4308	4/18/2003	1361.644	3.692	0
4308	5/2/2003	1365.336	3.692	0
4308	5/16/2003	1369.028	3.692	0
4308	5/30/2003	1372.72	3.692	0
4308	6/13/2003	1376.412	3.692	0
4308	6/27/2003	1380.104	3.692	0
4308	7/11/2003	1383.796	3.692	0
4308	7/25/2003	1387.488	3.692	0
4308	8/8/2003	1391.18	3.692	0
4308	8/22/2003	1394.872	3.692	0
4308	9/5/2003	1398.564	3.692	0
4308	9/19/2003	1402.256	3.692	0
4308	10/1/2003	1405.948	0	0
4308	10/3/2003	1405.948	3.692	0
4308	10/24/2003	1409.64	3.692	0
4308	11/7/2003	1405.332	3.692	0
4308	11/14/2003	1401.64	0	8
4308	11/14/2003	1409.024	3.692	0
4308	11/28/2003	1412.716	3.692	0
4308	12/12/2003	1416.408	3.692	0
4308	12/26/2003	1420.1	3.692	0
4308	1/9/2004	1423.792	3.692	0
4308	1/9/2004	0	0	1423.792
4308	1/10/2004	1423.792	1423.792	0
4308	1/10/2004	1427.484	3.692	0
4308	2/6/2004	1431.176	3.692	0
4308	2/20/2004	1434.868	3.692	0
4308	3/5/2004	1438.56	3.692	0
4308	3/19/2004	1440.252	3.692	0
4308	3/19/2004	1436.56	0	2
4308	4/2/2004	1440.944	3.692	0
4308	4/2/2004	1437.252	0	3
4308	4/16/2004	1438.944	0	2
4308	4/16/2004	1442.636	3.692	0
4308	4/30/2004	1445.328	3.692	0
4308	4/30/2004	1441.636	0	1
4308	5/14/2004	1449.02	3.692	0
4308	5/28/2004	1452.712	3.692	0
4308	6/11/2004	1456.404	3.692	0
4308	6/25/2004	1460.096	3.692	0
4308	7/9/2004	1452.096	0	8
4308	7/9/2004	1455.788	3.692	0
4308	7/23/2004	1459.48	3.692	0
4308	8/6/2004	1463.172	3.692	0
4308	8/20/2004	1466.864	3.692	0
4308	9/3/2004	1470.556	3.692	0

4308	9/17/2004	1474.248	3.692	0
4308	10/1/2004	1477.94	3.692	0
4308	10/15/2004	1481.632	3.692	0
4308	10/29/2004	1485.324	3.692	0
4308	11/12/2004	1489.016	3.692	0
4308	11/26/2004	1489.708	3.692	0
4308	11/26/2004	1486.016	0	3
4308	12/10/2004	1493.4	3.692	0
4308	12/24/2004	1485.4	0	8
4308	12/24/2004	1489.092	3.692	0
4308	1/7/2005	0	0	1492.784
4308	1/7/2005	1492.784	3.692	0
4308	1/8/2005	1492.784	1492.784	0
4308	1/21/2005	1496.476	3.692	0
4308	2/4/2005	1498.168	3.692	0
4308	2/4/2005	1494.476	0	2
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4308	3/4/2005	1493.86	0	8
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4308	3/18/2005	1501.244	3.692	0
4308	4/1/2005	1496.936	3.692	0
4308	4/1/2005	1493.244	0	8
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4308	4/29/2005	1504.32	3.692	0
4308	5/13/2005	1499.012	3.692	0
4308	5/13/2005	1495.32	0	9
4308	5/27/2005	1502.704	3.692	0
4308	6/10/2005	1506.396	3.692	0
4308	6/24/2005	1510.088	3.692	0
4308	7/8/2005	1502.088	0	8
4308	7/8/2005	1505.78	3.692	0
4308	7/22/2005	1509.472	3.692	0
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4308	8/5/2005	1505.164	3.692	0
4308	8/19/2005	1508.856	3.692	0
4308	9/2/2005	1504.548	3.692	0
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4308	9/16/2005	1508.24	3.692	0
4308	9/30/2005	1511.932	3.692	0
4308	10/14/2005	1515.624	3.692	0
4308	10/28/2005	1519.316	3.692	0
4308	11/11/2005	1523.008	3.692	0
4308	11/25/2005	1526.7	3.692	0
4308	12/9/2005	1530.392	3.692	0
4308	12/23/2005	1534.084	3.692	0
4308	1/6/2006	1537.776	3.692	0
4308	1/6/2006	0	0	1537.776

4308	1/7/2006	1537.776	1537.776	0
4308	1/20/2006	1541.468	3.692	0
4308	2/3/2006	1545.16	3.692	0
4308	2/17/2006	1548.852	3.692	0
4308	3/3/2006	1552.544	3.692	0
4308	3/17/2006	1556.236	3.692	0
4308	3/21/2006	1548.236	0	8
4308	3/31/2006	1551.928	3.692	0
4308	4/14/2006	1555.62	3.692	0
4308	4/28/2006	1559.312	3.692	0
4308	5/12/2006	1563.004	3.692	0
4308	5/17/2006	1555.004	0	8
4308	5/26/2006	1558.696	3.692	0
4308	6/9/2006	1562.388	3.692	0
4308	6/23/2006	1566.08	3.692	0
4308	6/24/2006	1558.08	0	8
4308	7/7/2006	1561.772	3.692	0
4308	7/7/2006	1553.772	0	8
4308	7/21/2006	1557.464	3.692	0
4308	8/4/2006	1561.156	3.692	0
4308	8/18/2006	1564.848	3.692	0
4308	9/1/2006	1568.54	3.692	0
4308	9/15/2006	1572.232	3.692	0
4308	9/29/2006	1575.924	3.692	0
4308	10/2/2006	1567.924	0	8
4308	10/13/2006	1571.616	3.692	0
4308	10/27/2006	1575.308	3.692	0
4308	11/10/2006	1579	3.692	0
4308	11/24/2006	1582.692	3.692	0
4308	12/8/2006	1586.384	3.692	0
4308	12/9/2006	1578.384	0	8
4308	12/22/2006	1582.076	3.692	0
4308	12/22/2006	1574.076	0	8
4308	1/5/2007	0	0	1577.768
4308	1/5/2007	1577.768	3.692	0
4308	1/6/2007	1577.768	1577.768	0
4308	1/19/2007	1581.46	3.692	0
4308	1/24/2007	1579.46	0	2
4308	2/2/2007	1583.152	3.692	0
4308	2/16/2007	1586.844	3.692	0
4308	3/2/2007	1590.536	3.692	0
4308	3/16/2007	1594.228	3.692	0
4308	3/23/2007	1578.228	0	16
4308	3/30/2007	1581.92	3.692	0
4308	4/13/2007	1585.612	3.692	0
4308	4/27/2007	1589.304	3.692	0
4308	5/11/2007	1592.996	3.692	0

4308	5/25/2007	1596.688	3.692	0
4308	6/8/2007	1600.38	3.692	0
4308	6/22/2007	1604.072	3.692	0

MARJORY STONEMAN DOUGLAS HIGH SCHOOL
5901 PINE ISLAND ROAD
PARKLAND, FLORIDA 33076

PHONE (754) 322-2150
FAX (754) 322-2280

TELECOPY COVER SHEET

Date: 3/13/15

TO: Name Mami Tyler

Department MR

Fax Number

FROM S. Peterson

COMMENTS FYI

Thanks

Number of Pages (including cover sheet) 3

EOG-02105

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
954-831-8900
www.sheriff.org

Sheriff Scott Israel

March 5, 2015

[redacted]

Dear [redacted]:

Thank you for your recent letter commending Deputy Scot Peterson for his efforts in recovering your son's stolen iPhone 6.

Deputy Peterson's attention to detail, communication skills and investigative abilities, as you have described, are not only a credit to himself and the Broward Sheriff's Office, but a nice reflection upon the entire law enforcement community. It will be my pleasure to share your complimentary comments with Deputy Peterson. Additionally, a copy of your letter will be placed in his personnel file.

Again, thank you for taking the time to bring this to my attention. If the Broward Sheriff's Office may be of any assistance to you in the future, please feel free to call upon us.

Sincerely,

Colonel Alvin Pollock
Executive Director, Department of Law Enforcement

AP/dah
cc: Lt. Colonel Jim Polan, Patrol Services
Captain Jonathan Greenberg, Parkland District
Sergeant Greg Molamphy, Parkland District
Deputy Scot Peterson, Parkland District
✓Human Resources

January 18, 2015

To: Broward Sheriff 's office

Attention: Sheriff Scott Israel

On behalf of my family we would like to express great appreciation for the efforts by your team in recovering my son's iPhone 6 that was initially lost then due to unfortunate circumstances it was deemed stolen. We made attempts at the school with the superb assistance of Stoneman Douglas Chief security officer Mr. Calvin Greenleaf to recover the phone. Twenty four hours later we made the decision to report the phone to our local sheriff's department Parkland BSO. Our report was given to Deputy Small he was very thorough taking our report and documenting the events of the past 24 hours. The report on the following day was on the desk of Deputy Peterson the Stoneman Douglas Resource officer as on our follow up call to his office he noted the report was received and had been discussed with Security officer Mr. Greenleaf by 8:35 am.

Deputy Peterson gave reassurance and earned our complete confidence that if the phone was on campus it would likely be recovered. Well as previously mentioned the phone was recovered. Our intent is to inform of the difficult job your resource officer has in dealing with high school and being able to apply just the right tenor to obtain positive results. Deputy Peterson's attention to detail, communication skills and investigative abilities should be acknowledged and we are grateful. Please continue to recognize the important role of the school resource officer in our community.

Sincerely,

[redacted]

Student: [redacted]

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2014	02/01/2015

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-02108

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson is the SRO at Marjory Stoneman Douglas High School. Peterson is responsible for the safety of over 3,000 students, faculty and staff. Peterson takes his position seriously and keeps the Command Staff fully aware of issues that arise that need to be addressed. Peterson uses his experience and skills to investigate the crimes that occur at his school and he resolves them in a positive manner. Peterson works closely with the District detectives and keeps them involved in cases and proactive operations that he deems necessary.

Deputy Peterson is dependable and reliable and handles issues that arise with tact and solid judgment. Peterson is a positive influence on the students and they respect and appreciate his position.

Deputy Peterson was nominated as the BSO School Resource Deputy of the Year for 2014.

Deputy Peterson uses his leave time appropriately and volunteers to assist road patrol while school is out of session.

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

Deputy Peterson is expected to continue to demonstrate the same level of professionalism and dedication in the coming year.

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

Deputy Peterson is encouraged to attend any upcoming technical courses and investigative courses that interest him during the year.

Signatures Below

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

Sgt. G. Molamphy

Sergeant G. Molamphy / 9496 1/26/15

Evaluator Signature **Date**

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

1/26/15

Employee Signature **Date**

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

Lt. Jonathan Greenberg, #13540 1/26/15

Reviewer **Date**

Captain Marvin Stoner #13487 1/27/15

Division Signature **Date**

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 03/14)

BSO Employee Performance Evaluation

RECEIVED
APR 30 2014
HUMAN RESOURCES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2014	02/01/2014

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr ,	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Peterson was assigned as the School Resource Deputy at Marjory Stoneman Douglas High School. In this capacity he is responsible for maintaining a safe learning environment for over 3000 students, faculty and administrators. Peterson is punctual, and rarely requires time off from his school. While on campus, Peterson addresses issues at their infant stages and can resolve these issues before they rise to a level requiring police action. He is well known and respected by students, parents, faculty, and administrative staff at the school. Deputy Peterson was awarded Deputy of the Year, and was recognized at a City of Parkland Commission meeting during this rating period. He demonstrates a good working knowledge of police and procedure. Peterson presents a professional and positive image. He assists with road patrol coverage as necessary when school is not in session. Peterson completes assignments with little to no supervision. Peterson is a pleasure to work with, in that he communicates well and keeps supervisors apprised of sensitive incidents as they develop. Peterson shows great initiative in that he volunteered to assist with a Lock Down drill at Mary Help of Christians Catholic School during this rating period. Peterson is a valuable asset to his assigned school, the City of Parkland, and the Broward Sheriff's Office.

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

Deputy Peterson is expected to maintain the high level of service he provides at his assigned school. He is also expected to continue to foster the great relationship he has with students, parents, faculty, and school administration.

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

Deputy Peterson is expected to attend updated training relevant to his current assignment, but also enhance his basic policing skills through high liability courses associated with firearms, traffic stops, and search techniques.

Signatures Below

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

Sgt. Michael DeVita, #7523 — 4/22/14
Evaluator Signature — **Date**

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

Employee Signature — 4/25/14 **Date**

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

Lt. Jonathan Greenberg, #13540 — 4/24/14
Reviewer — **Date**

Captain Marvin Stoner #13487 — 4/29/14
Division Signature — **Date**

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

Tyler, Mamie

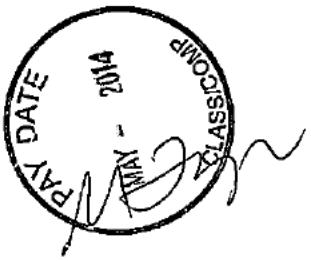
From: Peterson, Scot
Sent: Thursday, May 01, 2014 2:26 PM
To: Tyler, Mamie
Subject: Accruals

Greetings Mamie:

Per our recent conversation, can you create a printout for my sick / annual hour accruals and usage from August 2001 (or as earliest as you can go) and April 2014.

I do not have holiday time so just a current amount of holiday hours

Thank you so much.



5-1-14
attached a accrual report from 2007 to Present
unable to go back to old Payroll system

BSO

To: Mickie
BSO Human Resources

From Dep. Scot Peterson 4308
Parkland (Cell [redacted])

Subject: Year To Date Payroll Data 2013

Greetings Mickie

Could you please provide a Year To Date from Jan 1 - Sept 30 2013 of Base Pay, Longevity, OT, any other benefit

Also a year to Date of above from
~~Sept~~ Oct 1 - Dec 31, 2013

Year To Date Details Jan 1 - Sept 30 2013
Year To Date Details Oct 1 - Dec 31 2013

Thanks Mickie call me for any questions [redacted]

Dep. Scot Peterson 4308

EOG-02113

Report ID: BSPRR74A

Broward County Sheriff's Office
PAY CHECK DETAILS
From DT :01/04/2013 To Dt :12/20/2013

Run Date 03/24/2014
Run Time 14:27:31

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 04-JAN-2013
PayCheck Nbr : 958149 / ON Cycle / Confirmed
Net Pay : 513.53 (Gross : 718.01, Deductions : 21.54, Taxes : 182.94)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	5.00	143.60
				718.01

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	106.98	X	-	-
7021-FRS SpRisk	21.54	-	X	-
	128.52			

Tax Type	Amount
TAXES	
OASDI/EE	44.52
OASDI/ER	44.52
MED/EE	10.41
Withholdng	128.01
Med/ER	10.41
Unempl ER	0.00
	237.87

EOG-02115

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 18-JAN-2013
PayCheck Nbr : 964054 / ON Cycle / Confirmed
Net Pay : 207.66 (Gross : 258.48, Deductions : 7.75, Taxes : 43.07)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	5.00	143.60
				258.48

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	38.51	X	-	-
7021-FRS SpRisk	7.75	-	X	-
	46.26			

Tax Type	Amount
TAXES	
OASDI/EE	16.02
OASDI/ER	16.02
MED/EE	3.75
Withholdng	23.30
Med/ER	3.75
Unempl ER	0.00
	62.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 01-FEB-2013
PayCheck Nbr : 969984 / ON Cycle / Confirmed
Net Pay : 873.48 (Gross : 1,249.34, Deductions : 37.48, Taxes : 338.38)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	5.50	157.96
23140	SDTL	712-SPECIAL DE	28.00	804.18
23140	SDTL	712-SPECIAL DE	6.00	172.32
				1,249.34

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	186.15	X	-	-
7021-FRS SpRisk	37.48	-	X	-
	223.63			

Tax Type	Amount
TAXES	
OASDI/EE	77.46
OASDI/ER	77.46
MED/EE	18.12
Withholdng	242.80
Med/ER	18.12
Unempl ER	0.00
	433.96

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 15-FEB-2013
PayCheck Nbr : 975913 / ON Cycle / Confirmed
Net Pay : 443.98 (Gross : 574.41, Deductions : 17.23, Taxes : 113.20)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	16.00	459.53
				574.41

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	85.59	X	-	-
7021-FRS SpRisk	17.23	-	X	-
	102.82			

Tax Type	Amount
TAXES	
OASDI/EE	35.61
OASDI/ER	35.61
MED/EE	8.32
Withholdng	69.27
Med/ER	8.32
Unempl ER	0.00
	157.13

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 01-MAR-2013
PayCheck Nbr : 981865 / ON Cycle / Confirmed
Net Pay : 422.48 (Gross : 545.69, Deductions : 16.37, Taxes : 106.84)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	12.00	344.65
23140	SDTL	712-SPECIAL DE	3.00	86.16
				545.69

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	81.31	X	-	-
7021-FRS SpRisk	16.37	-	X	-
	97.68			

Tax Type	Amount
TAXES	
OASDI/EE	33.83
OASDI/ER	33.83
MED/EE	7.91
Withholdng	65.10
Med/ER	7.91
Unempl ER	0.00
	148.58

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 15-MAR-2013
PayCheck Nbr : 987840 / ON Cycle / Confirmed
Net Pay : 1,002.90 (Gross : 1,407.31, Deductions : 42.22, Taxes : 362.19)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	28.00	804.18
23140	SDTL	712-SPECIAL DE	9.00	258.49
				1,407.31

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	209.69	X	-	-
7021-FRS SpRisk	42.22	-	X	-
	251.91			

Tax Type	Amount
TAXES	
OASDI/EE	87.25
OASDI/ER	87.25
MED/EE	20.40
Withholdng	254.54
Med/ER	20.40
Unempl ER	0.00
	469.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 29-MAR-2013
PayCheck Nbr : 993792 / ON Cycle / Confirmed
Net Pay : 272.11 (Gross : 344.65, Deductions : 10.34, Taxes : 62.20)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	344.65
				344.65

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	51.35	X	-	-
7021-FRS SpRisk	10.34	-	X	-
	61.69			

Tax Type	Amount
TAXES	
OASDI/EE	21.36
OASDI/ER	21.36
MED/EE	5.00
Withholdng	35.84
Med/ER	5.00
Unempl ER	0.00
	88.56

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 12-APR-2013
PayCheck Nbr : 999735 / ON Cycle / Confirmed
Net Pay : 480.52 (Gross : 689.28, Deductions : 20.68, Taxes : 188.08)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	5.00	143.60
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	8.00	229.76
				689.28

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	102.70	X	-	-
7021-FRS SpRisk	20.68	-	X	-
	123.38			

Tax Type	Amount
TAXES	
OASDI/EE	42.74
OASDI/ER	42.74
MED/EE	10.00
Withholdng	135.34
Med/ER	10.00
Unempl ER	0.00
	240.82

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 26-APR-2013
PayCheck Nbr : 1005703 / ON Cycle / Confirmed
Net Pay : 685.05 (Gross : 919.06, Deductions : 27.57, Taxes : 206.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	114.88
23140	SDTL	712-SPECIAL DE	12.00	344.65
23140	SDTL	712-SPECIAL DE	16.00	459.53
				919.06

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	136.94	X	-	-
7021-FRS SpRisk	27.57	-	X	-
	164.51			

Tax Type	Amount
TAXES	
OASDI/EE	56.98
OASDI/ER	56.98
MED/EE	13.33
Withholdng	136.13
Med/ER	13.33
Unempl ER	0.00
	276.75

EOG-02123

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 10-MAY-2013
PayCheck Nbr : 1011663 / ON Cycle / Confirmed
Net Pay : 900.06 (Gross : 1,249.34, Deductions : 37.48, Taxes : 311.80)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	4.50	129.24
23140	SDTL	712-SPECIAL DE	20.00	574.41
23140	SDTL	712-SPECIAL DE	10.00	287.21
23140	SDTL	712-SPECIAL DE	1.00	28.72
				1,249.34

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	186.15	X	-	-
7021-FRS SpRisk	37.48	-	X	-
	223.63			

Tax Type	Amount
TAXES	
OASDI/EE	77.46
OASDI/ER	77.46
MED/EE	18.11
Withholdng	216.23
Med/ER	18.11
Unempl ER	0.00
	407.37

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 24-MAY-2013
PayCheck Nbr : 1017588 / ON Cycle / Confirmed
Net Pay : 549.01 (Gross : 746.73, Deductions : 22.40, Taxes : 175.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	3.00	86.16
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	4.00	114.88
				746.73

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	111.26	X	-	-
7021-FRS SpRisk	22.40	-	X	-
	133.66			

Tax Type	Amount
TAXES	
OASDI/EE	46.30
OASDI/ER	46.30
MED/EE	10.83
Withholdng	118.19
Med/ER	10.83
Unempl ER	0.00
	232.45

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 07-JUN-2013
PayCheck Nbr : 1023523 / ON Cycle / Confirmed
Net Pay : 605.12 (Gross : 832.89, Deductions : 24.99, Taxes : 202.78)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	16.00	459.53
23140	SDTL	712-SPECIAL DE	5.00	143.60
				832.89

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	124.10	X	-	-
7021-FRS SpRisk	24.99	-	X	-
	149.09			

Tax Type	Amount
TAXES	
OASDI/EE	51.63
OASDI/ER	51.63
MED/EE	12.07
Withholdng	139.08
Med/ER	12.07
Unempl ER	0.00
	266.48

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 21-JUN-2013
PayCheck Nbr : 1029456 / ON Cycle / Confirmed
Net Pay : 429.66 (Gross : 574.41, Deductions : 17.23, Taxes : 127.52)

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.
EARNINGS					DEDUCTIONS				
23140	SDTL	712-SPECIAL DE	12.00	344.65	7021-FRS SpRisk	85.59	X	-	-
23140	SDTL	712-SPECIAL DE	8.00	229.76	7021-FRS SpRisk	17.23	-	X	-
				574.41		102.82			

Tax Type	Amount
TAXES	
OASDI/EE	35.61
OASDI/ER	35.61
MED/EE	8.33
Withholdng	83.58
Med/ER	8.33
Unempl ER	0.00
	171.46

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 05-JUL-2013
PayCheck Nbr : 1035339 / ON Cycle / Confirmed
Net Pay : 417.70 (Gross : 617.80, Deductions : 18.53, Taxes : 181.57)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	229.76
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	11.00	304.89
				617.80

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	117.75	X	-	-
7021-FRS SpRisk	18.53	-	X	-
	136.28			

Tax Type	Amount
TAXES	
OASDI/EE	38.31
OASDI/ER	38.31
MED/EE	8.96
Withholding	134.30
Med/ER	8.96
Unempl ER	0.00
	228.84

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 19-JUL-2013
PayCheck Nbr : 1041218 / ON Cycle / Confirmed
Net Pay : 393.92 (Gross : 526.63, Deductions : 15.80, Taxes : 116.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	3.00	83.15
				526.63

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	100.38	X	-	-
7021-FRS SpRisk	15.80	-	X	-
	116.18			

Tax Type	Amount
TAXES	
OASDI/EE	32.65
OASDI/ER	32.65
MED/EE	7.63
Withholdng	76.63
Med/ER	7.63
Unempl ER	0.00
	157.19

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 02-AUG-2013
PayCheck Nbr : 1047095 / ON Cycle / Confirmed
Net Pay : 649.59 (Gross : 997.82, Deductions : 29.93, Taxes : 318.30)

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.
EARNINGS					DEDUCTIONS				
23140	SDTL	712-SPECIAL DE	24.00	665.21	7021-FRS SpRisk	190.18	X	-	-
23140	SDTL	712-SPECIAL DE	12.00	332.61	7021-FRS SpRisk	29.93	-	X	-
				997.82		220.11			

Tax Type	Amount
TAXES	
OASDI/EE	61.86
OASDI/ER	61.86
MED/EE	14.47
Withholdng	241.97
Med/ER	14.47
Unempl ER	0.00
	394.63

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 16-AUG-2013
PayCheck Nbr : 1052954 / ON Cycle / Confirmed
Net Pay : 495.95 (Gross : 665.22, Deductions : 19.96, Taxes : 149.31)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	12.00	332.61
				665.22

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	126.79	X	-	-
7021-FRS SpRisk	19.96	-	X	-
	146.75			

Tax Type	Amount
TAXES	
OASDI/EE	41.24
OASDI/ER	41.24
MED/EE	9.65
Withholdng	98.42
Med/ER	9.65
Unempl ER	0.00
	200.20

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 30-AUG-2013
PayCheck Nbr : 1058852 / ON Cycle / Confirmed
Net Pay : 280.32 (Gross : 388.04, Deductions : 11.64, Taxes : 96.08)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	14.00	388.04
				388.04

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	73.96	X	-	-
7021-FRS SpRisk	11.64	-	X	-
	85.60			

Tax Type	Amount
TAXES	
OASDI/EE	24.06
OASDI/ER	24.06
MED/EE	5.63
Withholdng	66.39
Med/ER	5.63
Unempl ER	0.00
	125.77

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 13-SEP-2013
PayCheck Nbr : 1064784 / ON Cycle / Confirmed
Net Pay : 331.73 (Gross : 443.48, Deductions : 13.30, Taxes : 98.45)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	4.00	110.87
				443.48

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	84.53	X	-	-
7021-FRS SpRisk	13.30	-	X	-
	97.83			

Tax Type	Amount
TAXES	
OASDI/EE	27.50
OASDI/ER	27.50
MED/EE	6.43
Withholdng	64.52
Med/ER	6.43
Unempl ER	0.00
	132.38

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 27-SEP-2013
PayCheck Nbr : 1070714 / ON Cycle / Confirmed
Net Pay : 415.00 (Gross : 637.50, Deductions : 19.13, Taxes : 203.37)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	3.00	83.15
				637.50

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	121.51	X	-	-
7021-FRS SpRisk	19.13	-	X	-
	140.64			

Tax Type	Amount
TAXES	
OASDI/EE	39.53
OASDI/ER	39.53
MED/EE	9.25
Withholdng	154.59
Med/ER	9.25
Unempl ER	0.00
	252.15

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 11-OCT-2013
PayCheck Nbr : 1076668 / ON Cycle / Confirmed
Net Pay : 749.27 (Gross : 1,080.98, Deductions : 32.43, Taxes : 299.28)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.50	124.73
23140	SDTL	712-SPECIAL DE	12.00	332.61
23140	SDTL	712-SPECIAL DE	10.50	291.03
23140	SDTL	712-SPECIAL DE	12.00	332.61
				1,080.98

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	206.03	X	-	-
7021-FRS SpRisk	32.43	-	X	-
	238.46			

Tax Type	Amount
TAXES	
OASDI/EE	67.02
OASDI/ER	67.02
MED/EE	15.67
Withholdng	216.59
Med/ER	15.67
Unempl ER	0.00
	381.97

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 25-OCT-2013
PayCheck Nbr : 1082626 / ON Cycle / Confirmed
Net Pay : 453.79 (Gross : 609.78, Deductions : 18.29, Taxes : 137.70)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	3.00	83.15
				609.78

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	116.22	X	-	-
7021-FRS SpRisk	18.29	-	X	-
	134.51			

Tax Type	Amount
TAXES	
OASDI/EE	37.80
OASDI/ER	37.80
MED/EE	8.84
Withholdng	91.06
Med/ER	8.84
Unempl ER	0.00
	184.34

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 08-NOV-2013
PayCheck Nbr : 1088613 / ON Cycle / Confirmed
Net Pay : 393.92 (Gross : 526.63, Deductions : 15.80, Taxes : 116.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	3.00	83.15
23140	SDTL	712-SPECIAL DE	12.00	332.61
				526.63

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	100.38	X	-	-
7021-FRS SpRisk	15.80	-	X	-
	116.18			

Tax Type	Amount
TAXES	
OASDI/EE	32.65
OASDI/ER	32.65
MED/EE	7.63
Withholdng	76.63
Med/ER	7.63
Unempl ER	0.00
	157.19

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 22-NOV-2013
PayCheck Nbr : 1094653 / ON Cycle / Confirmed
Net Pay : 580.99 (Gross : 873.09, Deductions : 26.19, Taxes : 265.91)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	4.00	110.87
23140	SDTL	712-SPECIAL DE	16.00	443.47
23140	SDTL	712-SPECIAL DE	7.50	207.88
				873.09

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
7021-FRS SpRisk	166.41	X	-	-
7021-FRS SpRisk	26.19	-	X	-
	192.60			

Tax Type	Amount
TAXES	
OASDI/EE	54.13
OASDI/ER	54.13
MED/EE	12.66
Withholdng	199.12
Med/ER	12.66
Unempl ER	0.00
	332.70

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 06-DEC-2013
PayCheck Nbr : 1100597 / ON Cycle / Confirmed
Net Pay : 580.09 (Gross : 803.80, Deductions : 24.11, Taxes : 199.60)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	3.50	97.01
23140	SDTL	712-SPECIAL DE	10.00	277.17
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	7.50	207.88
				803.80

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	153.20	X	-	-
7021-FRS SpRisk	24.11	-	X	-
	177.31			

Tax Type	Amount
TAXES	
OASDI/EE	49.84
OASDI/ER	49.84
MED/EE	11.65
Withholdng	138.11
Med/ER	11.65
Unempl ER	0.00
	261.09

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 1
Check Dt : 20-DEC-2013
PayCheck Nbr : 1106643 / ON Cycle / Confirmed
Net Pay : 592.94 (Gross : 886.95, Deductions : 26.61, Taxes : 267.40)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	8.00	221.74
23140	SDTL	712-SPECIAL DE	16.00	443.47
				886.95

Deduction.	Amount	ER	EE	Taxbl
DEDUCTIONS				
7021-FRS SpRisk	169.05	X	-	-
7021-FRS SpRisk	26.61	-	X	-
	195.66			

Tax Type	Amount
TAXES	
OASDI/EE	54.99
OASDI/ER	54.99
MED/EE	12.87
Withholdng	199.54
Med/ER	12.87
Unempl ER	0.00
	335.26

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.	Tax Type	Amount
GRAND TOTALS:				19,167.32		3,807.71					

Report ID: BSPRR74A

Broward County Sheriff's Office
PAY CHECK DETAILS
From DT :01/04/2013 To Dt :12/20/2013

Run Date 03/24/2014
Run Time 14:30:17

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 04-JAN-2013
PayCheck Nbr : 953670 / ON Cycle / Confirmed
Net Pay : 1,802.87 (Gross : 3,530.02, Deductions : 1,112.50, Taxes : 614.65)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	140-Reg OT	9.00	302.50
23495	0298	200-Sick	16.00	537.78
23495	0298	230-Vacation	16.00	537.78
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	119.66
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	358.97
				3,530.02

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	105.90	-	X	-
7021-FRS SpRisk	525.97	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,345.82			

Tax Type	Amount
TAXES	
OASDI/EE	218.55
OASDI/ER	218.55
MED/EE	51.11
Withholdng	344.99
Med/ER	51.11
Unempl ER	0.00
	884.31

EOG-02142

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 18-JAN-2013
PayCheck Nbr : 959632 / ON Cycle / Confirmed
Net Pay : 1,540.39 (Gross : 3,179.12, Deductions : 1,101.97, Taxes : 536.76)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	200-Sick	16.00	537.78
23495	0298	230-Vacation	16.00	537.78
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.12

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	293.93
Med/ER	46.03
Unempl ER	0.00
	779.59

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 01-FEB-2013
PayCheck Nbr : 965534 / ON Cycle / Confirmed
Net Pay : 1,674.15 (Gross : 3,357.93, Deductions : 1,107.34, Taxes : 576.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.50	2,033.46
23495	0298	160-OT 1.5%	3.00	178.82
23495	0298	230-Vacation	11.50	386.53
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,357.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	100.74	-	X	-
7021-FRS SpRisk	500.33	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,315.02			

Tax Type	Amount
TAXES	
OASDI/EE	207.88
OASDI/ER	207.88
MED/EE	48.61
Withholdng	319.95
Med/ER	48.61
Unempl ER	0.00
	832.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 15-FEB-2013
PayCheck Nbr : 971471 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 01-MAR-2013
PayCheck Nbr : 977401 / ON Cycle / Confirmed
Net Pay : 1,544.71 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	67.00	2,251.94
23495	0298	230-Vacation	5.00	168.05
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 15-MAR-2013
PayCheck Nbr : 983355 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 29-MAR-2013
PayCheck Nbr : 989334 / ON Cycle / Confirmed
Net Pay : 1,550.86 (Gross : 3,179.11, Deductions : 1,094.69, Taxes : 533.56)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,419.99
23495	0298	202-Sick-Famly	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	1,578.02			

Tax Type	Amount
TAXES	
OASDI/EE	197.11
OASDI/ER	197.11
MED/EE	46.10
Withholdng	290.35
Med/ER	46.10
Unempl ER	0.00
	776.77

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 12-APR-2013
PayCheck Nbr : 995284 / ON Cycle / Confirmed
Net Pay : 1,968.29 (Gross : 3,745.39, Deductions : 1,118.96, Taxes : 658.14)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	160-OT 1.5%	9.50	566.28
23495	0298	220-P-Day	8.00	268.89
23495	0298	230-Vacation	32.00	1,075.55
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,745.39

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	112.36	-	X	-
7021-FRS SpRisk	558.06	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,384.37			

Tax Type	Amount
TAXES	
OASDI/EE	231.91
OASDI/ER	231.91
MED/EE	54.23
Withholdng	372.00
Med/ER	54.23
Unempl ER	0.00
	944.28

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 26-APR-2013
PayCheck Nbr : 1001235 / ON Cycle / Confirmed
Net Pay : 1,544.70 (Gross : 3,179.08, Deductions : 1,101.97, Taxes : 532.41)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	76.00	2,554.43
23495	0298	202-Sick-Famly	4.00	134.44
23495	0298	518-PBADS Frsp	0.00	107.55
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.66
				3,179.08

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.68	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.38			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.22

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 10-MAY-2013
PayCheck Nbr : 1007201 / ON Cycle / Confirmed
Net Pay : 1,544.71 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 24-MAY-2013
PayCheck Nbr : 1013157 / ON Cycle / Confirmed
Net Pay : 1,544.73 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.41)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.39			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.22

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 07-JUN-2013
PayCheck Nbr : 1019086 / ON Cycle / Confirmed
Net Pay : 1,544.71 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.43)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	64.00	2,151.10
23495	0298	202-Sick-Famly	8.00	268.89
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.69	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,283.01			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 21-JUN-2013
PayCheck Nbr : 1025036 / ON Cycle / Confirmed
Net Pay : 1,544.68 (Gross : 3,179.08, Deductions : 1,101.97, Taxes : 532.43)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	75.00	2,520.82
23495	0298	310-Comp Taken	5.00	168.05
23495	0298	518-PBADS Frsp	0.00	107.55
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.66
				3,179.08

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	473.68	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,292.38			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.26

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 05-JUL-2013
PayCheck Nbr : 1030959 / ON Cycle / Confirmed
Net Pay : 1,925.52 (Gross : 3,688.21, Deductions : 1,117.25, Taxes : 645.44)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	140-Reg OT	10.00	336.11
23495	0298	160-OT 1.5%	2.00	119.22
23495	0298	200-Sick	10.00	336.11
23495	0298	230-Vacation	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	121.00
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	363.00
				3,688.21

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.65	-	X	-
7021-FRS SpRisk	702.97	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,527.57			

Tax Type	Amount
TAXES	
OASDI/EE	228.36
OASDI/ER	228.36
MED/EE	53.40
Withholdng	363.68
Med/ER	53.40
Unempl ER	0.00
	927.20

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 19-JUL-2013
PayCheck Nbr : 1036848 / ON Cycle / Confirmed
Net Pay : 1,544.72 **(Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.42)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	200-Sick	10.00	336.11
23495	0298	240-Holiday	8.00	268.89
23495	0298	250-Hol Used	2.00	67.22
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	605.94	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,424.64			

Tax Type	Amount
TAXES	
OASDI/EE	196.79
OASDI/ER	196.79
MED/EE	46.03
Withholdng	289.60
Med/ER	46.03
Unempl ER	0.00
	775.24

EOG-02156

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 02-AUG-2013
PayCheck Nbr : 1042716 / ON Cycle / Confirmed
Net Pay : 2,344.89 **(Gross : 4,311.66, Deductions : 1,135.95, Taxes : 830.82)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	230-Vacation	10.00	336.11
23495	0298	240-Holiday	0.00	0.00
23495	0298	310-Comp Taken	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
23965	0298	160-OT 1.5%	19.00	1,132.55
				4,311.66

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	129.35	-	X	-
7021-FRS SpRisk	821.80	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,665.10			

Tax Type	Amount
TAXES	
OASDI/EE	267.02
OASDI/ER	267.02
MED/EE	62.45
Withholdng	501.35
Med/ER	62.45
Unempl ER	0.00
	1,160.29

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 16-AUG-2013
PayCheck Nbr : 1048591 / ON Cycle / Confirmed
Net Pay : 1,544.72 (Gross : 3,179.11, Deductions : 1,101.97, Taxes : 532.42)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	60.00	2,016.66
23495	0298	230-Vacation	10.00	336.11
23495	0298	310-Comp Taken	10.00	336.11
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,179.11

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	95.37	-	X	-
7021-FRS SpRisk	605.94	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,424.64			

Tax Type	Amount
TAXES	
OASDI/EE	196.80
OASDI/ER	196.80
MED/EE	46.02
Withholdng	289.60
Med/ER	46.02
Unempl ER	0.00
	775.24

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 30-AUG-2013
PayCheck Nbr : 1054450 / ON Cycle / Confirmed
Net Pay : 1,818.39 (Gross : 3,536.76, Deductions : 1,105.42, Taxes : 612.95)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	40.00	1,344.44
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	230-Vacation	40.00	1,344.44
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,536.76

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
7021-FRS SpRisk	106.10	-	X	-
7021-FRS SpRisk	674.11	X	-	-
8000-PBA Dues	24.11	-	X	-
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	1,789.17			

Tax Type	Amount
TAXES	
OASDI/EE	219.28
OASDI/ER	219.28
MED/EE	51.28
Withholdng	342.39
Med/ER	51.28
Unempl ER	0.00
	883.51

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 13-SEP-2013
PayCheck Nbr : 1060351 / ON Cycle / Confirmed
Net Pay : 1,589.30 (Gross : 3,238.72, Deductions : 1,103.76, Taxes : 545.66)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	61.50	2,067.07
23495	0298	160-OT 1.5%	1.00	59.61
23495	0298	230-Vacation	10.50	352.92
23495	0298	240-Holiday	8.00	268.89
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,238.72

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.16	-	X	-
7021-FRS SpRisk	617.30	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,428.41			

Tax Type	Amount
TAXES	
OASDI/EE	200.49
OASDI/ER	200.49
MED/EE	46.89
Withholdng	298.28
Med/ER	46.89
Unempl ER	0.00
	793.04

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 27-SEP-2013
PayCheck Nbr : 1066296 / ON Cycle / Confirmed
Net Pay : 2,073.28 **(Gross : 3,894.41, Deductions : 1,123.43, Taxes : 697.70)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	160-OT 1.5%	6.00	357.65
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,894.41

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	116.83	-	X	-
7021-FRS SpRisk	742.27	X	-	-
8000-PBA Dues	24.11	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,582.43			

Tax Type	Amount
TAXES	
OASDI/EE	241.14
OASDI/ER	241.14
MED/EE	56.39
Withholdng	400.17
Med/ER	56.39
Unempl ER	0.00
	995.23

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 11-OCT-2013
PayCheck Nbr : 1072242 / ON Cycle / Confirmed
Net Pay : 1,676.60 (Gross : 3,357.93, Deductions : 1,109.21, Taxes : 572.12)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,688.88
23495	0298	160-OT 1.5%	3.00	178.82
23495	0298	518-PBADS Frsp	0.00	107.56
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	322.67
				3,357.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	100.74	-	X	-
7021-FRS SpRisk	640.02	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.32	X	-	-
9047-Life/AD&D	2.30	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,456.58			

Tax Type	Amount
TAXES	
OASDI/EE	207.88
OASDI/ER	207.88
MED/EE	48.62
Withholdng	315.62
Med/ER	48.62
Unempl ER	0.00
	828.62

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 25-OCT-2013
PayCheck Nbr : 1078187 / ON Cycle / Confirmed
Net Pay : 1,589.46 (Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,742.66
23495	0298	518-PBADS Prsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,440.71			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.93
Withholdng	298.71
Med/ER	46.93
Unempl ER	0.00
	793.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 08-NOV-2013
PayCheck Nbr : 1084148 / ON Cycle / Confirmed
Net Pay : 1,589.45 **(Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.33)**

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,468.39
23495	0298	230-Vacation	8.00	274.27
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,431.33			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.94
Withholdng	298.71
Med/ER	46.94
Unempl ER	0.00
	793.95

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 22-NOV-2013
PayCheck Nbr : 1090141 / ON Cycle / Confirmed
Net Pay : 1,930.40 (Gross : 3,697.32, Deductions : 1,119.39, Taxes : 647.53)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	72.00	2,468.39
23495	0298	160-OT 1.5%	3.00	182.33
23495	0298	160-OT 1.5%	4.50	273.50
23495	0298	240-Holiday	8.00	274.27
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,697.32

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.92	-	X	-
7021-FRS SpRisk	704.71	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,541.27			

Tax Type	Amount
TAXES	
OASDI/EE	228.94
OASDI/ER	228.94
MED/EE	53.55
Withholdng	365.04
Med/ER	53.55
Unempl ER	0.00
	930.02

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 06-DEC-2013
PayCheck Nbr : 1096182 / ON Cycle / Confirmed
Net Pay : 1,589.46 (Gross : 3,241.49, Deductions : 1,105.71, Taxes : 546.32)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	48.00	1,645.59
23495	0298	200-Sick	8.00	274.27
23495	0298	230-Vacation	8.00	274.27
23495	0298	240-Holiday	16.00	548.53
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,241.49

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	97.24	-	X	-
7021-FRS SpRisk	617.83	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
GARN-Garn	961.70	-	X	-
	2,431.33			

Tax Type	Amount
TAXES	
OASDI/EE	200.68
OASDI/ER	200.68
MED/EE	46.93
Withholdng	298.71
Med/ER	46.93
Unempl ER	0.00
	793.93

Empl ID : 4308
Name : Peterson,Scot R
Empl Rcd : 0
Check Dt : 20-DEC-2013
PayCheck Nbr : 1102118 / ON Cycle / Confirmed
Net Pay : 1,907.69 (Gross : 3,666.93, Deductions : 1,118.48, Taxes : 640.76)

Dept.	Job.	Earning.	Hrs	Amount
EARNINGS				
23495	0298	100-Regular	80.00	2,742.66
23495	0298	160-OT 1.5%	7.00	425.44
23495	0298	518-PBADS Frsp	0.00	109.71
23495	0298	800-FDLE Incen	0.00	60.00
23495	0298	920-12%LNGPBA	0.00	329.12
				3,666.93

Deduction.	Amount	ER	EE	Taxbl.
DEDUCTIONS				
2406-LTDDLE	4.13	-	X	-
2406-LTDDLE	9.64	X	-	-
2698-Dental	7.88	X	-	-
2698-Dental	7.28	-	X	-
2720-Coventry	680.21	X	-	-
7021-FRS SpRisk	110.01	-	X	-
7021-FRS SpRisk	698.92	X	-	-
8000-PBA Dues	25.98	-	X	-
9047-Life/AD&D	7.53	X	-	-
9047-Life/AD&D	2.53	-	-	X
9089-CritCare 2	9.38	-	X	-
9905-Vision	9.38	X	-	-
GARN-Garn	961.70	-	X	-
	2,534.57			

Tax Type	Amount
TAXES	
OASDI/EE	227.05
OASDI/ER	227.05
MED/EE	53.10
Withholdng	360.61
Med/ER	53.10
Unempl ER	0.00
	920.91

Dept.	Job.	Earning.	Hrs	Amount	Deduction.	Amount	ER	EE	Taxbl.	Tax Type	Amount
GRAND TOTALS:				87,899.02		60,904.33					

DEPUTY SHERIFF OATH OF OFFICE

I, Scot Peterson, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

[signature] 1-8-13

DEPUTY'S SIGNATURE DATE SIGNED

Scot Peterson 4308

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me on 01-08-13 (Date) by Scot Peterson (Name of Affiant) who is personally known ✓ OR produced identification _____.

Type of identification produced: _____.

[signature]

Signature of Notary Public State of Florida

MARVIN E. STONER, JR.
Commission # EE 014184
Expires August 29, 2014
Bonded Thru Troy Fain Insurance 800-365-7019

Print, Type, or Stamp Commissioned Name of Notary Public

BSO AP#46a (Revised 01/13)

EOG-02169

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2012	02/01/2013

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-02170

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson continues as the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Deputy Peterson has proven to be punctual and portrays a professional image in uniform while commanding respect with his presence. Deputy Peterson continues to handle school situations with minimal supervision and intervenes in conflicts as a mediator, often avoiding official law enforcement action. Deputy Peterson continues to be a dedicated employee as continuously demonstrated through his work performance. Deputy Peterson demonstrates superior interpersonal skills with students, teachers, parents and school administration. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson continues to do an excellent job coordinating the Broward Sheriff's Office's SSTOP program within the school and culminating it with an awards Ceremony. Deputy Peterson is safety conscious and aware of his surroundings while on campus. Deputy Peterson has also attended the 33rd Annual Florida Association of School Resource Officers Conference in Bonita Springs, FL. I have met with the School Principal Collado, who gave Deputy Peterson an exceptional recommendation. He advised me that Deputy Peterson is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school. In addition, Deputy Peterson, along with his fellow Parkland School Resource Deputies, was recognized on January 09, 2013, with a proclamation by the City of Parkland's Commission for their outstanding work.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training during summer break.

Signatures Below

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

Evaluator Signature Sgt. C. Calavetta Date 1-28-13

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

Employee Signature 1/30/13 Date

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

Reviewer Cmdr. Bryan Cowart #5487 1/29/13 Date

Division Signature Chief Marvin Stoner # 1348 1/29/13 Date

Distribution:

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

BSO AP#08 (New 02/08)

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

August 22, 2012

Florida Department of Agriculture & Consumer Services
Division of Licensing
P.O. Box 6687
Tallahassee, FL 32314-6687

To Whom It May Concern:

Please accept this letter as verification of employment for Scot Peterson. Scot Peterson has been an employee of the Broward County Sheriff's Office since July 22, 1985. Currently, Scot Peterson is assigned to Parkland as a fulltime Deputy Sheriff – D.L.E/CC.

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

Sincerely,

P. Masters

PetaGay Masters
Human Resources Specialist
Bureau of Human Resources
954-321-4767

Pride in Service with Integrity

RECEIVED
AUG 17 2012
HUMAN RESOURCES

BROWARD SHERIFF'S OFFICE
EMPLOYMENT VERIFICATION REQUEST FORM

Employee Name: Scot Petersen CCN: 4308

Daytime Contact Number: [redacted] Work Location: Pahokee

Employee Signature: [signature]

YOUR REQUEST WILL NOT BE PROCESSED WITHOUT THE FOLLOWING INFORMATION

Address Verification to:

Company and Contact Name: Fla Dept. of Agriculture and Consumer Serv

Address: PO Box 6687

City: Tallahassee State: FL Zip Code: 32314-6687

Please check one:

☐ Fax Verification to:

☑ Mail Verification to: Will Pick up!

Fax Number: ( )

Attention:

Company Name

Address

City, State, Zip Code

Include Salary Information: ☐ YES ☑ NO

INTEROFFICE YOUR REQUEST TO HUMAN RESOURCES
OR FAX TO (954) 765-4005

PLEASE ALLOW 4-5 BUSINESS DAYS FOR PROCESSING

BSO AP#61 (Revised 10/06)

CCN 4308

FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS

Awards this certificate of completion

To

SCOTT PETERSON

As evidence of the successful completion of 24 hours of training

At the 33rd annual training conference in Bonita Springs, Florida

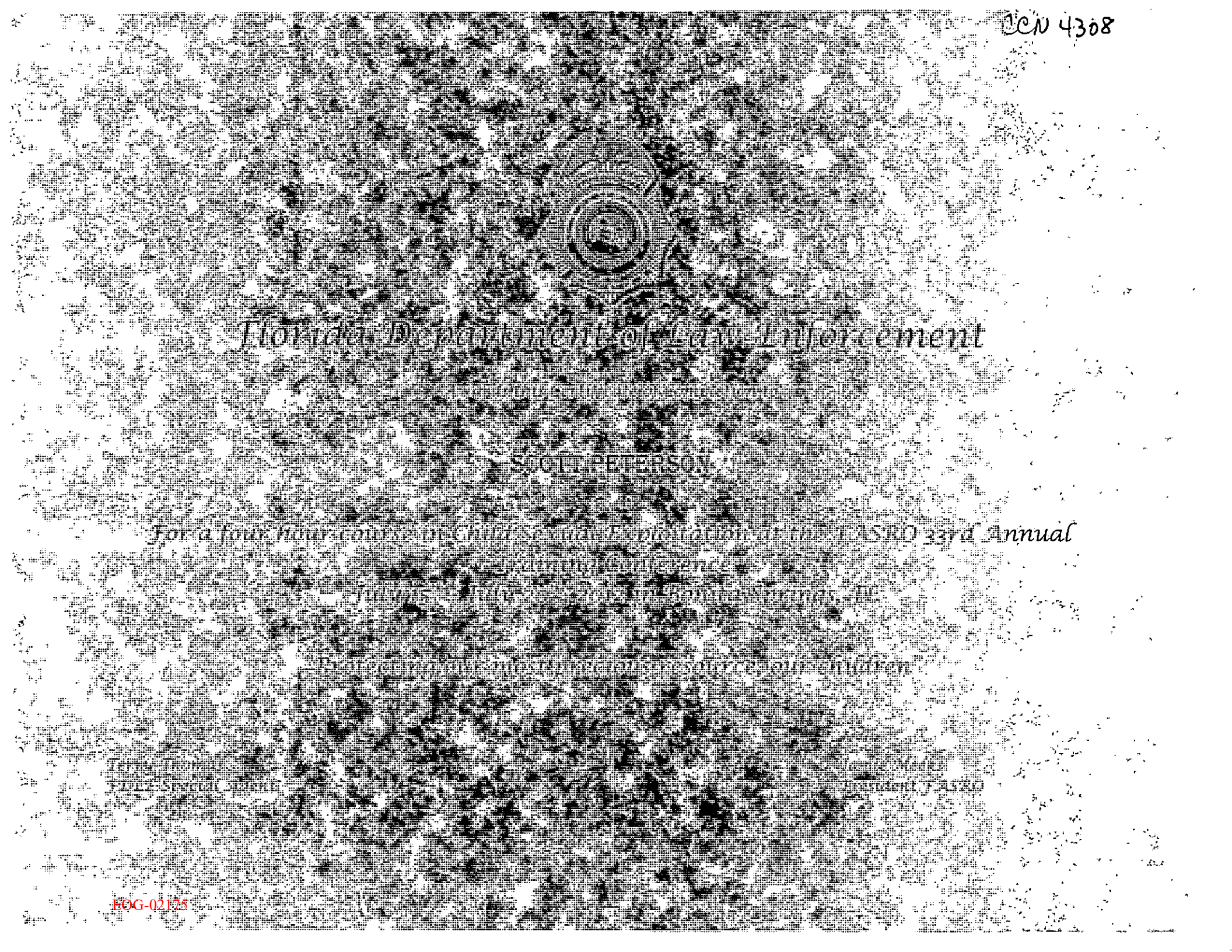
Given this 20th day of July, 2012

Jamie Meeks

President

EGG-02174

ICN 4308


Florida Department of Law Enforcement
SCOTT PETERSON
For a four hour course in Child Sexual Exploitation at the FASRO 33rd Annual
EOG-02175

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
954.831.8900 **.www.sheriff.org**

Pride in Service with Integrity

RECEIVED
JUN 26 2012
HUMAN RESOURCES

June 25th, 2012

Deputy Scot Peterson
Parkland District

Dear Deputy Peterson:

I want to personally congratulate you on being selected as the May Employee of the Month for the Parkland district. This is an honor that you should be proud of. Your district has recognized you as an exemplary deputy who has made a difference in the community where you serve.

You are being commended for your role in organizing and hosting the 2012 Safe Student Traffic Operation & Prevention (SSTOP) award ceremony at Stoneman Douglas High School. The program was designed in partnership with the Broward County School Board and awards graduating seniors who have ot received any citations for traffic violations or at-fault accidents. One hundred and fifty students were presented with green and white graduating cords and a certificate for their successful completion of the program. Your commitment and dedication to the program were exemplary and have not gone unnoticed.

Your dedication to duty is in keeping with the high standards of this department. I want to thank you for all of your efforts and good work in your community, and for being a positive reflection on the men and women of the Broward Sheriff's Office.

Stay safe out there!!

Sincerely,

Lt. Colonel Louis Cavallo, Director
Patrol Services Bureau
Department of Law Enforcement

LC/afs-w

Cc: Colonel Timothy Gillette
Acting Major John Hale
District Personnel File
Human Resources

Pride in Service with Integrity

INTERNAL MEMO

Memo # 2012-016

Date: May 31, 2012

To: School Resource Deputy Scot Peterson, CCN 4308
Parkland District, Patrol Region West

From: Chief Marvin Stoner
Parkland District, Patrol Region West

Subj: EMPLOYEE OF THE MONTH AWARD - MAY 2012

On behalf of the men and women of the Parkland District, I wish to congratulate you on your selection as Employee of the Month for May 2012. This recognition is for your commitment and dedication to the students and staff at Marjory Stoneman Douglas High School.

During the month of May 2012, you successfully organized and hosted the "S.S.T.O.P" Awards Ceremony at Marjory Stoneman Douglas High School. The program awards students who have completed their senior year without receiving citations for traffic violations or "at-fault" accidents. The Safe Student Traffic Operation & Prevention (SSTOP) program was designed in partnership with the Broward County School Board for graduating students reinforcing the commitment the Broward County Sheriff's Office has in keeping students safe while driving.

Your efforts, dedication, and commitment to the program are exemplary and do not go unnoticed. This year, nearly 150 students were presented with a green & white cord to wear at graduation, along with a certificate of completion signed by Sheriff Al Lamberti.

Deputy Peterson, you are a true asset to the Broward Sheriff's Office, the staff and students at Marjory Stoneman Douglas High School, and to the Parkland citizens in which you serve. I commend you for a job well done.

cc: A/Major John Hale, Patrol Region West
Human Resources
District Personnel File
File

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2011	02/01/2012

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-02178

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson is the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Dep. Peterson continues to be punctual and portrays a professional image both in uniform and with his command presence. Deputy Peterson continues to take the initiative to handle school issues with minimal supervision and mediates conflicts as an option to law enforcement action. During this rating period, Deputy Peterson engineered and re-designed the traffic flow into the school, relieving congestion on the city roadway. Dep. Peterson continues to be a dedicated employee as demonstrated through his work performance. Dep. Peterson has demonstrated superior interpersonal skills while interacting with students, teachers, parents and school administration. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson continues to do a fine job coordinating the Broward Sheriff's Office's SSTOP program within the school. Dep. Peterson is safety conscious and aware of his surroundings while on campus. Deputy Peterson attended the National Conference of Bullying and the Florida Association of School Resource Offers training in Orlando Florida. Dep. Peterson also did an outstanding job coordinating the SSTOP program and awards ceremony. I met with the School Principal Collado, who gave Dep. Peterson an outstanding recommendation. He advised me that Dep. Psterson is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training during summer break.

Signatures Below

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

9913

Evaluator Signature Sgt. C. Calavetta Date 1-30-2012

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

2-7-12

Employee Signature Date

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

Cmdr. Bryan Cowart #5487 1/31/12

Reviewer Date

Chief Marvin Stone #13487 2/01/12

Division Signature Date

Distribution:

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

BSO AP#08 (New 02/08)

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	**TITLE:**	**DIVISION:**
Scot Peterson 4308	Deputy Sheriff / Detective	DLE / Parkland
ANNIVERSARY DATE: 02/01/12		**TODAY'S DATE:** 11/01/11

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

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

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met.

N/A

9913
Signature of Supervisor CCN

Sgt. C. Calavetta

4308
Signature of Employee CCN

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

Distribution: Original - Employee 1st Copy - Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 5/10)

FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS

This certificate is presented

to

Scott Peterson

In recognition of the successful completion of hours of training

at the 26th Annual Training Conference in Panama City, Florida

Given this 22 day of July, 2011

FOG-02151

Can: 4808

Broward Sheriff's Office Online Learning Center

CERTIFICATE OF ACHIEVEMENT

Scot Peterson

has successfully completed

EEOONL

EEO and Workplace Harassment

03/21/2011

Authorized Signature

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff / SRD	02/01/2010	02/01/2011

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Scot Peterson is the School Resource Deputy at Parkland's Marjory Stoneman Douglas High School. Dep. Peterson is always punctual and portrays a professional image both in uniform and with his command presence. He takes the initiative to handle school issues with minimal supervision and mediates conflicts as an option to law enforcement action. Dep. Peterson is an experienced and dedicated employee as demonstrated through his work performance. Dep. Peterson has demonstrated interpersonal skills while interacting with students, teachers, and parents. He is well respected amongst his peers, supervisors, and school administrators. Deputy Peterson has done a fine job coordinating the Broward Sheriff's Office's SSTOP program within the school. He also suggests ways to improve paper flow within the unit. Dep. Peterson is safety conscious and aware of his surroundings while on campus. I met with the School Principal Ann Kowalski, who gave Dep. Peterson an outstanding recommendation. She advised me that he is an integral part of their school staff and represents the Broward Sheriff's Office and law enforcement well within the school.

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

Deputy Peterson is expected to continue his performance during the next rating period. He is further expected to continue to build relationships between law enforcement and education.

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

During the next rating period, I expect Deputy Peterson to complete a minimum of 40 hours of career development training beyond his mandatory training. He will also attend the National Conference of Bullying in Orlando Florida.

Signatures Below

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

2/1/11

Evaluator Signature **Date**

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

2/4/11

Employee Signature **Date**

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

Cmdr. Bryan Cowart #5487 2/1/11

Reviewer **Date**

2/02/11

Division Signature **Date**

Distribution:

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

BSO AP#08 (New 02/08)

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff / SRD	DLE / Parkland
ANNIVERSARY DATE: 02/01/11		**TODAY'S DATE:** 11/01/10

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

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

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met.

N/A

9913
Signature of Supervisor CCN

Signature of Employee CCN

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

Distribution: **Original - Employee** **1st Copy - Attach to Completed Annual Evaluation** **2nd Copy - Supervisor's File**

BSO AP-8-R (Revised 5/10)

SCHOOL SAFETY ADVOCACY COUNCIL

SSAC

ADVANCED TRAINING CERTIFICATE AWARDED TO

Scot Peterson

FOR SUCCESSFUL COMPLETION OF THE

2011 NATIONAL CONFERENCE on BULLYING
February 14-16, 2011
Orlando, Florida

(20 Hours Advanced Training)

Curtis S. Lavarello, Executive Director

CDN. 4308

EOG-02186

Florida Association of School Resource Officers

Awards this certificate of completion

To

Scot Peterson

As evidence of the successful completion of 24 hours of training
At the 31st Annual training conference in Naples, FL.

Given this 30th day of July, 2010

Kevin Stripling
President

EOG-02187

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Pedophiles and Child Abduction
During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Al Dana
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-02188

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Interview Techniques for Interviewing Offenders During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Al Dana
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-02189

Florida Department of Law Enforcement

Awards this Certificate of Completion to

SCOT PETERSON

For a four hour course in Child Physical Abuse and Homicide Investigations
During the FASRO 31st Annual Training Conference July 25th - July 30th, 2010

"Protecting our most precious resource, our children"

Terry Thomas
FDLE Special Agent

Kevin Stripling
President FASRO

EOG-02190

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

July 12, 2010

Deputy Scot Peterson
Parkland

Dear Deputy Peterson,

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

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

Sincerely,

Al Lamberti
Sheriff of Broward County

cc: Employee Personnel File
Attachment

Pride in Service with Integrity

Certificate of Commendation

Deputy Scot Peterson

in recognition of

25 Years of Service

to the Broward Sheriff's Office and the people of Broward County

AL LAMBERTI, SHERIFF OF BROWARD COUNTY

July 12, 2010

EOG-02192

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2009	02/01/2010

Evaluation Type: (mark one) ☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr ☑ Annual ☐ Transfer ☐ Other (specify)

Employee Performance Criteria & Measures

RECEIVED
FEB 03 2010
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Measure Definitions:

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

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

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

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

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement; Performance criteria that exceeds expectations requires written justification:

Deputy Scot Peterson was the School Resource Deputy (SRD) at McFatter Technical Institute and is the SRD at Marjorie Stoneman Douglas High for this rating period. Deputy Peterson's uniforms are always neat and clean. He personifies a positive image for the agency. Deputy Peterson finds resolutions to issues with minimal supervision. He demonstrates good initiative and frequently volunteers for tasks. Deputy Peterson is a very reliable employee and his work performance contributes to the goals and objectives of the unit and organization. His event reports, monthly reports, weeklies and dailies are submitted on time and rarely does his reports require supervisory oversight. Deputy Peterson interacts very well with his peers, command staff, school administrators, and he effectively communicates with the public. He has developed a great relationship with his students, faculty, and school administration which promotes a positive image for the agency. Deputy Peterson demonstrates knowledge of the agency's policies and procedures (P&P). He completes essential tasks while adhering to and supporting the agency's P&P. Deputy Peterson is safety oriented and he is always aware of his surroundings. In August 2009, Deputy Peterson and the GREAT Camp personnel were the recipients of the employee of the month (EOM) award. He has no IA investigations or traffic crashes this rating period. Deputy Peterson's work performance consistently meets the organizational requirements on a regular basis and he has successfully met the agency's overall performance expectations for this rating period. Parkland's district command concurs with this rating.

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

Deputy Peterson is expected to continue with conducting Gang, Resistance, Education, and Training (GREAT) with his students. He is encouraged to integrate Narcotics Overdose Prevention and Education (NOPE) training as a component of his drug prevention strategy. Deputy Peterson is expected to perform his overall duties in an exceptional, professional manner that reflect great credit upon himself, and the Broward Sheriff's Office.

Scot, Thanks for another great year!

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

Deputy Peterson is interested in taking courses such as; prevention of school violence, critical thinking, and advance Powerpoint for professional development and career enhancement training.

Signatures Below

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

02/03/10

Evaluator Signature: Sgt. Rudy Nesbitt #5492 Date

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

2-11-10

Employee Signature Date

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

2/4/10

Reviewer: Lt. Anthony DeMarco #7995 Date

Keep up the good work!

2/5/10

Division Signature Date

Distribution:

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

BSO AP#08 (New.02/08)

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	DLE-Y.I.E.D.(SRD)
ANNIVERSARY DATE: February 1, 2010		TODAY'S DATE: 1/13/2009

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

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

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

No deficiencies noted for this rating period.

Sgt [illegible] 5492 — Signature of Supervisor — CCN

[illegible] 4308 — Signature of Employee — CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

RECEIVED
JAN 26 2009
YOUTH INTERVENTION & ENFORCEMENT DIVISION

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Scot Peterson	4308	Deputy Sheriff	02/01/2008	02/01/2009

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

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

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

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

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

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

Continued on reverse

EOG-02196

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

This is an annual appraisal of Deputy Scot Peterson's overall work performance. Deputy Peterson's uniforms are always neat and clean and he personifies a positive image for the agency. Deputy Peterson finds fitting solutions to problems with minimal supervision. He demonstrates good initiative and frequently volunteers for tasks. He demonstrates a responsible demeanor toward work and he is prompt to aid others with tasks. Deputy Peterson is a very reliable employee. His work performance contributes to the goals and objectives of the unit and organization. Deputy Peterson has a good report writing style and he is observant to details in his report endeavors. Although most of his reports are well written on occasion he may exclude some minor details that require supervisory oversight. Deputy Peterson interacts exceedingly well with peers, command staff and school administrators, and he effectively communicates with the public. Deputy Peterson has developed a loyal rapport with his students, faculty, and school administration which promotes a positive image for the Broward Sheriff's Office. Deputy Peterson demonstrates knowledge of the agency's policies and procedures (P&P). He completes essential tasks while adhering to and supporting the agency's P&P. Deputy Peterson is safety oriented and he is always aware of his environment. Deputy Peterson's work performance consistently meets the organizational requirements on a regular basis and he has successfully met the agency's overall performance expectations for this rating period.

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

Deputy Peterson is expected to perform his overall duties in an exceptional, professional manner for his upcoming rating appraisal that reflect great credit upon himself, and the Broward Sheriff's Office.

THANKS Scot!
Lt. 7995

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

Deputy Peterson is interested in taking courses such as, prevention of school violence, critical thinking, and advance Powerpoint for professional development and career enhancement training.

Signatures Below

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

Sgt Rudy Nesbitt 5492 01/23/09

Evaluator Signature Date

Sgt. Rudy Nesbitt #5492

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

2/2/09

Employee Signature Date

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

7995 1/27/09

Reviewer Lt. Anthony DeMarco #7995 Date

Scot, Your one of our best!

John J Nesbitt 3426 1/27/09

Division Signature Date

Distribution:

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

BSO AP#08 (New 02/08)

EOG-02197

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

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	DLE-Y.I.E.D.(SRD)
ANNIVERSARY DATE: February 1, 2009		**TODAY'S DATE:** 11/7/2008

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

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

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

N/A

Signature of Supervisor CCN Signature of Employee CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

SHERIFF'S POLICY MANUAL

Acknowledgement

My signature below acknowledges that I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with general orders and revisions.

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

SIGNATURE

Scot Peterson 4309

NAME (PRINTED) AND CCN

Scot Peterson 10-14-08

DATE

PM

10/01/2008

The Child Abuse Coordination Committee

presents this

Certificate of Completion

to

Deputy Scot Peterson

for attendance at

The Child Abuse Joint Investigative Training

Staci A. Beers

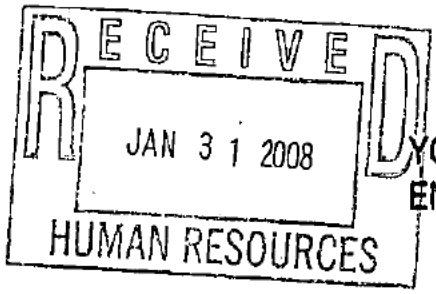
Staci A. Beers

August 12, 2008

Date

EOG-02200

Pride in Service with Integrity



RECEIVED
JAN 28 2008
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION I: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☑

Employee Name: Peterson (last) Scot (first) (middle)

CCN: 4308 Rank or Position: Deputy Sheriff

Assignment: DLE/Youth Intervention & Enforcement Division-SRD

This employee is being evaluated from the period of 2/1/2007 (Month/Day/Year) to 2/1/2008 (Month/Day/Year)

SECTION II: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☑ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

EOG-02202

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

Deputy Peterson displays a professional image, his uniforms are cleaned and pressed. He is in compliance with Policy and Procedure.

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 = **Weighted Rating:** 15

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

COMMENTS:

Deputy Peterson works cooperatively with this command staff and the staff at McFatter Technical High where he is assigned. Deputy Peterson has built strong working relations with the staff which is evident in how fluently the day to day operations are conducted.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Monthly inspections of Deputy Peterson's assigned vehicle indicates he takes care of his equipment. His vehicle is serviced and calibrated on time and his belongings are kept in an orderly fashion in the trunk. A check of Deputy Peterson's Internal Affairs file reveals he had no traffic crashes during this reporting period.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson displays a positive image and shows genuine concern when conversing with the public. Deputy Peterson takes the time to explain proper procedures to parents and school staff, he is well received and attends all PTSA monthly meetings. Deputy Peterson has fostered a strong working relationship with the school staff and Davie P.D.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson's reports are submitted in a timely manner, he makes sure his reports contain all pertinent information and makes sure the required forms such as victim/witness affidavits are attached. Deputy Peterson's reports demonstrate his experience and tenure, none of his reports were returned for corrections during this reporting period.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson's campus is unique since it's also an adult learning center, his initiatives in resolving complex situations that arise on his campus demonstrates he is actively making sure his school is safe for the students. Deputy Peterson keeps parents and students informed with updated safety information.

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

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

COMMENTS:

Deputy Peterson has excellent working knowledge of State statutes which has been demonstrated in the way he properly documents occurrences on his campus. He understands Policy and Procedure and applies them appropriately. A check of Deputy Peterson's Internal Affairs history reveals he has had no complaints.

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

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

COMMENTS:

Deputy Peterson is consistently punctual for duty and effectively follows up on assignments. Deputy Peterson is dependable and requires minimal supervisory assistance. He can be trusted to provide support to fellow deputies when needed.

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson makes sound decisions based on solid facts, and exhibits proper judgment in his day-to-day performance as an SRD. Deputy Peterson is emotionally stable and rely's on experience to guide his decision making process.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson maintains personal safety practices and advises his supervisors when safety concerns arise. On a daily basis Deputy Peterson checks his school hallways, classrooms and perimeter for hazards. Deputy Peterson is extremely visible and actively participates in the schools security measures in order to maintain the safety of everyone.

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

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

WEIGHTED RATINGS:

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

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

SECTION III: Overall Performance Summary

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

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

Deputy Peterson posses an excellent working knowledge of State Statutes, as well as policy and procedure. He is open minded when forming opinions and requires minimal supervisory assistance. Deputy Peterson has been assigned to McFatter Technical High School's where students are juvenile and adult learners. He has been able to maintain the safety of all students and the incidents that are occur on his campus are minimal considering the type of school he is assigned to. He is well received by parents, students and school staff. Deputy Peterson posses high working ethics and shows genuine concern for the students which is clearly indicated when you speak with the principal Mr.Thomas. Deputy Peterson will be expected to continue to excel in his duties and further challenge himself by attending training classes that can better prepare him for his current position as a School Resource Deputy.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is expected to continue to increase his truancy enforcement for the upcoming evaluation period, as well as increasing his participation in career enhancement training classes.

EOG-02205

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

Deputy Peterson is encouraged to sign up for career enhancement classes that will continue to develop his career and expound on his abilities as a deputy sheriff which will allow him to experience other assignments within the agency.

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

Deputy Peterson would be suited for any law enforcement position; he would be suitable for a position as a Field Training Deputy, Detective, Gang and, Truancy Unit.

SECTION V: Signatures

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

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

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

Sgt. Carol Wafgin 5404
EVALUATOR SIGNATURE Date

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

Sgt 1-29-08
EMPLOYEE SIGNATURE Date

Keep up the good Work Jw

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

7995 1/28/08
REVIEWER SIGNATURE Date

Lt. Anthony DeMarco #7995

3V4 1/29/08
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson #4308	Deputy Sheriff	Y.I.E.D.-SRD
ANNIVERSARY DATE: February 1, 2008.		**TODAY'S DATE:** 11/29/2007

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

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

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

None.

5404 4308

Signature of Supervisor CCN Signature of Employee CCN

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

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

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

DEPUTY SHERIFF OATH OF OFFICE

I, Scot R Peterson, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

S R P — 9-7-07

DEPUTY'S SIGNATURE — DATE SIGNED

Scot R. Peterson 4308

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me this 7 day of Sept, 2007, by Scot Peterson, who is personally known ____ OR produced identification DL.

Type of identification produced: DL.

Signature of Notary Public-State of Florida

Marinda Shivers Essix
Commission # DD528763
Expires: MAR. 14, 2010
Bonded Thru Atlantic Bonding Co., Inc.

Print, Type, or Stamp Commissioned Name of Notary Public

RECEIVED
FEB 20 2007
YOUTH INTERVENTION & ENFORCEMENT DIVISION

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Youth Intervention & Enforcement Division / School Resource Deputy Unit

This employee is being evaluated from the period of February 1, 2006 (Month/Day/Year) to February 1, 2007 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal☐** The employee is occasionally tardy and absent.	**Acceptable ☒** The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson takes pride in his appearance and always reports for duty in a clean and neatly pressed uniform. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson is cooperative and cordial with his supervisors and fellow deputies and he never hesitates to help out when needed. Deputy Peterson always helps out with special assignments within the School Resource Deputy Unit.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson takes good care of his equipment and supplies and has them readily available. Deputy Peterson performs preventative maintenance as scheduled and has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson interacts positively with the staff, faculty, and students at McFatter. He projects a positive image when dealing with the public and represents the Broward Sheriff's Office in a professional manner.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner and follows through with any investigations he may be involved in. His daily and weekly logs are clear and concise and are rarely sent back for corrections.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson takes initiative when appropriate and displays the ability to work with minimal supervision. He works independently and always volunteers to help out when our unit has a special assignment.

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

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

COMMENTS:

Deputy Peterson reviews and stays informed of Broward Sheriff's Office policy and procedure issues. He has a good working knowledge of policy and procedure matters as they relate to school board procedures. A check of Deputy Peterson's Internal Affairs file revealed no sustained complaints during this rating period.

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

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

COMMENTS:

Deputy Peterson is a reliable employee who is very dependable. As one of the senior deputies of the School Resource Deputy Unit, Deputy Peterson can be relied upon to be a positive role model to junior Resource Deputies. He always performs professionally and [redacted].

WEIGHT: 15 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 75

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson exercises sound judgment and always informs his supervisors of any incidents on his campus. He is valued by staff and faculty at McFatter for his ability to make good decisions and perform calmly under pressure within the school environment.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues within the school setting. He maintains good safety practices around his campus and is constantly on guard for any situations that could jeopardize the safety of students or staff at McFatter.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	75		

Add ALL Weighted Ratings: 425 – 100 (Total Weights) = FINAL RATING: 4.25

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward Sheriff's Office, to the staff and students at McFatter Technical Center, and to the citizens of Broward County. Deputy Peterson has been a Deputy Sheriff for the past twenty-one (21) years, and has been a School Resource Deputy for the last fifteen (15) years. Deputy Peterson is always willing to volunteer for an assignment when asked and never complains when asked to complete the assignment on short notice. He is always respectful to supervisors and command staff that he comes in contact with.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned to McFatter Technical School as a School Resource Deputy. A few of his goals this year are as follows:
Deputy Peterson plans on increasing the number of classroom presentations in reference to weapons and drugs in school.
Deputy Peterson is also planning on increasing his truancy enforcement and education presentations.

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

Deputy Peterson will be sent to any SRD related schools, classes or seminars that will enable him to perform independently within his position. Deputy Peterson is very happy working in the SRD Unit, to the point that he is not interested in achieving supervisory status.

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

Deputy Peterson would be suitable for a position in the Training Division, Criminal Investigations, or Road Patrol

SECTION V Signatures

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

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

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

Sergeant Michael V. Natiello February 16 2007
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson February 23, 2007
EMPLOYEE SIGNATURE Date

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

Lieutenant Anthony Demarco February 20 2007
REVIEWER SIGNATURE Date

Scot, Keep up the good work! JN

Captain John Nesteruk February 2007
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

EOG-02214

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Dep. Scot Peterson #4308	Deputy Sheriff/School Resource Deputy	YIED/SRD
ANNIVERSARY DATE: February 1, 2006		**TODAY'S DATE:** November 1, 2006

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

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

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

N/A

6555 4308

Signature of Supervisor CCN Signature of Employee CCN

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

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

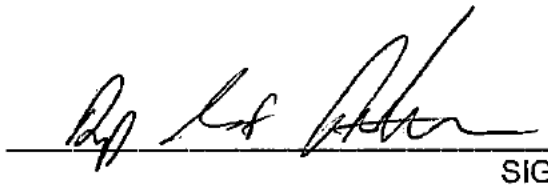
BSO AP-8-R (Revised 8/00)

SHERIFF'S POLICY MANUAL

RECEIPT

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

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



SIGNATURE

Scot R. Peterson 4308

NAME (PRINTED) AND CCN

2-10-06

DATE

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

RECEIVED
FEB 17 2006
MAJOR M. GOLDSTEIN

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2005 (Month/Day/Year) to February 01, 2006 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

WEIGHT: 15 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 75

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	25		
Public Contact	40	Dependability	75		

Add ALL Weighted Ratings: 440 – 100 (Total Weights) = FINAL RATING: 4.40

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for fourteen (14) years and with the Broward Sheriffs Office for twenty (20) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a School Resource Deputy and teaching to the point that he is not interested in achieving supervisor status.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on having a proactive approach in truancy prevention on a daily basis.
<Deputy Peterson plans on presenting internet safety classes to the entire Freshman class.
<Deputy Peterson plans on paticipating with School Administration in developing a school safety plan. This includes the participation in the S.A.F.E. team which was created in developing the school safety plan.

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

Will refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division, Criminal Investigations and Road Patrol.

SECTION V Signatures

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

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

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

Sgt Robert Benanchietti

Sergeant Robert Benanchietti February 2, 2006
EVALUATOR SIGNATURE Date

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

Deputy Scot Peterson February 14, 2006
EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk February 2006
REVIEWER SIGNATURE Date

Chief Richard Scheff February 14 2006
DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	Countywide Operations/School Resource Deputy
ANNIVERSARY DATE: February 1, 2006		**TODAY'S DATE:** November 01, 2005

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

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

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

N/A

Sgt. R. Benanchietti 2673 — Signature of Supervisor CCN

4308 — Signature of Employee CCN

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

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

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

SHERIFF'S POLICY MANUAL

RECEIPT

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

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

SIGNATURE

Scot Peterson 4308

NAME (PRINTED) AND CCN

10-06-05

DATE

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

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

July 25, 2005

Deputy Scot R. Peterson
School Resources Office

Dear Deputy Peterson,

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

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

Sincerely,

Ken Jenne
Sheriff

KJ/mb

cc: Employee Personnel File
Attachment

State of Florida

Department of Law Enforcement

Criminal Justice Information Services

Awards this certificate to

FDLE

SCOT PETERSON

As evidence of the successful completion of

FCIC Certification

Given this the **21** *day of* **June** **2005**

This certificate expires two years from the date of issuance.

Commissioner,
Florida Department of Law Enforcement

TOTAL HOURS 4

EOG-02226

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2004 (Month/Day/Year) to February 01, 2005 (Month/Day/Year)

EOG-02227

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

EOG-02228

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

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

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

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

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

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

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

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

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

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

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

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

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

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

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

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

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

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

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

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

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

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	25		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 425 – 100 (Total Weights) = FINAL RATING: 4.25

SECTION III Overall Performance Summary

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

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

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for fourteen (14) years and with the Broward Sheriffs Office for twenty (20) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

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

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

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

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake by an additional 5% this coming year.
<Deputy Peterson plans on implementing a presentation to all feshmen classes regarding prevention of school violence.
<Deputy Peterson plans on paticipating with School Administration in developing a school safety plan. This includes the participation in the S.A.F.E. team which was created in developing the school safety plan.

EOG-02231

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

Deputy Peterson has taken four (4) career development courses this past year. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

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

Training Division and Road Patrol.

SECTION V Signatures

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

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

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

Sgt Robert Benanchietti

Sergeant Robert Benanchietti January 3 2005

EVALUATOR SIGNATURE Date

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

Deputy Scott Peterson January 12 2005

EMPLOYEE SIGNATURE Date

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

Lieutenant John Nesteruk January 4 2005

REVIEWER SIGNATURE Date

RScheff

Chief Richard Scheff January 4 2005

DIVISION SIGNATURE Date

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

FOR HUMAN RESOURCE USE ONLY:

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

EOG-02232

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

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson 4308	Deputy Sheriff	Countywide Operations/School Resource Deputy
ANNIVERSARY DATE: February 1, 2005		**TODAY'S DATE:** November 01, 2004

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

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

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

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

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

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

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

EOG-02233

INTERNAL MEMO

Date: September 21, 2004

To: Personnel Assisting District 13/LBTS
Hurricane Frances

From: Chief Scott Gooding

Subj: Letter of Appreciation

I would like to take this opportunity to personally commend you for the assistance you provided before, during and after Hurricane Frances. Your commitment helped to ensure the safety of the residents of Broward County and our community.

Your service, cooperation and dedication reflect well on you personally and on the Broward Sheriff's Office.

SAG/dmr

[redacted]

[redacted]

[Deputy Scot Peterson]

[redacted]

Multijurisdictional Counterdrug Task Force Training

This is to certify that

Scott Peterson

Has satisfactorily completed the following 8 hour MCTFT training course held at

FT LAUDERDALE, FL

Rave And Club Drug Investigations

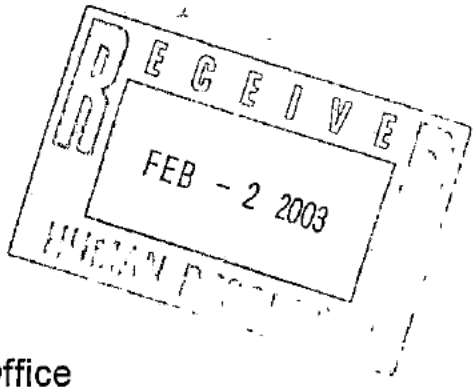
Training held 1/23/2004

President
St. Petersburg College

James C Brock Jr
MCTFT Director

A partnership between The Florida National Guard and St. Petersburg College

EOG-02235



Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

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

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

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Deputy Unit

This employee is being evaluated from the period of February 01, 2003 (Month/Day/Year) to February 01, 2004 (Month/Day/Year)

SECTION III: Performance Criteria

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

Reliability: Attendance, Punctuality		
Unacceptable☐	**Marginal☐**	**Acceptable ☒**
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

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

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

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

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

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

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Deputy Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. The organization of his vehicle trunk should be used as a model for the agency to follow. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. He rarely calls in sick.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

EOG-02259

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	50	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 420 – 100 (Total Weights) = FINAL RATING: 4.20

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRD for thirteen (13) years and with the Broward Sheriffs Office for nineteen (19) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Peterson is currently assigned as a school resource deputy at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake an additional 5% this coming year.
<Deputy Peterson plans to increase his classroom presentations 20% for this school year.
<Deputy Peterson plans to review and update the critical incident plan for McFatter during the 2004 school year.
<Increase his bike patrolling time on campus to four (4) hours a week..

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy Peterson has taken over 20 career development courses in the past. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRD program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
Training Division

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☒

Sgt R. Benanchietti

Sergeant Robert Benanchietti January 23 2004
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Deputy Scot Peterson January 28, 2004
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lieutenant John Nesteruk #3426 January 27 2004
REVIEWER SIGNATURE Date

Chief Richard Scheff January 27 2004
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02241

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 1, 2004		**TODAY'S DATE:** November 01, 2003

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy _ Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02242

National Association of
Drug Diversion Investigators

NADDI

Training Certificate
Awarded To

Scot R. Peterson

For Participation In The
2003 Florida Drug Diversion Investigators
Training Seminar
March 26, 2003

Charles F. Cichon
President

EOG-6243

RECE
FEB 17 2003
COUNTYWIDE OPERATIONS

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN-. 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Officer Unit

This employee is being evaluated from the period of February 01, 2002 (Month/Day/Year) to February 01, 2003 (Month/Day/Year)

EOG-02244

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Officer Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintains safety rules in and around the office and also at his school.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	50	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 410 – 100 (Total Weights) = FINAL RATING: 4.10

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRO for Eleven (11) years and with the Broward Sheriffs Office for eighteen (18) years. Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. Deputy Peterson also has a BS in Criminal Justice that he earned at Florida International University. He loves being a law enforcement officer and teaching. In his own words: "He has the best of both worlds!"

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Peterson is currently assigned as a school resource officer at McFatter Technical Center. His main focus is to work with the high school students that attend the magnet high school. A few of his goals this year are as follows:
<Deputy Peterson plans on increasing his truancy intake an additional 10% this coming year.
<Develop new lesson plans from the new Criminal Justice videos received.
<Reseach the posibility of a weight lifting program for his "Cops and Jocks" sports program.
<Increase his bike patrolling time on campus.

EOG-02248

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Peterson has taken over 20 career development courses in the past. Will also refer the employee to developmental training as the need arises to enhance his career. Deputy Peterson loves the SRO program and the work he is doing in it, to the point that he is not interested in achieving spervisory status.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Training Division

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☒

Sergeant Robert Benanchictti February 17 2003
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Deputy Scot Peterson February 18, 2003
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lieutenant John Nesteruk February 18 2003
REVIEWER SIGNATURE Date

Chief Richard Scheff February 18, 2003
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 1, 2003		**TODAY'S DATE:** November 01, 2002

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sgt. R. Benanchietti 2673 — 4308

Signature of Supervisor CCN — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee — 1st Copy -Attach to Completed Annual Evaluation — 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02250

RECEIPT

This shall acknowledge my receipt of the 2002 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

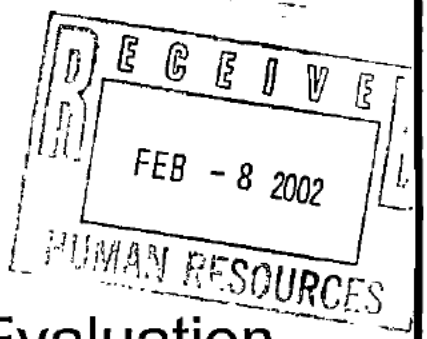
SIGNATURE

Scot Peterson (4308)
NAME (PRINTED) AND CCN

7/31/02
DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

EOG-02251



Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Peterson (last) Scot (first) Ralph (middle)

CCN: 4308 Rank or Position: Deputy Sheriff

Assignment: Countywide Operations / School Resource Officer Unit

This employee is being evaluated from the period of 2/1/01 (Month/Day/Year) to 2/1/02 (Month/Day/Year)

EOG-02252

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal☐** The employee is occasionally tardy and absent.	**Acceptable ☒** The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02253

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

COMMENTS:

Deputy Peterson always reports for duty in a clean and neatly pressed uniform. He takes pride in his appearance. He follows the agency guidelines regarding uniform, grooming and hygiene.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Peterson works well with his supervisors and fellow deputies. He is a team player. He is always willing to help out in any capacity that he may be needed. He makes the School Resource Officer Unit shine when he reaches out to help those inside and outside the agency.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Peterson's equipment and supplies are in good working condition, clean and organized in such a manner that they are readily accessible when needed. He also performs preventative maintenance as scheduled. Deputy Peterson has no preventable accidents in the division's accident log during this rating period.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Peterson is a skilled public speaker. He projects a positive image of what a Broward Sheriffs Office employee should be when dealing with the public. He is able to handle himself in any given situation.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Peterson completes his reports in a timely manner The deputy's daily, monthly and event reports are always neat, accurate, clear, and concise.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Deputy Peterson is a take charge motivated worker. He carries out his assignments with minimum direction. He is known as a self starter and brings all of his projects to a conclusion.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Deputy Peterson keeps abreast of all Broward Sheriffs Office Policy and Procedure issues. He adheres to them on a daily basis in the performance of his job. He also has a good working knowledge of policy and procedure matters as they relate to school procedures and directives. Deputy Peterson has no sustained complaints in the division's complaint log.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Deputy Peterson is a reliable employee that displays a strong personal commitment to sucessfully completing all projects with little or no supervision. He can be relied upon to perform professionally. All assignments are completed in a timely manner. [redacted]

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Peterson uses sound judgements in his decision making process. He keeps his supervisor appraised in situations where there is a need and always takes the appropriate action when needed.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Peterson is very aware of safety issues and follows good safety rules. He maintaines safety rules in and around the office and also at his school.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	40	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 400 - 100 (Total Weights) = FINAL RATING: 4.00

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Peterson is an asset to the Broward County Sheriffs Office and to the citizens of Broward County. Deputy Peterson is a certified G.R.E.A.T. instructor and has been a SRO for Eleven (11) years . Deputy Peterson is truly a team player and model employee that handles his duties in a professional manner. He is always respectful to supervisors and command staff that he comes into contact with. He carries his assignments out to the letter. He comes to work each day and never complains. He does not abuse sick time and always gets along with his peers in the unit. He also developed the McFatter school safety plan and gave the faculty a powerpoint presentation of his plan.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Peterson developed and implemented an after school program "Cops and Jocks". He will attempt to increase the number of participants throughout the year.
Deputy Peterson is going to create a new curriclum for his " Domestic Violence" course that he presents to "Core" nursing students at McFatter.
Deputy Peterson has developed a criminal justice video library for his high school class. His principal has given him funding for this project and he currently has 14 instructional videos. Will attempt to get more throughout the year.

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Peterson will be sent to the next GREAT re-certification class. Will also refer the employee to other developmental training as the need arises. Deputy Peterson loves the SRO program and the work he is doing in it, to the point that he is not interested in achieving supervisory status.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Training Division.

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☒

Robert J. Benanchietti

Sergeant Robert J. Benanchietti JAN. 30 , 2002

EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Scot R. Peterson

Deputy Scot R. Peterson FEB. 7 2002

EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lieutenant John Nesteruk FEB. 2002

REVIEWER SIGNATURE Date

Richard Scheff

Chief Richard Scheff FEB. 4 2002

DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Scot Peterson	Deputy Sheriff	Countywide Operations/School Resource Officer
ANNIVERSARY DATE: February 01, 2002		**TODAY'S DATE:** November 01, 2001

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

SGT. R. Benanchietti 2673 — Signature of Supervisor CCN

11-09-01 4308 — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy _ Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02258

SHERIFF'S OFFICE
BROWARD COUNTY, FLORIDA

PETERSON, S. 4308

EOG-02259

BROWARD COUNTY SHERIFF'S OFFICE

Name: SCOT PETERSON

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-20-85

Job Title: DEP SHERIFF

Marital Status: ☐ S ☒ M ☐ D ☐ W

PHOTO

91 JAN 17 PM 3:42

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

Telephone Number: [redacted]

Relationship: SPOUSE

EOG-02260

(Please Complete Reverse Side)

BSO AP #27

BROWARD COUNTY SHERIFF'S OFFICE

Name: Scot R. Peterson

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-20-85

Job Title: Deputy Sheriff, D.L.E.

Marital Status: ☐ S ☒ M ☐ D ☐ W

PHOTO

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

Telephone Number: [redacted]

Relationship: Spouse

EOG00226

(Please Complete Reverse Side)

BSO AP #27

BROWARD COUNTY SHERIFF'S OFFICE

Name: SCOT PETERSON

Address: [redacted]

Telephone Number: [redacted]

DOB [redacted] S.S. No. [redacted]

Employment Date: 07-21-85

Job Title: DEP. SHERIFF

Marital Status: ☐ S ☑ M ☐ D ☐ W

PHOTO

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address:

Telephone Number:

Relationship: SPOUSE

EOG-02262

(Please Complete Reverse Side)

BSO AP #27

RECEIVED
MAY 04 2001
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: PETERSON (last) SCOT (first) (middle)

CCN-. 4308 Rank or Position: DEPUTY SHERIFF

Assignment: COUNTYWIDE OPERATIONS/SCHOOL RESOURCE OFFICER UNIT

This employee is being evaluated from the period of 2/1/00 (Month/Day/Year) to 2/1/01 (Month/Day/Year)

MB

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position

COMMENTS:

Presents professional and public image through appearance and conduct.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Builds strong sense of teamwork and purpose. Keeps coworkers and supervisors infromed of activities and issues at his schools. Assists supervisors with administrtive tasks and assignments and works closely with coworkers and School Board employees on issues and events involving his school and the SRO program.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Maintains equipment is good working order and in a organized manner so that it is readily accessible. Completes preventive maintenance as required and scheduled..

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Presents high, positive and professional image when interacting and communicating with public and professional community. Has an excellent rapport with students, faculty and staff at his school, where he is in constant contact with large groups of students, teachers, parents, and others from the community.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Understands policy and procedures pertaining to report writing, investigations, and notifications. Completes reports accurately and thoroughly, with minimal errors, in a timely manner..

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

A self starter. Works well with minimal supervision. Recognizes the need to change or initiate a new course of action to meet departmental or program needs and/or to provide the best service to his school and to the surrounding community. His ideas or initiatives meet departmental approval and are easily adaptable to the program. Volunteered to work as FTO during the merger with Oakland Park, received a letter of commendation his performance.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Demonstrates required knowledge of all depatmental policies and procedures, state statues, and other pertinent procedures and laws. Effectively enforces policies, rules, and regulations.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Knowlegeable of department and program goals and objectives. Can be dependent upon to accomplish the goals and objectives with best possible results. Works independantly with minimal supervision. Quick to respond to unforeseenable situations, resolving them efficiently and effectively.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Exercises sound judgment on behalf of others. Performs idependantly and effectively under duress or other stressful situations. Valued as a exceptional resource by staff and faculty at school for his ability to perform calmly under pressure and defusing potentially volatile situation such as disruptive students, irate parents, etc.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Sets high standards for performance in a safe, productive manner. Works very closely with staff and faculty at his schools to provide a safe environment coducive to learning. Reviews critical response plan on a regular basis and participates in the improvement process.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:**

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	60
Cooperation	40	Initiative	60	Maintains Safety	60
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 400 – 100 (Total Weights) = FINAL RATING: 4.00

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Employee is assest to the department and SRO program. He is very dependable and trusthworthy. He works exceptionally well with minimal supervision under pressure and with time retraints. He is well like and respected by his peers and School Board employees, who value his extensive knowledge and experience of the program.

No particular areas of weakness can be described. I recommend that employee take any/all educational opportunities to stay well informed on new policies, procedures and law that will enable him to continue to perform at the present level.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Employee is encouraged to pursue advancement to sergeant's level by taking advantage of available courses and department workshops designed to increase individual's knowledge of supervisory, management, and leadership skills. He is also expected to continue his proficiency in the SRO program and issues by participating in related educational programs. Employee will be evaluated on his progress at the end of the school year in June and again at the end of the year in December.

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

In-house career development/improvement courses and othe seminars designed to increase his knowledgeof supervisory skills.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Criminal investigations, Courthouse Deputy, Airport Deputy, and Road Patrol.

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☐

4/27/01
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

4/27/01
REVIEWER SIGNATURE Date

Capt. Ritchell 4/27/01
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2 nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02268

CRIMINAL JUSTICE INSTITUTE

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Scot Ralph Peterson

has successfully completed

School Based Violence, Prevention, Planning & Response
October 12 - 13, 2000
16 Hours

RECEIVED
NOV - 9 2000
HUMAN RESOURCES

CRIMINAL JUSTICE INSTITUTE
BROWARD COUNTY FLORIDA

Given this 13th **day of** October, 2000

Director

EOG-02269

KEN JENNE
BROWARD SHERIFF'S OFFICE
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

RECEIVED
AUG 0 1 2000
HUMAN RESOURCES

DATE: AUGUST 2, 2000

MEMO TO: COLONEL THOMAS CARNEY - EXECUTIVE DIRECTOR
DEPARTMENT OF LAW ENFORCEMENT

FROM: CAPTAIN JOHN FELTGEN
DEPARTMENT OF LAW ENFORCEMENT

SUBJECT: LETTER OF COMMENTDATION
BSO TRANSITION TEAM

COMMENDATION RECIPIENTS:

[redacted]
Deputy Scott Petersen

Training Division
District XI
Criminal Investigations
District VIII
BIRM
Communications
District V
District IX
District IX
District I / FTO
District IX / FTO
District VII / FTO
District V
Countywide Services

On June 21, 2000, the Oakland Park City Commission approved an ordinance authorizing the Broward Sheriff's Office to enter into a contractual agreement to provide for all law enforcement operations within the City of Oakland Park. The proposed date for implementation of this contract was scheduled for October 1, 2000.

In order to meet all contractual obligations and allow for an efficient transition of the two organizations, the Broward Sheriff's Office formed a formal transition team. This team, headed by a BSO captain, was comprised of eight members from the Department of Law

Enforcement, four Field Training Officers, and one representative from BIRM (Bureau of Information Resource Management). The primary mission of the transition team was to identify and coordinate all existing issues and departments associated with the Oakland Park Police Department. This included personnel, operations, equipment, and all applicable policies and procedures. Each component was to then be directly coordinated and accounted for by the BSO equivalent or governing division.

To accomplish this mission, given a five-week time schedule for completion, the BSO transition team ultimately served as a facilitator. Responsible supervisory personnel from each of the category components were identified. The team then coordinated all operational issues associated with each component to allow for an effective and efficient merger. A total of thirty-three individual components were identified.

Each member of the transition team is commended for his or her exceptional performance and attention to detail. The assertiveness and professionalism displayed by each member has emulated the high standards we have come to expect from all members of the Broward Sheriff's Office. The success of this transition is directly attributed to the combined performance and thoroughness of this team

cc:	Director Rahinsky	Inspector General
	Major Frey	Region II
	Major Gillette	Region I
	Major Wright	District XI
	Captain Fantigrassi	Criminal Investigations
	Chief Scheff	District I
	Chief Canfield	District V
	Chief Berry	District VIII
	Chief Lightborne	District IX
	[redacted]	Training Division
		District XI
		Criminal Investigations
		District VIII
		BIRM
		Communications
		District V
		District IX
		District IX
		District I / FTO
		District IX / FTO
		District VII / FTO
		District V
	Deputy Scot Petersen	Countywide Services

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 8, 2000

Mr. Scot Peterson
[redacted]

Dear Mr. Peterson:

You know how much I appreciate your assistance with the Oakland Park transition. Merging the Oakland Park Police Department and the Broward Sheriff's Office was a memorable event for all of us. This new cooperative effort signifies thinking beyond city boundaries – making a commitment to protect and serve all of the people of Broward County.

Your dedication, hard work and professionalism made the transition a true success.

I am proud of your accomplishment and I look forward to your continued success in the Broward Sheriff's Office.

Sincerely,

Ken Jenne
Sheriff

KJ/kfhw

Cc: Colonel Thomas Carney, Undersheriff
Human Resources/Personnel File [redacted]

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 17, 2000

Deputy Scot Peterson
School Resource

Dear Deputy Peterson,

It is with great pleasure and privilege that I present you with your Uniformed Longevity Service Bar for fifteen years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your ribbon bar proudly. Thank you for the great work you do every day.

Sincerely,

Ken Jenne
Sheriff

KJ/mt
cc: Employee Personnel File

attachment

Policy & Procedures

RECEIVED
AUG 31 1999
HUMAN RESOURCES

RECEIPT

This shall acknowledge my receipt of the 1999 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

SIGNATURE

Scott Peterson 4308
NAME (PRINTED) AND CCN

8/24/99
DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

EOG 02274

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

RECEIVED
JUL 06 1999
PERSONNEL DIVISION

June 25, 1999

Dear Deputy Scot Peterson:

As the Broward County Law Enforcement Coordinator for the 1999 Florida Law Enforcement Torch Run for Special Olympics, I would like to take this opportunity to commend you for your support and participation in this year's Torch Run which took place on April 22, 1999.

Thanks to your volunteered efforts and those of over 300 other law enforcement officers in Broward County, we were able to raise approximately $30,000 for Special Olympics. These proceeds will be used to help citizens with developmental disabilities in our community reach their highest potential through Special Olympics.

Please accept my sincerest thanks and appreciation for your support and commitment to this truly worthwhile cause. Your efforts are certain to make a difference in the lives of our Special Olympians!

Sincerely,

Major Timothy J. Gillette

Major Timothy J. Gillette, Commander
Training and Organizational Development Division

TJG/dg

cc: Lt. John Nesteruk, Countywide Operations
Personnel

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

RECEIVED
JUL 17 1998
PERSONNEL DIVISION

SCOT R PETERSON

ADVANCED TRAINING CERTIFICATE
SEX CRIMES INVESTIGATIONS
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

RICHARD C. COFFEY, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

February 13, 1998

4309

[redacted]

A. LEON LOWRY, II, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM SERVICES

03-1998-033-1

EOG-02276

already at cmaf
$60

Office of the
Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

DEPUTY SHERIFF'S OATH OF OFFICE
STATE OF FLORIDA

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the constitution of the State; and that I will well and faithfully perform the duties of Deputy Sheriff of Broward County, on which I am about to enter. So help me God.

Scot Peterson — DEPUTY'S SIGNATURE

1-20-98 — DATE SIGNED

Scot Peterson 4308 — DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 1-20-98 (date)
by Scot Peterson (name of affiant), who is personally known to me or has produced D/L as identification.

SEAL

George Charles Bartberger
MY COMMISSION # CC663745 EXPIRES
August 9, 2001
BONDED THRU TROY FAIN INSURANCE, INC.

George Charles Bartberger
NOTARY PUBLIC, State of Florida

Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

LOYALTY OATH

I, Scot R. Peterson, a citizen of the State of Florida and of the United States of America, and being employed by or an officer of the Sheriff's Office of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

Scot Peterson — 1-20-98
DEPUTY SIGNATURE — DATE SIGNED

Scot Peterson 4308
PRINT NAME, CCN#

STATE OF FLORIDA)
SS.
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 1-20-98 (date)
by Scot Peterson, who is personally known to me or has produced George Charles Bartberger as identification.

MY COMMISSION # CC663745 EXPIRES
August 9, 2001
BONDED THRU TROY FAIN INSURANCE, INC.

George Charles Bartberger
NOTARY PUBLIC, State of Florida

GEORGE CHARLES BARTBERGER
(Print, Type, or Stamp Commissioned Name of Notary Public)

E[illegible]OWARD SHERIFF'S [illegible]FICE
INFORMATION VERIFICATION FORM

LOCATION: _____

EMP. NAME: SCOT PETERSON

CCN: 4308

SSN: _____

ADDRESS 1: _____

ADDRESS 2: _____

CITY/ZIP _____

TELEPHONE NO.: _____

BEEPER NO.: _____

BLOOD TYPE: A

EMERGENCY CONTACT: _____

RELATIONSHIP: _____

EMERGENCY PHONE #: _____

DRIVER'S LICENSE #: [redacted]

SIGNATURE: _____ DATE: _____

Name: SCOT PETERSON CCN: 4608

Address [redacted]

[redacted]

Unit: 9738 Call # W978

Desk #

Home #: [redacted] Pager #: [redacted]

School #: [redacted] Mobile #:

DOB [redacted] S.S.#: [redacted]

Employment Date: 07-21-85 Job Title: Dep. Sheriff

Marital Status: Single _ Married _ Divorced ✓ Widowed _

IN CASE OF EMERGENCY NOTIFY:

Name: [redacted]

Address: [redacted]

[redacted]

Telephone #: [redacted] Relationship: Spouse

Personal Physician:

Address:

Hospital Preference, If Any:

Address:

Blood Type: A- Allergies: None

Medical Problems: None

Medication, If Any:

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: 4/9/96

SUBJECT: Wage Verification

Employee Name Peterson, Scot

CCN 4308

Social Sec. # [redacted]

Current Base Pay $ 20.4590 Hourly

Earnings:

19 96	19 95	19 94
16,037.04	58,019.80	51,379.60

Agency Requesting Information

Answer. Mortgage Corp.

Title D/S

DOH 7-22-85

Last Increase 11-11-95

FannieMae

Request for Verification of Employment

Present Employment
Complete Part II

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in the form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et. seq., or 7 USC,1921 et. seq. (if USDA/FmHa).

Instructions: Lender - Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer named in item 1.
Employer - Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.:
The form is to be transmitted directly to the lender and is not be transmitted through the applicant or any other party.

Part I - Request — **MORTGAGE PENDING - PLEASE RUSH RETURN**

1. To (name and address of employer)
BROWARD SHERIFFS OFFICE
2601 W. BROWARD BLVD
FT. LAUDERDALE, FL 33312

2. From (name and address of lender) 0
Inserv Mortgage Corporation
2310 E. Oakland Park Blvd., Suite 200
Ft. Lauderdale, Florida 33306

Certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
	Processor	APR 8 96	

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
SCOT R. PETERSON SS#: [redacted] [redacted]	See Attached Release of Information

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
07-22-85	Deputy Sheriff	cannot verify

12A. Current Gross Base Pay (Enter Amount and Check Period)
20.4590 — ☐ Annual ☒ Hourly ☐ Monthly ☐ Other (Specify) ☐ Weekly

12B. Gross Earnings

Type	Year To Date	Past Year 19 95	Past Year 19 94
Base Pay	16,037.04	58,019.80	51,379.60
Overtime	included	in	base
Commissions	n/a	n/a	n/a
Bonus	n/a	n/a	n/a
Total	16,037.04	58,019.80	51,379.60

13. For Military Personnel Only
Pay Grade

Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If overtime or Bonus is Applicable, is its Continuance Likely?
cannot verify
Overtime ☐ Yes ☐ No
Bonus ☐ Yes ☐ No

15. If paid hourly - average hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of applicant's last pay increase: 11-11-95

19. Amount of last pay increase: aprx. 2%

20. Remarks (If employee was off work for any length of time, please indicate time period and reason)
cannot verify

Part III - Verification of Previous Employment

21. Date Hired
22. Date Terminated
23. Salary/Wage at Termination Per (Year) (Month) (Week)
Base _____ Overtime _____ Commissions _____ Bonus _____
24. Reason for Leaving
25. Position Held

Part IV - Authorized Signature - Federal Statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
E Smith	Accounting Specialist	04-09-96
29. Print or type name signed in item 26	30. Phone No.	
Elaine Smith	321-4400	

EOG-02282

NO WHITE OUT
INITIAL ALL CORRECTIONS

Inserv Mortgage Corporation
2810 East Oakland Park Blvd, Ste 200
Ft. Lauderdale, FL 33306

Phone: 305-396-5800
Fax: 305-396-5815 ←

Date: 4/9 ***Number of pages including this*** 4

To: Dottie ***From:*** ***Dottie***

Re: verification of employment

Loan Number:

★ Important ★ please hard copy the form before you complete it

please fax to the above # or mail original to above address

Thanks ☺

INSERV MORTGAGE CORPORATION

Integrity and Service Is Our Trademark

2810 E. Oakland Park Blvd.
Suite 200
Ft. Lauderdale, Florida 33306
Office: (305) 396-5800
Fax: (305) 396-5815

INFORMATION DISCLOSURE

TO WHOM IT MAY CONCERN:

I/WE AUTHORIZE YOU TO RELEASE FOR VERIFICATION PURPOSES, INFORMATION CONCERNING:

_____ EMPLOYMENT HISTORY, DATES, TITLE, INCOME, HOURS WORKED, ETC.

_____ BANKING AND SAVINGS ACCOUNTS OF RECORD.

_____ MORTGAGE LOAN RATINGS, (OPENING DATE, HIGH CREDIT, PAYMENT AMOUNT, LOAN BALANCE AND PAYMENT HISTORY).

_____ REVOLVING ACCOUNTS INFORMATION OR INSTALLMENT LOAN INFORMATION (OPENING DATE, HIGH CREDIT, PAYMENT AMOUNT, LOAN BALANCE AND PAYMENT RECORD).

_____ ANY INFORMATION DEEMED NECESSARY IN CONNECTION WITH A CONSUMER REPORT FOR A REAL ESTATE TRANSACTION.

THIS INFORMATION IS FOR THE CONFIDENTIAL USE OF THIS LENDER IN COMPILING MORTGAGE LOAN CREDIT REPORT.

A PHOTOGRAPHIC OR CARBON COPY OF THIS AUTHORIZATION, BEING A PHOTOGRAPHIC OR COPY OF THE SIGNATURE(S) OF THE UNDERSIGNED, MAY BE DEEMED TO BE THE EQUIVALENT OF THE ORIGINAL AND MAY BE USED AS A DUPLICATE ORIGINAL.

YOUR PROMPT REPLY WILL HELP MY REAL ESTATE TRANSACTION.

SIGNATURE _____ SOCIAL SECURITY NUMBER _____

[redacted] _____ [redacted] _____

SIGNATURE SOCIAL SECURITY NUMBER

Office of the
Sheriff

Broward County
Post Office Box 9507
Fort Lauderdale, Florida 33310

RECEIVED
JAN 23 1996
PERSONNEL

January 18, 1996

Deputy Scott Peterson
Regional Operations/Operations Bureau

Re: Letter of Commendation

Dear Deputy Peterson:

On January 10, 1996, the Broward Sheriff's Office provided assistance to the City of Fort Lauderdale in response to the tragic death of Fort Lauderdale Police Officer Bryant Peney. Law enforcement personnel employed with the City of Fort Lauderdale had personal desires to attend the funeral services of their friend and comrade. However, there still existed a need for patrol services for the citizens within the City's jurisdiction.

To facilitate the needs of the citizens, you were detached for patrol services with the City of Fort Lauderdale. On behalf of the Broward Sheriff's Office, the Fort Lauderdale Police Department, and the family of Officer Peney, I wish to take this opportunity to commend you for the professionalism and dedication to service you displayed during your tour of duty on January 10, 1996. Through application of your experience and ability to quickly adapt to unfamiliar surroundings, the entire operation in relation to the deployment of Broward Sheriff's Office personnel within the City of Fort Lauderdale, was a complete success.

Please accept this letter as an official commendation to you in recognition of a job well done.

Sincerely,

Thomas J. Brennan

Major Thomas J. Brennan
Operations Bureau/Region II

TJB:vck

cc: Colonel Norman Botsford
Captain James Farley
Major Tom Carney
Human Resources

RECEIVED
DEC 0 8 1995
PERSONNEL

BROWARD SHERIFF'S OFFICE
HONORABLE SERVICE NOMINATION FORM

Date: 12-01-95 Nominee: Scot Peterson CCN: 4308

Classification: Deputy Sheriff ISRO

Assignment: SRO - Regional Operations

Honorable Service For:
5 yrs___ 10 yrs✓
15 yrs___ 20 yrs___
25 yrs___ Other/Specify_____

Submitted By: SGT John Nesteruk CCN: 3426 Dist/Unit: SRO

Supervisor: [signature] Lt/Manager: [signature] 12-07-95 Cmdr: James Farley

FORWARD TO HUMAN RESOURCES

Human Resources Verification:
Employee has continuous service beginning 7/22/85; and a break in service from_____ to N/A, if applicable.

Employee has acceptable evaluation scores: Yes X No___
If "No," give dates of substandard evaluations: _____ _____ _____

Verified By: Elaine Smith [signature] CCN: 7432 Date: 12/11/95

FORWARD TO PROFESSIONAL COMPLIANCE

Professional Compliance Verification:
Disciplinary Record: Yes___ No___ Initial:_____ CCN:_____
Record Attached: Yes___ No___ Initial:_____ CCN:_____

Verified By:_____ CCN:_____ Date:_____

FORWARD TO AWARDS COMMITTEE CHAIRPERSON

Final Disposition - Honorable Service:
No Award:___ 5 yrs:___ 10 yrs:___ 15 yrs:___ 20 yrs:___ Other:_____

Date range for award from _____ to _____.

Date:_____ Awards Chairperson: _____

cc: PERSONNEL ___ NOMINEE SUBMITTER ___
NOMINEE ___ FILE ___

EOG-02286

RECEIPT

This shall acknowledge my receipt of the 1995 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for posting any revisions and/or updates to the manual and for the deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and that none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete or amend any portion of this manual at any time at his sole discretion.

My signature attests to the fact that I have read this manual, that I am familiar with its contents, and that I will act accordingly.

D. Scot Peterson

Signature

Scot Peterson 4308

Name (Printed) and CCN

10-11-95

Date

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPTS TO HUMAN RESOURCES/PERSONNEL WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

RON COCHRAN

SHERIFF
BROWARD COUNTY

DATE: July 19, 1995

MEMO TO: Deputy Scot Peterson, School Resources Officer
Community Services

FROM: Sheriff Ron Cochran

SUBJECT: Uniformed Longevity Service Bar - 10 Years

I am very pleased to send you your Uniformed Longevity Service Bar. This bar is being presented to you in recognition of your continuous service to the BROWARD SHERIFF'S OFFICE and the people of Broward County.

I commend you for the service you have given this Agency. Please display this bar proudly. A copy of this has been placed in your Personnel Division file.

SHERIFF RON COCHRAN

RC:ems
attachment

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
SEP 12 1994
PERSONNEL

DATE: August 30, 1994 #94-152

MEMO TO: Deputy Scot Peterson
Division of Community Services

FROM: Lieutenant John Feltgen, Youth Services
Division of Community Services

SUBJECT: Letter of Commendation

The Broward Sheriff's Office School Resource Officer Program has been awarded the honor of Most Outstanding School Resource Officer Program in the State of Florida for 1994 by the Florida Association of School Resource Officers.

The success of the School Resource Officer Program is a direct result of the cumulative contributions and dedication of all assigned personnel to this division. Your individual efforts and professionalism displayed during the 1993-94 school year has been exemplary. These efforts have ultimately resulted in recognition by the State of Florida as being the **"BEST"**.

On behalf of the Broward Sheriff's Office and the Division of Community Services, you are to be commended for a job well done.

JF:dmc
cc: Captain James Farley
Personnel Division

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: June 25, 1993 #93-173

MEMO TO: [redacted] School Resource Officer
Department of Community Services

FROM: Captain Timothy Gillette
Captain Timothy Gillette
Department of Community Services

SUBJECT: Letter of Commendation

Please allow me this opportunity to personally thank you for the outstanding job that you have done instructing the First Basic Law Enforcement Explorer Academy. The time and effort that you have donated to this program has had a tremendous impact on the Broward County Sheriff's Explorers.

Again, thank you for a job well done.

RD:dmc
cc: Lieutenant Andrew W. Koerick
Sergeant Robert Dinkel
Sergeant John Nesteruk
Carole L. Andrews
Personnel Division
file

RECEIVED
JUN 29 1993
PERSONNEL

RON COCHRAN
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
JUL 0 7
PERSONNEL

DATE: June 29, 1993 #93-181

MEMO TO: Deputy ~~Scot Peterson~~, School Resource Officer
Department of Community Services

FROM: Captain Timothy Gillette
Captain Timothy Gillette
Department of Community Services

SUBJECT: Letter of Commendation

I would like to take this opportunity to congratulate you for being selected as a finalist for the Broward County Alternative/Exceptional Student Center/Vocational-Technical School Resource Officer of the Year for 1992-93. Your hard work, dedication and service above and beyond the call of duty to the students of McFatter Vocational Center is greatly appreciated. It is without question that your sincere efforts has had a most positive effect on the youth of Broward County.

Once again, congratulations for a job well done.

TG:RD:dmc
cc: Lieutenant Andrew W. Koerick
Sergeant Robert Dinkel
Sergeant John Nesteruk
Carole L. Andrews

RON COCHRAN
SHERIFF
BROWARD COUNTY

April 28, 1993

Horace F. McLeod, Director
William T. McFatter Voc-Tech Center
6500 Nova Drive
Davie, Florida 33317

Dear Mr. McLeod:

Thank you for your letter dated March 12, 1993 regarding the competency of Deputy Scot Peterson. An unsolicited opinion about the manner in which a member of this Sheriff's Office has served the public is always welcome.

Deputy Peterson and his supervisors have read your letter, and a copy has been placed in his personnel file to aid in evaluating his job performance.

Your thoughtfulness in writing to me of this incident is appreciated. Please be assured of our constant endeavor to provide the community with the highest level of police service at all times.

Sincerely,

RON COCHRAN
Sheriff

RC/cb
cc: Major S. Brown
Deputy Peterson
[redacted]

EOG-02292

The Nation's Largest Fully *Accredited School System*

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

WILLIAM T. McFATTER VOC-TECH CENTER
Horace F. McLeod, Director
6500 Nova Drive
Davie, Florida 33317
(305) 370-TECH

Eileen S. Schwartz
Chairperson
Karen Dickerhoof
Vice Chairperson
Miriam M. Oliphant
Robert D. Parks
Toni J. Siskin
Diana Wasserman
Lois Wexler
Virgil L. Morgan
Superintendent

March 12, 1993

Sheriff Ron Cochran
Broward County Sheriff's Office
2600 SW 4 Avenue
Fort Lauderdale, FL 33301

Dear Sheriff Cochran:

This letter is written to commend Deputy Scot Peterson, School Resource Officer at McFatter Voc-Tech Center.

In addition to his regular duties as school resource officer, Deputy Peterson presents a 4-hour workshop on a regular basis to the adult Commercial Vehicle Driving students to familiarize them with the Florida traffic laws, DUI, DWI, etc. He has a special ability to bring traffic and law enforcement to a level of understanding which gives our students a greater respect for their future profession and the responsibilities they will assume.

Deputy Peterson is a great asset to the Broward Sheriff's Office and to McFatter Voc-Tech Center.

Sincerely,

Horace F. McLeod, Director

Tom Waite, Lead CVD Instructor

EOG-02293

BROWARD COUNTY
SHERIFF'S OFFICE

FEB 26 1993

KEYED

PERFORMANCE EVALUATION REPORT
DEPARTMENT OF LAW ENFORCEMENT
UNIFORMED SWORN OFFICER

NAME PETERSON SCOT
(LAST) (FIRST) (INITIAL)

RANK OR POSITION DEPUTY SHERIFF / SCHOOL RESOURCE OFFICER

PERIOD COVERED: FROM February 2, 1992 TO February 2, 1993

125310 EOG-02294 115E/115F .9419 17.0464

RELIABILITY:	ACCEPTABLE	MARGINAL	UNACCEPTABLE	NUMBER OF DAYS ABSENT 0
ATTENDANCE	X			NUMBER OF TIMES LATE OR LEFT EARLY 0
PUNCTUALITY	X			

COMMENTS:

APPEARANCE

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	OFTEN SLOPPY/ POORLY GROOMED AND/OR NOT CLEAN.	GENERALLY ACCEPTABLE APPEARANCE.	FAVORABLE APPEARANCE. WELL GROOMED/ NEAT & CLEAN.	EXCEPTIONAL APPEARANCE.

COMMENTS: Deputy Peterson presents a neat and well groomed appearance.

40
WEIGHTED SCORE

COOPERATION

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	CREATES PROBLEMS FOR OTHERS. DIFFICULT TO WORK WITH.	NORMALLY WORKS WELL WITH OTHERS. USUALLY CONTRIBUTES TO TEAM EFFORT.	GOOD TEAMWORKER. VOLUNTEERS TO WORK WITH & ASSIST OTHERS.	EXCEPTIONAL TEAM-WORKER. SETS AN EXAMPLE FOR OTHERS.

COMMENTS: Deputy Peterson is a team worker who is always willing to lend a helping hand to his supervisors and fellow deputies.

40
WEIGHTED SCORE

OPERATION & CARE OF EQUIPMENT

WGT. 10
X SCORE

1	2	3	4 (4.5)	5
ABUSIVE TO EQUIPMENT	NEGLECTFUL	ACCEPTABLE IN CARE AND MAINTENANCE OF EQUIPMENT.	CAREFUL OF EQUIPMENT, SHOWS CONCERN FOR FOR CONDITION.	EXCEPTIONAL IN CARE & TREATMENT OF EQUIPMENT.

COMMENTS: Deputy Peterson maintains his unit and equipment in top condition. Deputy Peterson's unit is used as an example to other deputies.

45
WEIGHTED SCORE

PUBLIC CONTACT
(IF APPROPRIATE)

WGT. 10
X SCORE

1	2	3	(4)	5
SURLY, ANTAGONISTIC, LACKS COMMON	INDIFFERENT, LACKS SINCERITY, RUDE, ABRUPT.	USUALLY COURTEOUS & EFFECTIVE IN DEALING WITH THE PUBLIC	TACTFUL & OBLIGING, GOOD SELF CONTROL, WELL MANNERED, SINCERE.	EXCEPTIONAL SKILL IN DEALING WITH PEOPLE. INSPIRES OTGHERS

COMMENTS: Deputy Peterson is well mannered and displays good self control. Deputy Peterson is well liked by fellow deputies and the students and staff of McFatter Vocational School.

40
WEIGHTED SCORE

QUALITY OF REPORTS

WGT. 10
X SCORE

1	2	3	(4)	5
UNACCEPTABLE	INCOMPLETE AND/OR INACCURATE. REQUIRES FREQUENT CHECKING AND CORRECTION.	USUALLY ACCURATE AND COMPLETE. OCCASIONAL ERRORS.	ACCURATE, NEAT, COMPLETE AND CONCISE.	EXCEPTIONALLY HIGH QUALITY, NEATNESS, ACCURACY & CONCISENESS.

COMMENTS: Deputy Peterson's reports are accurate and neat. Follow-up is seldom needed.

40
WEIGHTED SCORE

INITIATIVE

1	2	3	(4)	5
UNACCEPTABLE	REQUIRES FREQUENT PUSHING. SELDOM DOES ADDITIONAL WORK.	GENERALLY ACCEPTABLE SOMETIMES WAITS TO BE TOLD.	FREQUENTLY DOES ADDITIONAL WORK. SELF STARTER.	EXCEPTIONAL ENERGY LEVEL. SEEKS ADDITIONAL WORK.

WGT. 10
X SCORE

COMMENTS: Deputy Peterson is the sponsor of the Youth Crime Watch at his school. He is very involved in after school activities at his school, such as P.A.L.

40
WEIGHTED SCORE

POLICIES & PROCEDURES

1	2	3	4 (4.5)	5
UNACCEPTABLE	FREQUENTLY VIOLATES.	USUALLY FOLLOWS.	GOOD KNOWLEDGE. EXCEPTIONS ARE RARE.	EXCEPTIONAL KNOWLEDGE AND ADHERENCE.

WGT. 10
X SCORE

COMMENTS: Deputy Peterson has a good working knowledge of BSO policy and procedures. He has demonstrated this by placing #1 on the last Sergeants Test.

40
WEIGHTED SCORE

DEPENDABILITY

1	2	3	(4)	5
UNACCEPTABLE	OFTEN UNRELIABLE. REQUIRES MORE THAN NORMAL SUPERVISION. OFTEN LATE IN COMPLETING ASSIGNMENTS.	USUALLY DOES JOB ON TIME FROM ASSIGNMENTS GIVEN. OCCASIONAL FOLLOW-UP REQUIRED.	COMPLETES ASSIGNMENTS PROMPTLY. VERY RELIABLE. REQUIRES LITTLE SUPERVISION OR FOLLOW-UP	EXCEPTIONALLY RESPONSIBLE AND RELIABLE.

WGT. 10
X SCORE

COMMENTS: Deputy Peterson completes his assignments in a timely manner. Follow-up is rarely required.

40
WEIGHTED SCORE

JUDGMENT & DECISION MAKING

1	2	3	(4)	5
UNACCEPTABLE	INDECISIVE OR ACTS WITHOUT THINKING. OFTEN UNABLE TO THINK ON HIS/HER FEET.	USUALLY USES ACCEPTABLE JUDGMENT. HANDLES MOST SITUATIONS WELL. AVERAGE COMMON SENSE.	USUALLY MAKES GOOD DECISIONS IN NON-ROUTINE SITUATIONS. ABOVE AVERAGE JUDGEMENT.	EXCEPTIONAL DECISION MAKING ABILITY. ANTICIPATES PROBLEMS AND ACTS TO AVOID THEM.

WGT. 10
X SCORE

COMMENTS: Deputy Peterson displays good judgement in both routine and high stress situations.

40
WEIGHTED SCORE

MAINTAINS SAFETY

1	2	3	(4)	5
UNACCEPTABLE	OFTEN CREATES OR IGNORES UNSAFE CONDITIONS.	USUALLY ALERT TO PROBLEMS. USUALLY FOLLOWS SAFETY RULES.	ABOVE AVERAGE IN MAINTAINING SAFE AREA.	EXCEPTIONAL IN MAINTAINING SAFETY. ANTICIPATES PROBLEMS AND ACTS TO AVOID THEM.

WGT. 10
X SCORE

COMMENTS: Deputy Peterson maintains good officer-safety practices.

40
WEIGHTED SCORE

410 – TOTAL SCORE (ADD ALL WEIGHTED SCORES)

_____ – SUPERVISORY SCORE (IF APPLICABLE)

_____ – TOTAL (DIVIDE BY 2 TO ARRIVE AT FINAL SUPERVISORY SCORE)

_____ = FINAL SUPERVISORY SCORE

HOW LONG HAS EMPLOYEE WORKED UNDER YOUR SUPERVISION? 18 months

IF LESS THAN 6 MONTHS, WAS PREVIOUS SUPERVISOR CONSULTED ABOUT THIS REVIEW? ☐ YES ☐ NO

EOG-02296

OVERALL PERFORMANCE SUMMARY Depty Peterson is a well liked and loyal employee of the Broward Sheriff's Office. Deputy Peterson has done an outstanding job as School Resource Officer at McFatter Vocational School.

STRENGTHS Care of Equipment / Policy and Procedures.
Deputy Peterson is well organized and maintains hisissued unit in top condition. Deputy Peterson is also very up to date on everchanging policy and procedures.

WEAKNESSES Deputy Peterson is currently on the promotional list for D.L.E. Sergeant. I fell that Deputy Peterson needs to attend supervisor and management classes, as they become available to enhance his chances for promotion.

PERFORMANCE ACTION PLAN Deputy Peterson should follow the career process model for Line Supervisors Courses as they become available in the coming year.

DATE 2/93 - 2/94

DATE

DATE

CAREER DEVELOPMENT ISSUES Deputy Peterson attends In-Service Training and job-related seminars Deputy Peterson is also looking into attending a Masters Program for higher education to enhance his profile for promotion.

LIST OTHER ASSIGNMENTS FOR WHICH THE EMPLOYEE MIGHT BE SUITABLE: Sergeant for D.L.E.

RECOMMENDED FOR INCREASE [X] YES [ ] NO IF NO, WAS EMPLOYEE GIVEN 90 DAY REVIEW [ ] YES [ ] NO

THIS REPORT IS BASED ON MY OBSERVATION AND KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt John J Nestenk — 2-1-93
RATER — DATE

Sgt R. A. [illegible], Jr.
I HAVE REVIEWED THIS RATING REPORT. IT REPRESENTS THE FACTS TO THE BEST OF MY KNOWLEDGE FROM OBSERVATION OF BOTH THE SUPERVISOR AND EMPLOYEE.

[signature] 5842 — 2-2-93
REVIEWER — DATE

I CERTIFY THAT THIS RATING REPORT WAS REVEIWED WITH ME IN ITS COMPLETED FORM. I UNDERSTAND THE PROCEDURE FOR APPEAL IF I DISAGREE.

[signature] — 2-3-93
EMPLOYEE — DATE

Capt. T. Dillett — 02-04-93
DIVISION COMMANDER — DATE

*Employee has received signed copy of evaluation

EOG 02297

FannieMae

Request for Verification of Employment

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); by 42 USC, Section 1452b (if HUD/CPD); and Title 42 USC, 1471 et.seq., or 7 USC, 1921 et. seq. (if USDA/FmHA).

Instructions: **Lender** - Complete items 1 through 7. Have applicant complete item 8. Forward directly to employer, named in item 1.
Employer - Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in item 2.
The form is to be transmitted directly to the lender and is not to be transmitted through the applicant or any other party.

Part I - Request

1. To (Name and address of employer)	2. From (Name and address of lender)
Sheriff of Broward County P.O. Box 9507 Fort Lauderdale, FL 33310	Mallard & Associates, Inc. 7497 N.W. 4th Street Plantation, FL 33317

I certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.

3. Signature of Lender	4. Title	5. Date	6. Lender's Number (Optional)
Judy Mallard	Processor	2/18/93	[redacted]

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Applicant (include employee or badge number)	8. Signature of Applicant
Scot R. Peterson SS# [redacted] [redacted]	SEE ATTACHED AUTHORIZATION

Part II - Verification of Present Employment

9. Applicant's Date of Employment	10. Present Position	11. Probability of Continued Employment
07-22-85	Deputy Sheriff DLE /CC	Yes

12A. Current **Gross** Base Pay (Enter Amount and Check Period)
[ ] Annual [X] Hourly
[ ] Monthly [ ] Other (Specify)
[ ] Weekly
$ 16.1045

12B. Gross Earnings

Type	Year To Date Thru 2/19/93	Past Year 1992	Past Year 1991
Base Pay	$ 5,585.08	$ 39,438.09	$ 34,875.85
Overtime	$	Included in above	$
Commissions	$ NA	$ NA	$ NA
Bonus	$ NA	$ NA	$ NA
Total	$ 5,585.08	$ 39,438.09	$ 34,875.85

13. For Military Personnel Only

Pay Grade	
Type	Monthly Amount
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If Overtime or Bonus is Applicable, Is Its Continuance Likely?
Overtime Yes [ ] No [ ]
Bonus Yes [ ] No [ ]

15. If paid hourly - average hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of applicant's last pay increase: 02-01-92

19. Amount of last pay increase: approx 5%

20. Remarks (If employee was off work for any length of time, please indicate time period and reason)

NA

Part III - Verification of Previous Employments

21. Date Hired	23. Salary/Wage at Termination Per (Year) (Month) (Week)			
22. Date Terminated	Base	Overtime	Commissions	Bonus
24. Reason for Leaving	25. Position Held			

Part IV - Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA Secretary, the U.S.D.A., FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer	27. Title (Please print or type)	28. Date
Rebecca Mason	Accounting Specialist	02-24-93
29. Print or type name signed in Item 26	30. Phone No.	
Rebecca Mason	(305) 765-8900 ext 265	

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

DATE: 2/23/93

MEMO TO: PERSONNEL

ATTN: Mamie

FROM: Ray
ACCOUNTING/PAYROLL

SUBJECT: WAGE VERIFICATION

EMPLOYEE NAME Peterson, Scott

SOCIAL SECURITY # [redacted]

DEPARTMENT 12531D

CURRENT BASE PAY $ 16.1045 HOURLY

EARNINGS:

1993	1992	1991
YEAR TO DATE	YEAR TO DATE	
$ 5585.08	$ 39438.09	$ 34875.85

AGENCY REQUESTING INFORMATION

Mallard + Associates, Inc.
7497 NW 4th Street
Plantation, Fl 33317

EOG-02299

RON COCHRAN
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

FOR ALL EMPLOYEES:

IN REPLY REFER TO:

LOYALTY OATH

I, Scot R. Peterson, a citizen of the State of Florida and of the United States of America, or a United States National or alien authorized to work, and being employed by or an officer of the Sheriff of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

Scot Peterson
EMPLOYEE'S SIGNATURE

1-20-93
DATE SIGNED

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 01.20.93 (date) by Scot R. Peterson (name of affiant), who is personally known to me or has produced a drivers license as identification.

Signature
SEAL
Print Name GERALD G. BROWN JR.
Title NOTARY PUBLIC
Commission Number AA667158

Notary Public, State of Florida
My Commission Expires April 24, 1993
Bonded Thru Intr. Fain Insurance Inc.

Revised 01/93
EOG-02300

RON COCHRAN
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

DEPUTY SHERIFF'S OATH OF OFFICE

IN REPLY REFER TO:

I, Scot R Peterson, do solemnly swear or affirm that I will support, protect and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state, and that I will well and faithfully perform the duties of a deputy sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

Scot Peterson
DEPUTY'S SIGNATURE

1-20-93
DATE SIGNED

Scot Peterson 4308
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 01.20.93 (date) by Scot R. Peterson (name of affiant), who is personally known to me or has produced a drivers license as identification.

SEAL

Signature
Print Name GERALD G. BROWN SR.
Title NOTARY PUBLIC
Commission Number AA667158
Commission Expires

Notary Public, State of Florida
My Commission Expires April 24, 1993
Bonded Thru Troy Fain Insurance Inc.

01/93EOG-02301

NICK NAVARRO
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: December 03, 1992

TO: Lt. Linda DiSanto
Community Involvement

FROM: Captain Ray Saxon
PRESIDING OFFICER/MERITORIOUS AWARDS COMMITTEE

SUBJECT: LETTER OF COMMENDATION

STATUS CHECK LIST:

( ) Received:

(X) First Review: 12/03/92 Review:

( ) Tabled until next meeting because:

( ) Returned because:
- ( ) Proper procedure not followed, see meritorious awards policy. (See Remarks)
- ( ) Insufficient documentation to make a decision, please supply more evidence: (See Remarks)
- ( ) Other (See Remarks)

(x) Final Disposition of the Board:
(X) LETTER OF COMMENDATION

( ) We find the evidence documented in the nomination does not support the criteria for any of the awards.

cc:

REMARKS:

[redacted]

Pen. S. Peterson

[redacted]

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: November 9, 1992 92-173

MEMO TO: Captain Ray Saxon, Chairman
Meritorious Award Committee

FROM: Lieutenant Linda DiSanto, Acting Director
Department of Community Involvement

SUBJECT: Nominations for Exceptional Service Award

Due to the transition of supervisors in this Department it seems the above mentioned matter has been overlooked. As you are aware the Sheriff's Staff Breakfast is scheduled for December 18th. Your expeditious and immediate attention to these nominations would be deeply appreciated.

Attached you will find a total of sixty-seven nominations for the aforementioned award. The majority of the personnel named are employees of the Department of Community Involvement, however a few of the BSO employees who participated were assigned to other departments.

When Hurricane Andrew struck the Dade County area on August 25th, no one in Community Involvement had any idea of the impact it would have upon this Department. Within two days of the hurricane, Community Involvement was launched into an immense relief effort. We coordinated not only with local agencies and citizens, Administration, but also, out-of-state relief and local vendors, all committed to the one goal of helping, in any way possible, the victims of Hurricane Andrew.

The civilians manned the phones, with many people working 12 and 14 hour days. Computer listings were updated by the minute, with listings available of:

> Available drivers, food and clothing ready for pick up, in coming food deliveries, assignments of deputies to pick up food and clothing, convoy arrangements, out-of-state deliveries and available housing.

The deputies and CSA's picked up food and clothing within Broward County, delivered same to our warehouse, provided escort to convoys, and unloaded food and clothing in Dade county. Many of these people worked on their on time, on the weekends, and after hours, with many, many deputies working 16 hour days, only to arrive again at 6:00 AM.

EOG-02304

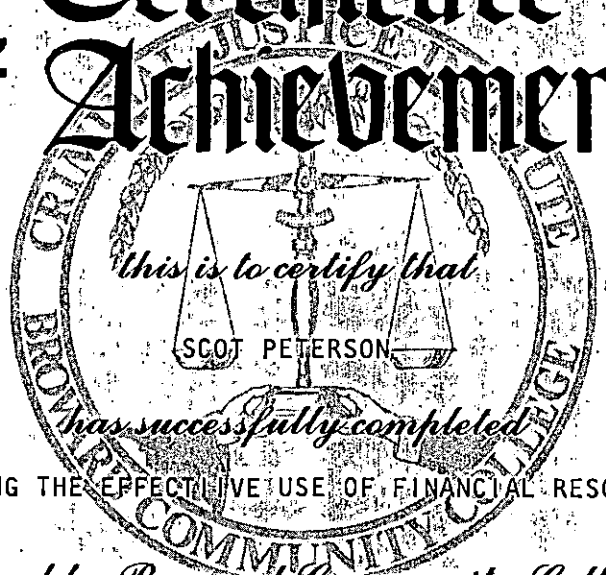
The spirit of commitment and the overwhelming response of this office to the crisis in Dade was overwhelming. I feel some small token of appreciation needs to be given to these people for their unselfish efforts and dedication beyond the normal call of duty.

If there are any questions that I may answer, or further information required, please do not hesitate to contact me at 720-2241.

LD:sgt

attachments

Certificate of Achievement



this is to certify that

SCOT PETERSON

has successfully completed

PLANNING THE EFFECTIVE USE OF FINANCIAL RESOURCES

offered by Broward Community College

NOVEMBER 16-20, 1992

Director, Criminal Justice Institute

President

EOG-02306

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
PLANNING THE EFFECTIVE USE OF FINANCIAL RESOURCES
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

RODNEY DOSS, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

A. LEON LOWRY, II, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

NOVEMBER 20, 1992 [redacted] 03-92-012-01

EOG-02307

B4

endns

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
NARCOTICS IDENTIFICATION AND INVESTIGATION
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

FEBRUARY 28, 1992

[redacted]

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-92-016-01

40

EOG-02308

Metro-Dade Police Department
Director's Office
9105 N.W. 25th Street
Miami, Florida 33172

Carolus
cc NN
EW
Rakinoke
McInerney
Wilder
DY
ON

November 18, 1992

Honorable Nick Navarro
Sheriff, Broward County
P.O. Box 9507
Fort Lauderdale, Florida 33310

Dear Sheriff Navarro:

The 1992 Florida Breeders' Cup was an unparalleled success.

The dedication of the personnel from your command who participated in the difficult task of facilitating traffic and pedestrian movement resulted in this showcase event exceeding expectations in terms of attendance and positive exposure for our community.

Please extend my appreciation for a job well done to the personnel listed below:

[redacted]

[redacted]

We Care | We Protect | We Serve

[redacted]

[redacted]

Deputy S. Peterson

[redacted]

Thank you for your support of the Metro-Dade Police Department in this mutual endeavor. If we can be of any assistance in the future, please feel free to contact us at any time.

Sincerely,

FRED TAYLOR
Director

RECEIVED BY SHERIFF
NICK NAVARRO
NOV 23 1992
TIME: _____

Certificate of Achievement

this is to certify that

SCOT PETERSON

has successfully completed

CRIMINAL LAW

offered by Broward Community College

FEBRUARY 3-14, 1992

Director, Criminal Justice Institute

President

EOG-02311

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: 02-06-92

MEMO TO: Personnel Division

FROM: Dep. Scot Peterson #4308, S.R.O.
Community Involvement

SUBJECT: Complete Copy of Personnel File

This memo is requesting a complete copy of my personnel file.

I can be contacted between 8:00 am - 4:00 pm via [redacted] (Pager), or McFatter Vo-Tech Center [redacted] in reference to picking up my completed file.

Thank you for your cooperation in this matter.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: February 7, 1992

MEMO TO: Personnel

FROM: Scot Peterson

SUBJECT: Personnel File

This is to verify that I have received an unpurged copy of my personnel file.

Scot Peterson
Signature

2-11-92
Date

NICK NAVARRO
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

ACCREDITED
LAW ENFORCEMENT
AGENCY

IN REPLY REFER TO:

December 11, 1991

School Board of Broward County Florida
Adult and Vocational Education

To Whom It May Concern:

Please accept this letter as verification of employment for Scot Peterson. Scot Peterson has been an employee of the Broward County Sheriff's Office since July 7, 1985. Currently, Mr. Peterson is assigned to the Department of Law Enforcement as a Deputy, with an hourly rate of $14.4902.

If you have any questions concerning this matter, please feel free to contact me.

Sincerely,

NICK NAVARRO
Sheriff of Broward County

BY: Linda Percival
Office Specialist
Personnel Division
(305) 765-8900, 265

/lp

EOG-02314

Hallandale Police Department

100 S.W. 4th Street
Hallandale, Florida 33009-6395

KENNETH R. WAGNER
CHIEF OF POLICE

EXECUTIVE OFFICE
TEL. 305-921-3518
EXT. 171

06 December 1991

Sheriff Nick Navarro
2600 S.W. 4th Avenue
Ft. Lauderdale, Fl. 33315

Dear Sheriff Navarro,

I wish to thank you and your agency for your assistance in participating in the Youth Gang Task Force which monitored and controlled gang activity at the Broward County Fair this year.

The Broward County Fair was open for eleven (11) days, and during that period of time, with the help of your personnel, gang members and their associates were identified and documented, and groups of youths were prevented from causing disturbances.

Attached please find a list of persons contacted by the Youth Gang Task Force. You will note that this report contains information on both, adults and juveniles, and is for Law Enforcement purposes only.

A special commendation to you for your much appreciated cooperation and assistance and to your personnel who performed in an exemplary and professional manner, specifically: [redacted] Scott Peterson, [redacted] for the excellent job and dedicated service that they provided. It was through this concerted effort that the Broward County Fair was successful and ran smoothly with minor gang activity curtailed due to proactive policing by the unit.

Sincerely,

Chief of Police Kenneth R. Wagner

RECEIVED BY SHERIFF
NICK NAVARRO
DEC 11 1991

CERTIFICATE OF ATTENDANCE

Presented to

Deputy Scott Petersen

In Recognition of Attendance
at the Broward Sheriff's Office

"CAREER DAY 1991"

an acknowledgement of your desire for planning your personal and professional development

August 9, 1991

Career Services Manager

Sheriff of Broward County

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: August 23, 1991 #91-252

MEMO TO: Deputy Scot R. Peterson
School Resource

FROM: Commander Ken Montgomery
Personnel Division

SUBJECT: Longevity Service Bar

Please be advised that this longevity service bar is being issued to you in compliance with the FOP contract, Article 19, Section 5.

Length of Service 5 years

CCN# 4308

Date Received 8-30-91

Signature [signature]

Furthermore, please be advised that you are responsible for the proper display of this award according to the Policy & Procedures Manual, Section 8.2.8.B.

A copy of this memorandum will be inserted into your personnel file.

KM:rp

EOG-02317

Certificate of Achievement

this is to certify that

SCOT PETERSON

has successfully completed

SCHOOL RESOURCE OFFICER

(40 HOURS)

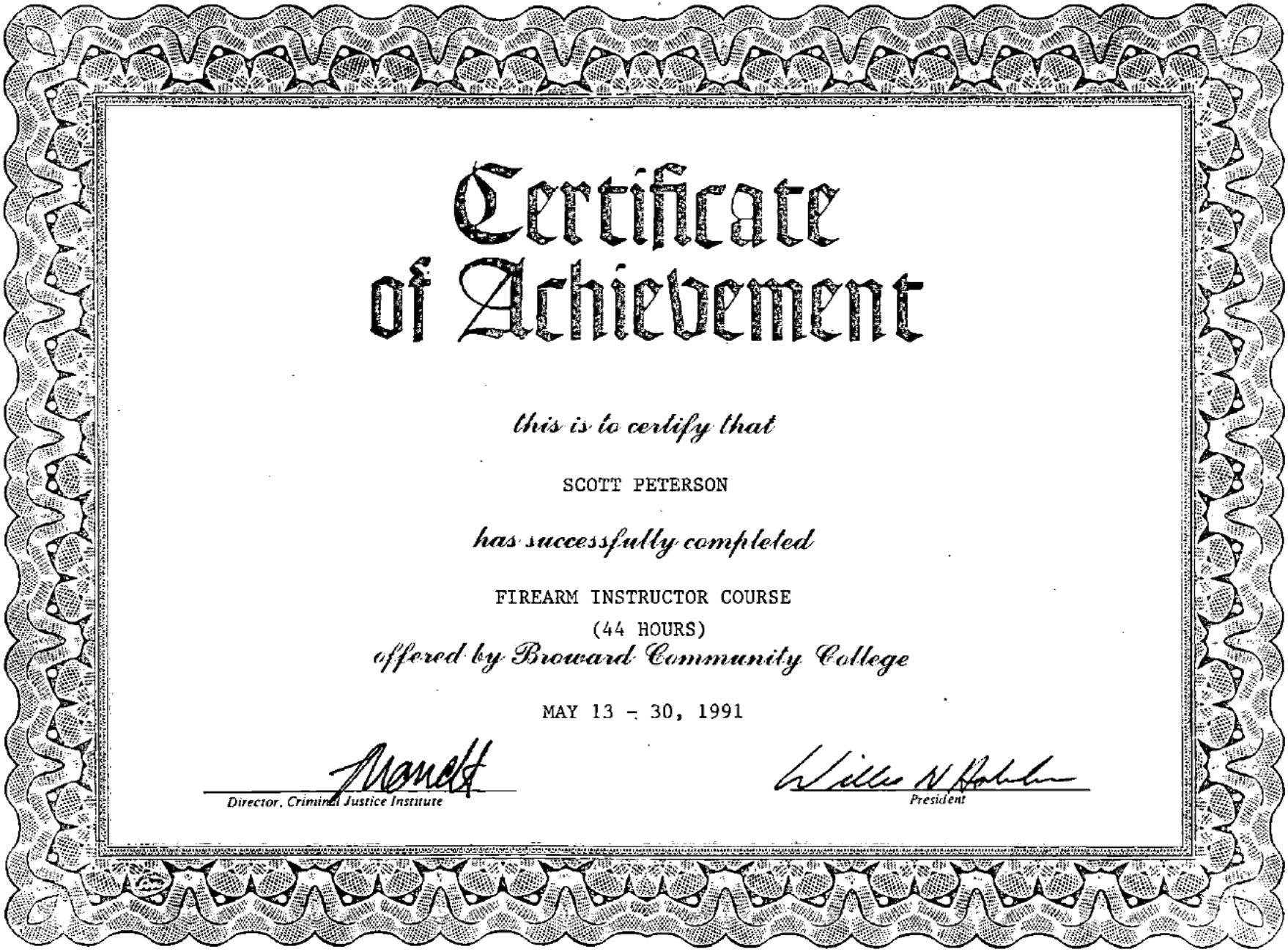
offered by Broward Community College

JUNE 24 - 28, 1991

Douglas W MacGregor
Director, Criminal Justice Institute

William N Hahn
President

EOG-02318



Certificate of Achievement

this is to certify that

SCOTT PETERSON

has successfully completed

FIREARM INSTRUCTOR COURSE

(44 HOURS)

offered by Broward Community College

MAY 13 - 30, 1991

Director, Criminal Justice Institute

President

EOG-02319

MAY 0 3 1991

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: APRIL 11, 1991 LL91-62

MEMO TO: RORIE PETERSON
SALARY MAINTENANCE

FROM: LIEUTENANT JAKE BREY JWB
DISTRICT IV EXECUTIVE OFFICER

SUBJECT: CANCELLATION OF PAID F.T.O. STATUS

This is to advise you that as of Saturday, April 20, 1991 Deputy Scott Peterson #4308 is transferred to Community Involvement, assigned to the School Resource Program.

As of the above date of transfer, please delete Deputy Peterson from paid F.T.O. status as a member of District IV.

Thank you for your help in this matter.

4-29-91
MO

EOG-02320

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

APR 12 1991

DATE: MARCH 25, 1991 LL91-45

MEMO TO: RORIE PETERSON
SALARY ADJUSTMENT

FROM: LIEUTENANT JAKE BREY GHB
DISTRICT IV EXECUTIVE OFFICER

SUBJECT: F.T.O. PAY STATUS

This is to advise you of two changes which became effective as of Saturday March 23, 1991. [redacted]

Deputy [redacted] #4308 was transferred to the Alpha Shift and as of March 23, 1991 should begin receiving pay as a paid F.T.O.

Thank you for your help in this matter.

APR 12 1991

EOG-02321

The Nation's Largest Fully *Accredited School System*

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

WILLIAM T. McFATTER VOC-TECH CENTER
Horace F. McLeod, Director
6500 Nova Drive
Davie, Florida 33317
(305) 370-TECH

Diana Wasserman
Chairperson
Karen Dickerhoof
Vice Chairperson
Miriam M. Oliphant
Robert D. Parks
Donald J. Samuels, Ed.D.
Eileen S. Schwartz
Toni J. Siskin
Virgil L. Morgan
Superintendent

September 14, 1992

Captain Ron Cacciatore
Community Involvement Unit
Broward Sheriff's Office
2600 Southwest Fourth Avenue
Fort Lauderdale, Florida 33310

Dear Captain Cacciatore:

On September 2, 1992 the School Board of Broward County delivered two tractor-trailers filled with hurricane relief supplies to the citizens of Homestead, Florida.

I would like to thank Deputies [redacted] and Scot Peterson for the excellent escort to and from Homestead. Their professionalism is truly an asset to the Broward Sheriff's Office.

Sincerely,

Horace F. McLeod
Director

jp

cc: Moody Fisher
Damian Huttenhoff
Lieutenant Diann Stanton
Sergeant John Nesteruk
[redacted]
Deputy Scot Peterson

EOG-02322

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FL 33310

DATE: September 1, 1992 #92-017

MEMO TO: Sergeant John Nesteruk
Community Involvement

FROM: Mamie Owens, Office Specialist MO
Personnel Division

SUBJECT: Honorable Service Award

In compliance with your request, I have reviewed the file of Deputy Scot Peterson. Per the Manual, Section 8.2.5(H), my conclusions are as follows:

1. Deputy Scot Peterson has served a minimum of five consecutive years, without interruption in service. Deputy Scot Peterson was hired on 07-22-85.
2. Deputy Scot Peterson has received an average score for the five year period.

If there are any questions regarding this matter, please feel free to contract me at 765-8900, extension 266.

Thank you.

/mo

cc: Diane Argenti, Personnel Supervisor

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
AUG 1 0 1992
PERSONNEL

DATE: August 18, 1992 #92-16

MEMO TO: Commander Kenneth Montgomery
Personnel Division

FROM: Sergeant John Nesteruk
Department of Community Involvement

SUBJECT: Honorable Services Awards

Below you will find a list of School Resource Officers that have been nominated for their Respective Service Awards. Please review each employees Personnel file to determine if he/she meets the requirements as outlined in Policy & Procedures Section 8.2.5HI "Awards", and respond back to me in writing.

[redacted]	5 Years	[redacted]	20 Years
	10 Years		15 Years
	10 Years	Peterson, Scot	5 Years
	10 Years		15 Years
	10 Years		10 Years
	10 Years		10 Years
	15 Years		5 Years
	10 Years		
	10 Years		15 Years
	5 Years		5 Years
	10 Years		10 Years
	15 Years		

Should you have any questions or require further information, please do not hesitate to contact me at 720-2241.

JN:dmc

cc: Captain Ronald J. Cacciatore
Lieutenant Diann Stanton
Sergeant Robert Dinkel
Carole L. Andrews

Linda Moore for Ronald 8/13

RECEIPT FOR BROWARD SHERIFF'S OFFICE POLICY AND PROCEDURES MANUAL

I, SCOT R. PETERSON, have received manual number AO#817 of the Broward Sheriff's Office Policy and Procedures Manual.

Printed Name

I understand that I am responsible for reading the contents of this manual and that I should contact my supervisor for assistance if I do not understand any portion of it. I further understand that I am responsible for posting any revisions and/or updates to this manual and that my manual may be inspected periodically.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

Employee's Signature/CCN 1308

6/30/92
Date

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPTS TO THE PERSONNEL DIVISION WITHIN 30 CALENDAR DAYS.

CENTRE FOR EDUCATION AND TRAINING

BROWARD SHERIFF'S OFFICE

SCOT PETERSON

IN RECOGNITION FOR THE SUCCESSFUL
COMPLETION OF 40 HOURS

PREPARATION FOR SUPERVISORY RESPONSIBILITIES

JUNE 5, 1992

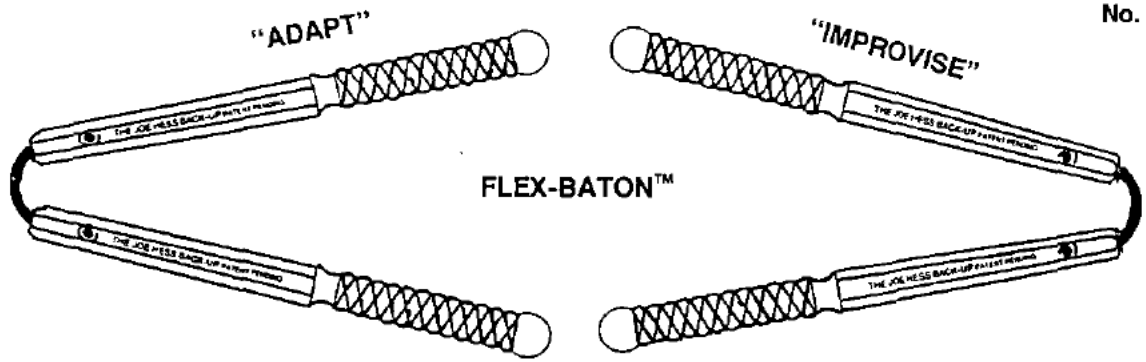
Training Commander

Sheriff of Broward County

"Excellence through Education"

EOG-02326

No. 508



THIS CERTIFICATE IS EVIDENCE THAT SCOT PETERSON

HAVING MET THE DULY PRESCRIBED REQUIREMENTS FOR THE USE OF THE FLEX-BATON (Nunchaku) IN THE RE-CERTIFICATION 4 Hour COURSE IS ELIGIBLE TO CARRY SUCH IMPACT WEAPON FOR LAW ENFORCEMENT USE. THIS OFFICER WILL EXEMPLIFY THE PROFESSIONALISM THROUGH PROFESSIONAL POLICE TRAINING, AND WILL BE REQUIRED TO RE-CERTIFY ONCE PER YEAR IN THE USE OF THIS WEAPON.

THIS CERTIFICATE IS VALID UNTIL May 1992 AND MUST BE RENEWED ANNUALLY IN ACCORDANCE WITH THE JOE HESS "BACK-UP" SELF DEFENSE SYSTEMS

JOSEPH C. HESS
INTERNATIONAL INSTRUCTOR
Executive Director

Alternative to Deadly Force

"PRESERVE THE PEACE, PROTECT THE INNOCENT, ENFORCE THE LAW"

EOG-02327

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
LINE SUPERVISION
80 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

JUN 19 1992

070103

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

APRIL 17, 1992

[redacted]

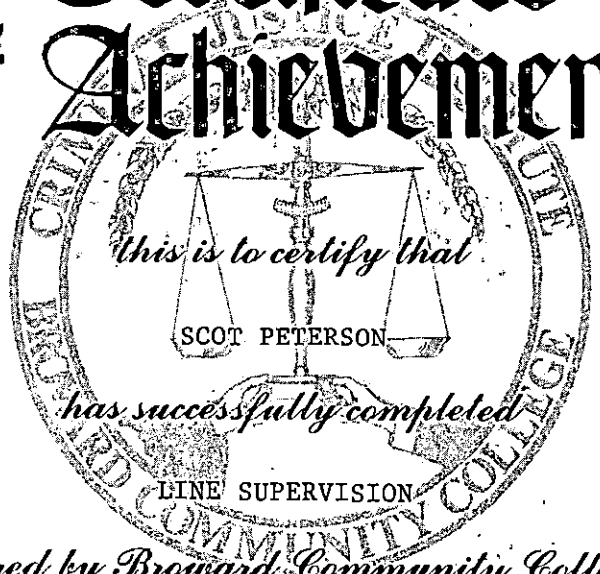
03-92-006-02

EOG-02328

304/85

80

Certificate of Achievement



this is to certify that

SCOT PETERSON

has successfully completed

LINE SUPERVISION

offered by Broward Community College

APRIL 6-17, 1992

Director, Criminal Justice Institute

President

EOG-02329

CENTRE FOR EDUCATION AND TRAINING

BROWARD SHERIFF'S OFFICE

SCOT PETERSON

IN RECOGNITION FOR THE SUCCESSFUL
COMPLETION OF 8 HOURS

INSTRUCTOR DEVELOPMENT - TRAINER ORIENTATION

MARCH 13, 1992

Training Commander

Sheriff of Broward County

"Excellence through Education"

EOG-02330

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

APR 10 1992

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
CRIMINAL LAW
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

070103

1990

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

FEBRUARY 14, 1992

[redacted]

03-92-019-01

EOG-02331

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
SCHOOL RESOURCE OFFICER
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

EDWARD M. SPOONER, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JUNE 28, 1991

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-91-090-01

EOG-02332

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I Scot Peterson, have received the January 1, 1991 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot Peterson
Employee's Signature

4308
CCN

03-07-91
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to Personnel.

070103

[redacted] COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

125310 1150/115E

NAME: PETERSON, Scot R.

RATING PERIOD FROM: 02/01/91 TO: 02/01/92

DIVISION: SCHOOL RESOURCE OFFICER

POSITION: DSDLE-CC

AVERAGE GRADE: 90.5%

WGT.		10	40	55	70	85 (90)	100
10	APPEARANCE:	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.	
10	ATTENDANCE:	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	(90) Never late. Absent only when unavoidable.	
10	WORK ATTITUDE:	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	(90) Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	
10	QUALITY OF REPORTS:	100 (90) Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	85 Finds and corrects occasional errors. Accurate & neat. Clear and concise.	70 Generally acceptable. Occasional error or inaccuracy. Some checking required.	55 Frequent error. Lacks thoroughness & neatness. Much checking required usually.	40 Unacceptable from am'nt of error, incompleteness and/or untidyness.	10
10	PUBLIC CONTACT:	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	(90) Exceptional skill and ability in directing conduct/activity of people. Inspiring.	
10	INITIATIVE:	100 (85) Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	70 A routine worker. Usually waits to be told.	55 Needs prodding. Procrastinates.	40 Has no initiative. Requires constant pushing.	10
10	RULES & REGULATIONS:	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	(90) Very familiar with and never violates any;	
10	JOB DEPENDABILITY:	100 (95) Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	85 Follows instruction. Completes assignment promptly. Follow-up seldom required.	70 Generally does job from instructions given. Occasional follow-up required.	55 Often fails to carry out instructions. Loafs on job. Considerable follow-up.	40 Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks	10
10	JUDGEMENT:	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	(90) Outstanding insight. Unusual ability in new situations. Requires minimum direction.	
10	OPERATION & CARE OF EQUIPMENT:	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	(95) Very meticulous. Always considers as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt John Masterson DATE: 1-16-92

DIVISION COMMANDER: Capt Lyle Dick DATE: 1-21-92

FEB 28 1992

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: [signature] DATE: 1-27-92

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-17-92

EOG-02334

BSOA-P#6A 1M 6 71

1. How long has employee worked under your supervision? Six (6) months.

2. In what area does the employee need improvement? Deputy Peterson is well rounded in all areas.

3. Why is this area deficient? N/A

4. What plans have been made to correct the deficiency noted in No. 2? N/A

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy Peterson is a well liked and dependable employee. Deputy Peterson does an outstanding job as a School Resource Officer at McFatter Vocational School and received high marks and praise from the students and staff. Deputy Peterson volunteers much of his personal time and is always willing to lend a helping hand.

6. Other Comments: Deputy Peterson recently took the Sergeants Exam and scored #1 on the list.

MERIT INCREASE RECOMMENDED

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? yes

8. If not, explain

9. What is the employee doing to improve himself overall? Attends seminars and job related courses.

070103

COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

324300 for 115C/1SD

NAME: Scot Peterson #4308

RATING PERIOD FROM: 2-1-90 TO: 2-1-91

DIVISION: D.L.E. - Dist. IV

POSITION: Deputy Sheriff - Road Patrol

91 JAN 17 PM 3:28

AVERAGE GRADE: 87.85%

APPEARANCE: WGT. 10

10	40	55	70	85 (88) 100
Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE: 10

10	40	55	70	85 (90) 100
☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE: 10

10	40	55	70	85 (87) 100
Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy. MAR 1 1991	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS: 10

100 (88)	85	70	55	40 10
Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT: 15

10	40	55	70	85 (87) 100
Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE: 10

100	(85)	70	55	40 10
Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS: 10

10	40	55	70	85 (88) 100
Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any;

JOB DEPENDABILITY: 10

100 (90)	85	70	55	40 10
Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks

JUDGEMENT: 10

10	40	55	70	85 (87) 100
Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendancy to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.

OPERATION & CARE OF EQUIPMENT: 5

10	40	55	70	85 (90) 100
Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt. F. Hendrix #1143 DATE: 1-11-91

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: Lt. Jake Brey DATE: 01-17-91

DIVISION COMMANDER: Ron Bartz DATE: 1-17-91

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 1-11-91

2CA-02536

ESOA-P78A 1M 6/71

1. How long has employee worked under your supervision? approximately 22 ths

2. In what area does the employee need improvement? Employees performance in all areas is above an acceptable level.

3. Why is this area deficient? N/A

4. What plans have been made to correct the deficiency noted in No. 2? N/A

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Employee is very dependable. He completes his assignments promptly and follow-up is seldom required. He requires no supervision in routine matters.

6. Other Comments: Deputy is an asset to the Broward Sheriff's Office. He supports the goals and objectives of the Dept. He is recommended to receive his merit pay increase.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? During this rating period he has attended numerous law enforcement related seminars.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: November 2, 1990 90-698

MEMO TO: Deputy Scot Peterson
District IV

FROM: Captain Timothy J. Gillette, Commander
Training and Development Division

SUBJECT: TRAINING DEPUTY INTERVIEW RESULTS

Thank you for your interest and participation in the interview process for the position of Law Enforcement Training Deputy.

You achieved a score of 45 which places you third on the current eligibility list for this position. The list will be in effect for one year.

I strongly encourage you to pursue your interest in the Training and Development Division by taking instructor certification courses and other related courses which will enhance your teaching credentials.

If you desire feedback from the interview process and/or have an interest in part time teaching, please contact Lt. Jeff Elkins or Sgt. John Lawless at 497-1690.

I look forward to your continued development in this area.

TJG/JE/iy

cc: Director Thomas J. McInerney
Captain Ronald Banta
Personnel File

STATE OF FLORIDA

The Commission
on Criminal Justice Standards and Training
Hereby awards the
Training Certificate
to
SCOT R. PETERSON
for
Radar Operator
Training

08-10-90 03-90-05

EOG-02339

[redacted]

FDLE
Florida Department of Law Enforcement

90 SEP 11 AM 11:33

TRAINING AUTHORIZATION
ADVANCED/CAREER DEVELOPMENT COURSES

EMPLOYING AGENCY

Officer Information

Officer Name: PETERSON (Last Name) SCOTT (First Name) ___ (MI)

Officer Social Security Number: [redacted]

Check One: X Law Enforcement or Concurrent ___ Correctional or Probation

Course Enrollment Information

Training School: CJI

Course Title: REPORT WRITING & REVIEW

Course Credit: (Check One) X Salary Incentive ___ Mandatory Retraining*

*Once an officer has satisfied the mandatory retraining requirement for a four-year period all other advanced/career development courses must be credited for salary incentive.

Agency Information

Agency Name: BROWARD SHERIFF'S OFFICE

Cmdr. T. Dillette
Authorized Agency Signature

07-23-90
Date

TRAINING SCHOOL

Course Sequence Number: 03 90 068 03

Course Beginning Date 8 - 13 - 90 Course Ending Date 8 - 24 - 90

This officer has successfully completed this course.

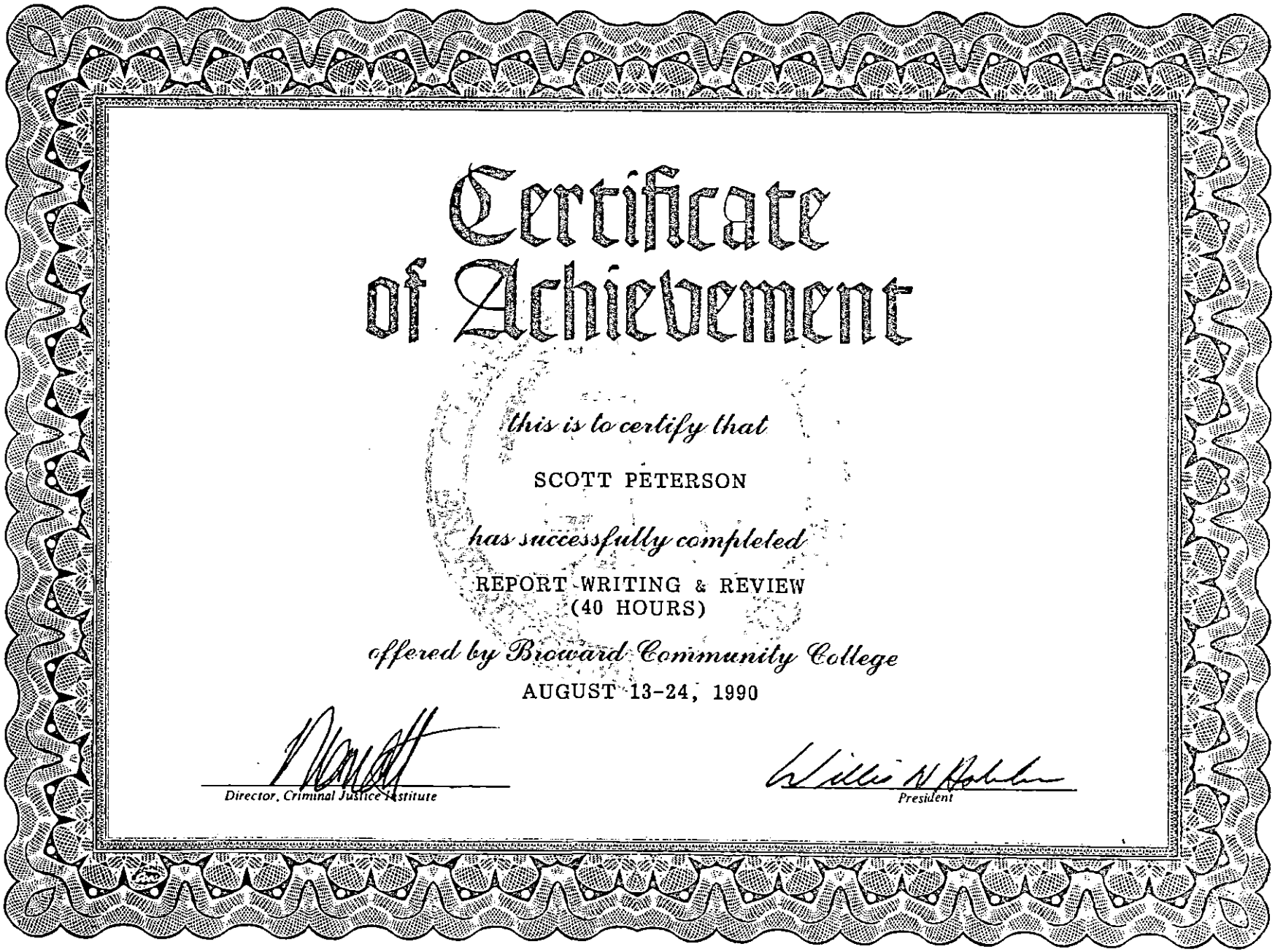
Wayne Wladaka
Training Center Director

8/24/90
Date

CJST 15-A Revised 7/1/88

[redacted]

EOG-02340



Certificate of Achievement

this is to certify that

SCOTT PETERSON

has successfully completed

REPORT WRITING & REVIEW
(40 HOURS)

offered by Broward Community College

AUGUST 13-24, 1990

Director, Criminal Justice Institute

President

EOG-02341

BOB MARTINEZ
GOVERNOR

90 OCT 24 AM 8:01

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
ADVANCED REPORT WRITING AND REVIEW
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

AUGUST 24, 1990

[redacted]

03-90-068-03
40

FOG-02342

BOB MARTINEZ
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
RADAR OPERATORS TRAINING COURSE
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

AUGUST 10, 1990 [redacted] **03-90-055-05**

EOG-02343

BOB MARTINEZ
GOVERNOR

90 AUG -9 AM 9:07
JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

ADVANCED TRAINING CERTIFICATE
OFFICER STRESS AWARENESS AND RESOLUTION
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

MICHAEL A. BERG, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

JUNE 22, 1990

[redacted]

03-90-050-03
40

EOG-02344

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

DATE: June 11, 1990

MEMO TO: PERSONNEL

ATTN: Rose Peterson

FROM: D. Mathis
ACCOUNTING PAYROLL

SUBJECT: WAGE VERIFICATION

EMPLOYEE NAME Scott Peterson

SOCIAL SECURITY # [redacted]

DEPARTMENT 224300

CURRENT BASE PAY $ 13.6896 HOURLY

EARNINGS:

1990	1989
YEAR TO DATE	YEAR TO DATE
$ 17,011.95	$ 35240.74

AGENCY REQUESTING INFORMATION

Universal American Mortgage
2826 N. University Dr.
Sunrise, FL 33322

EOG-02345

Request for Verification of Employment

U.S. Department of Housing and Urban Development
Department of Veterans Affairs
USDA, Farmers Home Administration

HUD OMB Approval No. 2502-0059 (exp. 7/31/89)
Approval No. 2900-0460
Approval No. 0575-0009

Privacy Act Notice: This information is to be used by the agency collecting it in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except to your employer(s) for verification of employment and as required and permitted by law. You do not have to give us this information, but if you do not, your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, USC, Chapter 37 (if VA); by 12 USC, Section 1701 et. seq. (if HUD/FHA); and Title 42 USC, 1471 et. seq., or 7 USC., 1921 et. seq. (if USDA, FmHA).

Public reporting burden for this collection of information is estimated to average 10 to 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.
Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Reports Management Officer, Office of Information Policies and Systems, U.S. Department of Housing and Urban Development, Washington, D.C. 20410-3600 and to the Office of Management and Budget, Paperwork Reduction Project (2502-0059), Washington, D.C. 20503.

Lender or Local Processing Agency (LPA): Complete items 1 through 7. Have the applicant complete item 8. Forward the completed form directly to the employer named in item 1.
Employer: Complete either parts II and IV or parts III and IV. Return the form directly to the lender or local processing agency named in item 2 of part I.

Part I - Requested of:

1. Name & Address of Employer
Broward Sheriffs Office
P.O. Box 9507
Ft. Lauderdale, Fl. 33310

Requested by:

2. Name & Address of Lender or Local Processing Agent (LPA)
Universal American Mortgage Company
2826 N.University Dr.
Sunrise, Fl. 33322

3. Name & Address of Applicant
Scot Peterson
[redacted]

I have applied for a mortgage loan or rehabilitation loan and stated that I am/was employed by you. My signature in the block below authorizes verification of my employment information.

8. Applicant's Signature & Employer Identification SS# [redacted]
X Scot Peterson

4. I certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.
Signature of Lender, Official of LPA, or FmHA Loan Packager
X LB Linda Benevento

5. Title
Loan Processor

6. Date
5/29/90

7. HUD/FHA/CPD, VA or FmHA No.

Part II - Verification of Present Employment

10. Present Position	11. Date of Employment	12. Probability of Continued Employment
D/S - DLE - CC	7/22/85	YES

13a. Salaried [ ] Yes [X] No
Commission [ ] Yes [X] No

13b. Is overtime/bonus likely to continue?
Overtime: Cannot [ ] Yes [ ] No
Bonus: Verify [ ] Yes [ ] No

14. Current Base Pay $ 13.6896 [ ] Annual [ ] Monthly [ ] Weekly [XX] Hourly [ ] Other (specify):

15a. Base Earnings Year-to-Date	Past Year
$ 17, 011.95	$ 35,240.74
b. Overtime Year-to-Date	Past Year
$ Included Above	$ Included Above
c. Commissions Year-to-Date	Past Year.
$ Cannot Verify	$ Cannot Verify
d. Bonuses Year-to-Date	Past Year
$ Cannot Verify	$ Cannot Verify

16a. Monthly Taxable Pay (for Military Personnel Only)

Base Pay	Career C Pay	Pro Pay
$	$	$
Flight Pay	**Other (specify)**	
$	$	

16b. Monthly Nontaxable Pay (for Military Personnel Only)

Quarters	VHA	Clothing
$	$	$
Rations	**Other (specify)**	
$	$	

17. Remarks: If paid hourly, please indicate average hours worked each week during current and past year.
AVERAGE HOURS WORKED PER WEEK: 40 HOURS

GROSS EARNINGS 19 89, $ 35,240.74
GROSS EARNINGS 19____, $____
GROSS EARNINGS YTD 19____, $____

INDICATE FUTURE RAISES DUE:
Cannot Verify
(Indicate per Year, Month Week, Hour ►)
DATE____
AMOUNT____
PER____

IF THIS EMPLOYEE WAS OFF FOR ANY LENGTH OF TIME, PLEASE INDICATE DATES:
FROM____
TO____

Part III - Verification of Previous Employment

18. Salary/Wage at Termination: [ ] Yearly [ ] Monthly [ ] Weekly	Base Pay	Overtime	Commissions	Bonus
	$	$	$	$

19. Dates of Employment
from: to:

20. Reasons for Leaving

21. Position Held

Part IV - Certification

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal connivance or conspiracy purposed to influence the issuance of any guaranty or insurance by the VA or USDA, FmHA Administrators, or the FHA Commissioner.

22. Signature	23. Title of Employer	24. Date
X [signature]	Commander of Personnel	6-19-90

Previous editions may be used until supply is exhausted

FmHA form 410-5 VA form 26-8497

form HUD-92004-G (2/89)
ref. handbooks 4155.1, 4310.5

EOG-02346

VMP-49 (8910) VMP MORTGAGE FORMS • (313)293-8100 • (800)521-7291

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

INTEGRATION OF OPERATIONAL SKILLS FOR LAW ENFORCEMENT OFFICERS (48 HOURS)

offered by The Sheriff of Broward County

MAY 10, 1990
DATE

Timothy J. Gillette
INSTRUCTOR

Nick Navarro
SHERIFF

© GOES 461

EOG-02347

LITHO IN U.S.A.

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I, SCOT PETERSON, have received the July 1, 1990 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot Peterson
Employee's Signature

4308
CCN

07-24-90
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to **Personnel.**

RECEIPT FOR
BROWARD SHERIFF'S OFFICE
POLICY AND PROCEDURES MANUAL REVISION

I, SCOT R. PETERSON, have received the July 1, 1989 revision of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this revision.

My signature below attests to the fact that I have read this revision and I am familiar with the contents therein.

Scot R. Peterson
Employee's Signature

4308
CCN

10-20-89
Date

This receipt (original) must be returned to the district/division commander within thirty (30) days from the date you receive the revision. The district/division commander will forward the original receipt to Personnel.

EOG-02349

September 3, 1989

Dear Sheriff Navarro:

It is such a pleasure to be able to write a note of true, heartfelt thanks in this day and age. Although I was raised as a Dade County resident, I have been aware of your existence in Broward County as an officer of the law for many years, and of course now as Sheriff. I realize that there is more than enough negativism going on at this time with your department in the public eye and the fact that this can be draining even on the strongest of leaders, so I especially wanted to write you with some good news concerning certain of your officers.

I am 26 years old and married a young man 3-1/2 years ago that I fell (to say the very least) blindly in love with. He is from Georgia and we were married in his home-state despite severe warnings from my family, friends, neighbors and work associates who "saw right through him".

To sum things up, I was eventually physically abused to the point of being disabled, heavily medicated and consequently pregnant, and am presently on complete bed rest as a result. I was too ashamed to come forth and admit that I was in severe trouble and ashamedly allowed him to have complete control over me, body, mind and soul.

I was raised in a wonderful, secure and strong Catholic family, but the last place in the world I wanted to turn was to my family in Ft. Lauderdale. I was hurt so badly that the last people I wanted to see me in this situation was, of course, my family.

This past January, I was in the process of forceably having to take a leave of absence from my employer, the State of Georgia, due to having become totally physically incapacitated due to his extensive abuse on me, and consequently had to move into a battered women's shelter with my 18-month old daughter.

After all attempts of my family trying to contact me during this period to no avail, they finally averted to calling a family friend in Georgia. Remarkably, she was the only one that knew anything about what was really going on, and told them "everything".

After my mom had called this mutual family friend, they immediately tracked me down at the battered women's shelter and begged me to come home with my precious little girl. Even at that stage of the game, it took a lot of talking on their part to convince me to come "home". Although I was still in a stateof denial, I agreed and took a leave of absence. My mom, dad and brother drove up to Georgia on very short notice and picked up a few of my personal belongings and brought my daughter and I home to their new home in Ft. Lauderdale.

I was soon after brought to a hospital in Pembroke Pines because of some complications, and they referred me to Women In Distress for counselling. I attended several support group meetings, anxious to not only give up my denial of this abusive situation, but to also change my entire line of thinking, which I understand is a necessary must for women like myself. I have come a long way in 7 months time, however, I found out that many people are not used to properly knowing how to deal with an abused person, i.e. my doctors, my lawyer, and believe it or not, some officers of the law that we had to turn to when my "ex" tried to kidnap my little girl several months ago.

On that note, and after my initiating legal proceedings on attaining custody of my little girl, changing jurisdiction from Georgia to Florida, and in acquiring a restraining order, the court allowed him "indoor, supervised visitation with a 3rd party of my choosing for only 2 hours a month". After 7 months time, he secretly moved down here and just now called for visitation.

After physically hurting me during my marriage to him and recently battering my dad (dragging him down the street with his car as my dad attempted to save my daughter from being kidnapped by him), we were needless to say, very precautious when he called to arrange for visitation.

At the advice of my daughter's Guardian Ad Litem and my attorney, I called your detail office and spoke with the most helpful and compassionate Lt. Korte to arrange for an off-duty officer for the visitation. Lt. Korte and I developed a very friendly rapport over the phone during the several days that I intermittently spoke to him. When I got off the phone with him, I expressed to my parents what a pleasure it was to finally come across someone that knew where I was coming from and also so anxious to take my domestic situation as seriously as we do. He is a true blessing and surely a great asset to your team. He also helped relieve my family and I of anxieties that we had in the upcoming visitation, assuring us of the procedures that would be in effect before, during and after the scheduled visitation.

He assigned Deputy Scot Peterson over this morning for the visitation and we provided him with the court order which included visitation stipulations, as well as the restraining order so that he was fully informed of everything before the meeting. We couldn't have asked for a more alert, professional and concerned officer to have handled the situation.

Within a few minutes of the scheduled visitation, my "ex" called and told my mom in an irritated voice that he was cancelling the visit. Our guess is that he drove by the house spotting the deputy's marked vehicle and was scared off. He did appear quite angry when he called and my mom explained that we went through great lengths to have a "3rd party" at the house for his 2-hour visitation. She further informed him that this was going to be considered his 2-hours for the month of September, and after he delivered a few angry words, he hung the phone up abruptly.

We all feel that the expense of the detail assignment to have Deputy Peterson on hand was extremely worth our time and money invested. If, for no other reason but to show my "ex" that we are taking this situation very seriously and are not allowing ourselves to fall into the usual domestic traps that your men find themselves called to on a daily basis, the arrangement of having an off-duty officer present was, again, well worth it!

It also gave us time to share our precautionary concerns with a law officer, as well as the opportunity for him to share his views on the situation with us, which certainly put us all at ease.

Hopefully, in time, he will give up trying his tactics and go back to Georgia!! I must say that Lt. Korte and Deputy Peterson are certainly a wonderful asset to your team and all of Broward County!

We are pleased that there really are some genuine people left in this world afterall. I am due with my second child any hour, any minute, and appreciate your having such dedicated men on your staff to make it possible for me not to have any more pressures at this time than necessary.

Most sincerely,

[redacted]

-CEIVED BY SHERIF.
NICK NAVARRO
SEP 13 1989

FDLE

Florida Department of Law Enforcement

James T. Moore
Commissioner

Division of Criminal Justice Standards and Training

P.O. Box 1489
Tallahassee, Florida 32302
(904) 487-0491

September 21, 1989

Ms. Mary McCann
Broward County Sheriff's Office - Personnel
P.O. Box 9507
2600 Southwest 4th Avenue
Fort Lauderdale, Florida 33315

Dear Ms. McCann:

This letter is in reference to your conversation with our staff on September 20, 1989, regarding the 03/31/89 Semi-annual report.

The format for the following information is as follows; SSN, Name, and the amount of salary incentive monies each officer is eligible to receive.

Below the amounts of salary incentive monies you will see the three digit (3) course numbers followed by the date each class was completed.

When determining the amounts of salary incentive money to be paid for the 40 and 80 hour courses, the ending dates of each class is matched with the next closest date. Please refer to the enclosed course listing for the 80 hour courses.

For example, the first officer in question is:

[redacted] [redacted]

25-60-45
045 03/27/87
047 05/02/86 > 3
031 10/24/86
004 03/09/79 > 1 > 2
003 03/21/75
999 03/30/84 *
002 08/16/70 *

Each > indicates an 80 hour block of two (2), 40 hour courses, or one (1), 80 hour course, and for each 80 hour block the officer is entitled to $20 a month. Therefore officer [redacted] is eligible to receive $60 a month "career development" salary incentive money.

As discussed with you over the phone, when an officer is credited with an Associate or Bachelor degree and career development courses, the money is decreased from education and increased in

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1989/90 PHASE I DEFENSIVE DRIVING IN SERVICE TRAINING (16 hours)

offered by The Sheriff of Broward County

September 28, 1989

DATE

Tim H. Smith

INSTRUCTOR

Nick Navarro

SHERIFF

© GOES 461

EOG-02354

LITHO IN U.S.A.

CRIMINAL JUSTICE STANDARDS AND TRAINING C[illegible]SSION

MANDATORY RETRAINING NOTIFICATION

1. NAME: PETERSON (Last name) SCOT (First name) [ ] (Intl.)

2. SSN: [redacted]

3. EMPLOYMENT CODE:

Law Enforcement
(X) 1 = Full Time
( ) 2 = Part Time
( ) 3 = Auxiliary

Concurrent
( ) 6 = Full Time
( ) 7 = Part Time

Correctional
( ) 4 = Full Time
( ) 5 = Part Time
( ) 9 = Auxiliary
( ) 8 = Correctional Probation

4. AGENCY ORI NO: FL 0060000

5. AGENCY NAME:

BROWARD SHERIFF'S OFFICE

6. DATE COMPLETED 40 HOURS:

06 (mo.) . 12 (day) . 89 (yr.)

7. LIST TRAINING USED TO FULFILL RETRAINING REQUIREMENT:

TYPE*	NAME OF COURSE	TOTAL HRS.
1	INTEGRATION OF OPERATIONAL SKILLS FOR LAW ENFORCEMENT OFFICERS	48 hours
	(The above course consists of the following:	
	This three phase 48 hour program consists of 16 hours of AAA	
	Defensive Driving Course, 16 hours of firearms, defensive	
	tactics, bomb and arson and crime scene procedures and 16 hours	
	of job related training in the areas of child abuse, child	
	pornography, crime and the aged, stress and diet, spouse abuse,	
	substance abuse, recent court decisions and new laws and	
	performance appraisal.)	

*Types of training explained on back of form.

I hereby certify that the above named officer has completed 40 hours of **job related** mandatory retraining as prescribed by Section 943.135, Florida Statutes, and that evidence supporting this claim has been collected, verified, and is being maintained within the official records of this agency.

I fully understand that this notification constitutes an official statement under the purview of Section 837.06, Florida Statutes, is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this constitutes a misdemeanor of the second degree.

EMPLOYING AGENCY REPRESENTATIVE

Lt. Timothy J. Gillette
NAME (Please Type)

Acting Commander
TITLE (Please Type)

SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

Lt. Timothy J. Gillette
SIGNATURE

10-19-89
DATE OF SIGNATURE

CJSTC—52A Revised 7/1/87

EOG-02355

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE III SKILLS DEVELOPMENT INSERVICE TRAINING (16 hours)

offered by The Sheriff of Broward County

June 2, 1989
DATE

Timothy J. Gillette
INSTRUCTOR

Nick Navarro
SHERIFF

© 3065 491

LITHO IN U.S.A.

EOG-02356

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: February 1, 1989

MEMO TO: Capt. R. Banta, Commander
District 4

FROM: Sgt. B. Swift, Alpha Shift
District 4

SUBJECT: Deputy Scot Peterson, CCN 4308
Performance Evaluation

I have been directed by the Executive Officer to respond to Dep. Peterson's memo of January 31, 1989. Although I pointed out the appeal procidure to Dep. Peterson at the time of his review, he gave no indication of his intention to avail himself of it. I would point out to this deputy that if he does not care to deal with his supervisors in a forthright manner (at least at evaluation time) he will be likely always to wonder why things happen to him. He never mentioned to me that he considered this evaluation deplorable. In any case, I do not consider this to be a particulary bad evaluation.

With regard to attendance, Dep. Peterson's reference to his past history with BSO is irrelevant. Pursuant to the Policy and Procedures manual, Paragraph 3.7.3. B.2., I may consider only his performance during the rated period. Moreover, I am inclined to evaluate him only on the basis of my personal observations during the period he was assigned to the district.

In evaluating this deputies attendance, I used the criteria set forth in paragraph 3.7.6. In the particular event Dep. Peterson refers to, December 20, 1988, he reported [redacted] to work, but on the same day - slightly more than an hour after the end of his scheduled shift - he reported to the BSO range for training which he had requested to take on his own time. Due to an unrelated crisis which required me to see the District Commander upon his arrival, I was not able to be at the range at the start of the day. I did visit the range at the completion of my other duties. There I found Deputy Peterson, who looked to be healthy and happy. When I spoke to him he told me he [redacted] (Incidently, these discussions took place about 95 yards from any other person, not "in the presence of all the other deputies").

Keeping in mind that Deputy Peterson had also attended this class on the previous day, I presume from his explination that he was [redacted] at 1700 hours, [redacted] from 2230 to 0645 and [redacted] again at 0800. Refering to the criteria in subparagraph B.1.c. "Does he offer valid reasons..." and B.1.D. "What was his appearance..." I would have to say that Deputy Petersons' performance was not up to standard on that day.

In considering the verbal descriptors in the employee evaluation report, I would frankly consider him "avoidably absent" which would call for a numerical score of 40. I decided to rate him as "fair" for a numerical of 55 simply because I did not wish to be too hard on a new deputy, or place too much emphasis on the event, despite the fact that I consider this to be a serious breech of discipline.

Addressing the second issue of work attitude, I would first remind Dep. Peterson that this is not the same as initiative, where he scored quite well. His performance was evaluated on the criteria in paragraph 3.7.7. Looking at subparagraph B.2.a and c, I do not believe Dep. Peterson accepts and learns from criticism very well. The present exercise is one example. His reaction to the incident at the range is another. I come away with the impression that rather than face facts, ask questions and learn from his mistakes, he would rather evade and protest when discliplined. There have been other petty incidents where my suggestions have been occasionally disregarded, such as keeping his car cleaned up (note the score of 70 on care of equipment).

All of this might amount to an evaluation of "resists supervision" which would call for a numerical score of 40. But again, I wanted to give a new deputy the benefit of a doubt and consider also that he seems to work well with fellow employees when deciding on hs score.

The last point with which Deputy Peterson takes issue is his overall score. He argues that his monthly statisticts are good, therefore he deserves a higher rating. Of course his overall score is in reality a weighted average of his individual scores. If his monthly stats were all that mattered, we could all save ourselves a lot of trouble in going thru the evaluation process.

This deputies score is very much in line with the ratings I have given others of similar experience and ability, and it represents an average of his strenghs and weaknesses. In those areas where he is strong he was rated highly. Where he did less well, his score reflects that too. Finally, The reason why he is "having a difficult time understanding on (sic) why my overall average is can be rated fair to poor at best" is because he is not rated fair to poor. Paragraph 3.8 B. clearly shows a score of 75% to be above average job performance.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: January 30, 1989

MEMO TO: Captain R. Banta, District Commander
Department of Law Enforcement

FROM: Deputy Scot Peterson #4308, Alpha Shift
Department of Law Enforcement

SUBJECT: Appeal/Performance Evaluation Report

As pursuant to Chapter 3.7.3 (13), I am formally contesting my performance evaluation as it relates to attendance, work attitude, the written deficiency comments , and the overall grade average.

On January 28, 1989 I received my evaluation from Sergeant Bruce Swift. On this evaluation Sgt. Swift had rated me with a 55% in attendance. During the seven months that I have been assigned to District Four, I have only [redacted] once during this time period. As a matter of fact, during the 3½ years with the Sheriff's Office; this was the "first time" that I have ever [redacted] while being employed with this department.

I cannot understand how Sgt. Swift can score me with a 55% in attendance when I have [redacted] during my entire career with B.S.O. If Sgt. Swift has documentation to support this deplorable score in attendance, than at this time I would like to review these documents.

In my personal opinion, a score of 55% is extremely poor and I cannot remain silent and let this score and its written comments enter my permanent file without factual evidence to support this action.

I am also conte sting the comments in which Sgt. Swift had documented on #3 and #4 of my performance evaluation. Sgt. Swift states that my overall grade was "marred" by an incident that occurred in December 1988. This incident was in reference to the day [redacted] I remained home during my tour of duty and did not violate any section of Policy and Procedure. The following morning

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX [illegible]

DATE:

MEMO TO:

FROM:

SUBJECT: Continuation from page one:

on my own personal time I attended a B.S.O. auto pistol course. At approximately 11:00 am during the final phase of training, Sgt. Swift arrived at the range and removed me from the firing line in the presence of all the other Deputies. He than went on to say that I was [redacted] today and could not allow me to stay and complete the course. After unloading my weapon I departed from the range. At no time during this incident was I ever disrespectful or insubordinate toward Sgt. Swift.

I than returned home and contacted Rick Moss (F.O.P.). I contacted Moss in reference to what options I had to voice my feelings toward an action which was unjustified and was not a violation of Policy and Procedure. Approximately fifteen minutes later, Moss had called me back at my residence and stated I could return the course immediately and complete the training. I than returned to the range and completed the course.

Rick Moss advised me that the approval to return to the course was per Lieutenant Peart.

I am also contesting the score regarding my work attitude (70%) and my overall grade of 75%. I believe I have a very positive work attitude. I am requesting an explanation on why Sgt. Swift feels that my work attitude should only constitue a 70% which I regard as a poor rating.

I am very concerned on why Sgt. Swift feels that my overall average is only 75%. Since coming out to the district, my monthly statistics indicate that I am usually number one or two in the ratings.With this type of work performance, I'm having a difficult time understanding on why overall average can be rated fair to poor at best.

I have never had nor do I now have any animosity toward Sgt. Swift. All that I ask is to be evaluated fairly.

NICK NAVARRO
SHERIFF
BROWARD COUNTY

DATE:

MEMO TO:

FROM:

SUBJECT: Continuation from page two:

If Sgt. Swift has negative feelings toward me because of that incident at the gun range, than I am sorry to hear that. But my performance evaluations are extremely important to me. I do not believe my evaluation should indicate poor ratings due to an incident where I did nothing wrong whatsoever. The only thing I attempted to do was enhance my experience within the department by taking a training course on my own personal time. Now because of this incident, I feel very strongly that my on the job performance ratings are being negatively affected due to this past incident.

cc: Lieutenant C. Peart, District Four
Sergeant Bruce Swift, Alpha Shift
File

VBT

2243.00 ✓ FOP B A COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT 115B | 115C

NAME: Scott Peterson #4308

RATING PERIOD FROM: 2-1-89 TO: 2-1-90

JAN 26 PM 3:44

DIVISION: D.L.E. - Dist. IV

POSITION: Deputy Sheriff - Road Patrol

90 AVERAGE GRADE: 84.3%

		10	40	55	70	85	100
APPEARANCE:	WGT. 10	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	(86) Exceptionally well groomed. Professional appearance.	
ATTENDANCE:	10	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	(87) Never late. Absent only when unavoidable.	
WORK ATTITUDE:	10	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	(84) Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	
QUALITY OF REPORTS:	10	(84) Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.	
PUBLIC CONTACT:	15	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	(83) Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.	
INITIATIVE:	10	(82) Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.	
RULES & REGULATIONS:	10	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	(86) Very familiar with and never violates any;	
JOB DEPENDABILITY:	10	(85) Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.	
JUDGEMENT:	10	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	(83) Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.	
OPERATION & CARE OF EQUIPMENT:	05	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	(83) Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Sgt. D. Landry #1143 DATE: 1-18-90

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: _____ DATE: _____

DIVISION COMMANDER: Capt. Ron Bantz DATE: 1-22-90

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scott Peterson DATE: 1-18-90

EOG-02362

BSOA-P#6A 1M 6 71

MAR 0 2 1990

1. How long has employee worked ur ur supervision? approximately 1 nths

2. In what area does the employee need improvement? Employee does not need improvement in any particular area, although his initiative in field interrogations and traffic enforcement could be inproved on.

3. Why is this area deficient? Deputy has an average of only four (4) F.I.'s per month, only one (1) red light citation per month and only 1.5 stop sign citations per month.

4. What plans have been made to correct the deficiency noted in No. 2? Deputy has been counseled on the need to improve his field interrogations and traffic enforcement activity.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy is very dependable. He completes his assignments promptly and follow-up is seldom required. He requires little supervision in routine matters.

6. Other Comments: Deputy is an asset to the Broward Sheriff's Dept. He accepts the Depts goals and objectives. Deputy is recommended to receive his merit pay increase.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? Yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? During this rating period Employee has attended Seminars on Courtroom Testimony, Interviews & Interrogations, Counterfeit money and A.I.D.S.. Employee also participated in the S.I.T. program.

89 JAN 31 PM 1:14

224300 ✓

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

15A / 15B

NAME: PETERSON, SCOT R.

RATING PERIOD FROM: Feb. 1, 1987 TO: Feb. 1, 1988

DIVISION: D.L.E. District 4

POSITION: Deputy Sheriff

AVERAGE GRADE: 75.00

	10	40	55	70	85	100
APPEARANCE: WGT. 10	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing. (80)	Exceptionally well groomed. Professional appearance.	
ATTENDANCE: 10	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	(55) Fair in: ☐ Promptness ☒ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.	
WORK ATTITUDE: 15	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	(70) Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	
	100	85 (80)	70	55	40	10
QUALITY OF REPORTS: 10	Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.	
PUBLIC CONTACT: 5	Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere. (80)	Exceptional skill and ability in directing conduct/activity of people. Inspiring.	
	100	(85)	70	55	40	10
INITIATIVE: 10	Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.	
RULES & REGULATIONS: 10	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to. (75)	Very familiar with and never violates any;	
	100	85 (75)	70	55	40	10
JOB DEPENDABILITY: 10	Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks	
JUDGEMENT: 15	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations. (80)	Outstanding insight. Unusual ability in new situations. Requires minimum direction.	
OPERATION & CARE OF EQUIPMENT: 5	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	(70) Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.	

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: [signature] DATE: 1-28-89

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: [signature] DATE: 1-30-89

DIVISION COMMANDER: Capt. Ron Baxter DATE: 1-30-89

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-28-87

EOG-02364

BSOA-PMA IM 6 71

1. How long has employee worked under your supervision? Seven months

2. In what area does the employee need improvement? Attendance and Care of Equipment

3. Why is this area deficient? This deputy's evaluation for attendance, and his overall grade, is unfortunately marred by an incident in December in which he appeared to [redacted]

This deputy should also pay more attention to keeping his assigned car clean.

4. What plans have been made to correct the deficiency noted in No. 2? With regard to attendance, an on the spot correction was initiated, which was not well recieved by the deputy. However, there are no other incidents of this sort documented in the evaluation period.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): This deputy has been dependable in following instructions.

6. Other Comments: Merit increase is recomended.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? Yes

8. If not, explain N/A

9. What is the employee doing to improve himself overall? He has requested to attend many training classes.

VOCATIONAL & TECHNICAL ADULT EDUCATION

INDUSTRY SERVICES TRAINING

The Child Abuse
Coordination Committee
Broward County, Florida

Certificate of Completion

Presented to SCOT PETERSON

for the successful completion of EIGHT *hours*
of training in

Child Abuse Multidisciplinary Training Program
Course I

Administrator

NOVEMBER 22, 1988
Date

Chairperson

3-1-88

EOG-02366

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 DEFENSIVE DRIVING PHASE I (16 hours)

offered by The Sheriff of Broward County

October 18, 1988
DATE

INSTRUCTOR

SHERIFF

© GOES 461

EOG-02367

LITHO IN U.S.A.

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: May 16, 1988

MEMO TO: File

FROM: Mary McKeon, Clerical Assistant III
Personnel Division

SUBJECT: [redacted] and Scott Peterson's
New Title Adjustments -- "Deputy Sheriff Detention -CC."

Verifying our 04/21/88 work against the Personnel Change Report for 04/29/88, the three mentioned employees above did not appear on the report. On 05/12/88, I went to Accounting and asked Donna Mathis why the employee's title adjustments did not appear on the Personnel Change Report. She informed me that Kathy O'Brien made the changes because only job titles needed to be adjusted. The job title adjustments were changed before our paperwork was submitted to the Accounting Division.

Mary McKeon

/mm

cc: Maritza Rodriguez, Office Specialist
Diane Argenti, Supervisor of Personnel Division

Broward County Sheriff's Office

Certificate of Achievement

This certifies that

SCOTT PEDERSON

Has successfully completed a Course in

THE CRIMINAL ELEMENT OF SATANISM AND SANTA RIA CULTS

offered by The Sheriff of Broward County

Awarded this 11th Day of MAY, 19 88

Thomas J. McInerney
Commander, Training Division
Professional Standards Dept.

Nick Navarro
Sheriff

EGF-02369

LITHO IN U.S.A.

[redacted]ange in Status from F/T CORR. to F/T CONCURRENT

CRIMINAL JUSTIC TANDARDS AND TRAINING CC ISSION
REGISTRATION FORM

N/F

1. NAME: P E T E R S O N (Last name)
S C O T (First name) R (Intl.)

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE: (XX) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX: (XX) 1 = Male
( ) 2 = Female

CJSTC REGISTRATION DATE: 04 . 14 . 88 (Mo.) (Day) (Yr.)

5/12 RC

DATE of GRADUATION

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING REQUIREMENT

( ) 40 Hrs. ( ) 80 Hrs. (✓) 160 Hrs.
( ) 320 Hrs. ( ) No Training

Our records indicate the following Salary Incentive Monies:

Basic: — Career: — Educ.: 30

BASIC EMPLOYMENT INDICATOR: 02

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	( ) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	( ) 8 = Correctional Probation
(XX) 6 = Full Time	
( ) 7 = Part Time	( ) 0 = Railroad Security

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible, processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.
Prints (XXX) 0 = Yes ( ) 1 = No
If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held):

( ) GED	( ) HS	(XX) AA	( ) AS	( ) BA	( ) BS	( ) M	( ) PHD	( ) JD

9. AGENCY ORI NO: FL 0060000

10. STATE CLASS CODE:

11. EMPLOYMENT DATE: 03 (Mo.) 07 (Day) 88 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
( ) = Yes (XX) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 22,051 (Dollars only)

15. AGENCY NAME:
BROWARD COUNTY SHERIFF'S OFFICE

16. DUTY ASSIGNMENT:
FULL-TIME DETENTION DEPUTY
PART-TIME DEPUTY SHERIFF

17. CERTIFIED TRAINING SCHOOL:
BROWARD COMMUNITY COLLEGE

18. COURSE DATE:
CORRECTIONAL ENDING DATE: 2-5-86
Beginning: 3-7-88 Ending: 4-14-88 L.E. CROSS CERTIFICATION ACADEMY

CORRESPONDING CERTIFICATE NUMBER
CORRECTIONS: 03-85-502-10

L.E. NOT RECEIVED AS OF THIS DATE, CURRENTLY ATTENDING L.E. CROSS CERT. ACADEMY.

(Attach copies of all Florida Recruit Certificates)

19. TYPE OF CERTIFICATION:

	L.E.	CORR.	PROB.
Certificate of Recognition (or grandfathered)	( )	( )	( )
Certificate of Completion	( )	(XX)	( )
Certificate of Compliance	( )	( )	( )
Cert. of Comparative Comp.	( )	( )	( )
Auxiliary Certificate	( )	( )	( )
Compliance NOT Completed	(XX)	( )	( )

EOG-02370

CJSTC-14 Revised 10/1/86

BOB MARTINEZ
GOVERNOR

ROBERT R. DEMPSEY, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

BASIC RECRUIT CERTIFICATE
CROSS TRAINING
LAW ENFORCEMENT OFFICERS
220 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

BOBBY R. BURKETT, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

APRIL 14, 1988

[redacted]

ROD CASWELL, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

03-88-222-01

EOG-02371

STIPULATION/AGREEMENT

WHEREAS, the Sheriff of Broward County has determined that the agency will benefit from a cross-certification program for qualified personnel, and

WHEREAS, certain detention deputies and other personnel have been or will be selected to participate in the cross-certification program, and

WHEREAS, the expense of this cross-certification training will be paid by the Broward Sheriff's Office along with all regular employee benefits during training:

NOW, THEREFORE, in consideration of the foregoing and other valuable consideration which is hereby acknowledged, it is agreed as follows:

1. The deputy/employee will receive 220 hours of training at the Criminal Justice Institute. Said training shall be paid for by the Sheriff of Broward County.

2. Said training will be conducted during the deputy's/employee's regular duty hours with the Broward Sheriff's Office.

3. For and in consideration of the above training and other benefits, the undersigned deputy/employee agrees to continue in the employ of the Broward Sheriff's Office, serving at the Sheriff's pleasure, for a two-year period after the conclusion of the said cross-certification training.

WITNESS

Dep Scot Petersen 4308
DEPUTY/EMPLOYEE
Scot Petersen

WITNESS

NICK NAVARRO
SHERIFF OF BROWARD COUNTY

3/8/88
DATE

BY
AUTHORIZED SIGNATURE

FDLE

Florida Department of Law Enforcement

Robert R. Dempsey
Commissioner

Division of Criminal Justice Standards and Training

P.O. Box 1489
Tallahassee, Florida 32302
(904) 487-0491

March 8, 1988

MEMORANDUM:

TO: Broward County S.O.
Personnel Department

FROM: A. Leon Lowry, Chief, Bureau of Standards, Division of Criminal Justice Standards and Training

SUBJECT: Scott K. Peterson

SSN: [redacted]

Staff has reviewed your request for evaluation of criminal justice training, education and work experience for equivalency of training on behalf of the above referenced individual. The required training will be presented at the next scheduled Commission Meeting.

160 hour Law Enforcement Cross Training / Firearms

Staff will notify you in writing of any deviation from the required training by the Criminal Justice Standards and Training Commission.

Effective July 1, 1985, all individuals temporarily employed or appointed under the provision of Section 943.131, F.S., must complete Firearms Training prior to employment. **If you have not registered this individual with the Division, please provide the necessary documentation, along with a copy of the Equivalency of Training Information Statement and a copy of this memorandum.**

****PLEASE NOTE:** If supplemental training is required, then salary incentive monies cannot be paid until required training is completed.

Commission Presentation Date: April, 1988

ALL/wrb

See attachment for training, effective July 1, 1988.

EOG-02373

NICK NAVARRO
SHERIFF

OFFICE OF THE
SHERIFF
BROWARD COUNTY

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

EMPLOYEE/APPLICANT Scot R. Peterson

HAS SUCCESSFULLY COMPLETED THE BACKGROUND INVESTIGATION AS REQUIRED BY STATE STATUTES 943, TO THE SATISFACTION OF THE AGENCY AND THE MORAL CHARACTER REQUIREMENT OF THE STATE STATUTES.

3-1-88
DATE APPROVED

E GROSS
INVESTIGATOR SIGNATURE

AML/cm

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: FEBRUARY 5, 1988

MEMO TO: SCOT PETERSON
DETENTION

FROM: CAROL MILLS
PERSONNEL DIVISION

SUBJECT: REQUIREMENTS FOR CROSS CERTIFICATION ACADEMY PROCESSING

UPON PRELIMINARY REVIEW OF YOUR PERSONNEL JACKET FOR REQUIRED DOCUMENTATION FOR F.D.L.E. CERTIFICATION PROCESS FOR CONCURRENT DEPUTY (CROSS CERTIFIED) STATUS, THE FOLLOWING DOCUMENTATION AND TESTING PROCEDURES WILL HAVE TO BE COMPLETED PRIOR TO ANY FURTHER TESTING FOR CONCURRENT STATUS.

XXX COPY OF VALID FLORIDA DRIVER'S LICENSE.

_____ COPY OF SOCIAL SECURITY CARD IN YOUR CURRENT NAME.

_____ COPY OF LEGIBLE BIRTH CERTIFICATE.

_____ COPY OF STATE CERTIFICATION IN CORRECTIONS.

_____ COPY OF DOCUMENTATION VERIFYING GRADUATION FROM ACCREDITED HIGH SCHOOL, G.E.D., OR COLLEGE.

XXX OTHER WRITTEN AND PHYSICAL AGILITY TEST.

ALSO PRIOR TO ANY FURTHER TESTING FOR ELIGIBILITY INTO THE NEXT CROSS CERTIFICATION ACADEMY, THE WRITTEN AND PHYSICAL AGILITY MUST BE COMPLETED. WHEN COMPLETED, CONTACT ME AS SOON AS POSSIBLE IN ORDER THAT I CAN EXPEDITE YOUR FILE FOR CONTINUATION OF PROCESSING. ALL ABOVE REQUESTED DOCUMENTATION MUST BE SUBMITTED TO ME TO ALSO BE ELIGIBILE FOR CONTINUATION OF PROCESSING.

IF THERE IS ANY FURTHER INFORMATION THAT YOU MIGHT REQUIRE CONCERNING THIS MATTER, I CAN BE REACHED AT 765-8900 EXT. 408.

AML/cm

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

1987 DEC -4 PM 2:42

87-004

DATE: DECEMBER 2, 1987

MEMO TO: DIRECTOR BRUCE HAMERSLEY
PROFESSIONAL STANDARDS

FROM: SHERIFF NICK NAVARRO

SUBJECT: CROSS-CERTIFIED DEPUTIES

RECEIVED
DEC 4 1987
PERSONNEL

There has been an apparent confusion in the pay status of Deputy Sheriffs who are cross-certified, and then reassigned from the Department of Detention to the Department of Law Enforcement.

My policy is and has been as follows:

1. This is considered a lateral move on the part of the personnel involved.

2. A cross-certified Deputy moving laterally from Detention to Law Enforcement and making less than the starting pay for Law Enforcement will move up to that starting pay (Step 15A).

3. A cross-certified Deputy moving laterally from Detention to Law Enforcement and making more than the starting pay for Law Enforcement will start in pay Range 15 at an amount equal to what the Deputy is making in Range 13 (Example: from 13D to 15B).

4. The anniversary date of cross-certified Deputies will not change.

5. The longevity eligibility date of cross-certified Deputies will not change.

Please take the appropriate steps to insure that the Personnel Division follows this policy and implement needed procedures to comply with this policy.

NN/LFC/et

Nick Navarro
Sheriff Nick Navarro

cc: Colonel Edward Werder, Chief of Staff
Commander Leo F. Callahan
Assistant to the Sheriff for Operations
Lt. Colonel Martin Rahinsky, D.L.E.
Director Michael Woodruff, Finance and Budget
Director Willis Roberts, Detention
Commander Ann Lee, Personnel

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: October 15, 1987 87-483

MEMO TO: ALL NEW BSO NON-CERTIFIED RECRUITS

FROM: Commander Thomas J. McInerney
Training Division

SUBJECT: PROHIBITION ON LAW ENFORCEMENT ACTIVITY

This is to advise you that while you are a non-certified law enforcement recruit, you are prohibited from taking any action in an official capacity under the color of law.

TJM/do

Scot Peterson

Employee Scot Peterson 4308

3-17-88

Date

Commander/Police Academy

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: August 9, 1987

MEMO TO: PERSONNEL DIVISION

FROM: Deputy Scot Peterson, 4308

SUBJECT: SICK LEAVE BONUS DAY

Deputy Scot Peterson HAS TAKEN NO SICK LEAVE SINCE July 22, 1985.

THIS EMPLOYEE IS ENTITLED TO ONE (1) BONUS DAY TO BE USED AND TAKEN BY Jan. 22, 1987.

SIGNATURE OF SUPERVISOR 2905

SIGNATURE OF EMPLOYEE 4308

BSO AP #23 (REV: 1/85)

NICK NAVARRO
SHERIFF
BROWARD COUNTY
P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: JULY 13, 1987

MEMO TO: SCOT PETERSON
DETENTION

FROM: Carol Mills
Personnel Technician

SUBJECT: [redacted]

This is to advise you that you have met the criteria for membership in the [redacted].

In the month of AUGUST you should notice a deduction from your accumulated [redacted] on your pay check. For the contribution of eight (8) hours, you will now be eligible for up to 640 hours of time from the employees' [redacted].

At that time, your supervisor would advise Personnel and a meeting of the [redacted]

Welcome Aboard!

ALM/cm

THE FOLLOWING QUESTIONS ARE TO BE ANSWERED BY EMPLOYER, SCHOOL OFFICIAL, OR PERSONAL REFERENCE

1. WHAT IS YOUR RELATIONSHIP TO THE APPLICANT? (Check one)	2. HOW LONG HAVE YOU KNOWN THE APPLICANT? FROM (Month and Year)	TO (Month and Year)	3. POSITION HELD IN JOB OR HIGHEST GRADE COMPLETED IN SCHOOL
X EMPLOYER	7/22/85	present	CERTIFIED DETENTION DEPUTY
SCHOOL OFFICIAL	4. IF APPLICANT LEFT JOB OR SCHOOL, GIVE REASON		
CHURCH OFFICIAL	PRESENTLY EMPLOYED		
NEIGHBOR			
FRIEND			
OTHER (Specify)			

HOW DO YOU RATE APPLICANT'S	(Check one) OUTSTANDING	EXCELLENT	AVERAGE	UNSATISFACTORY	6. KNOWN SKILLS POSSESSED (Elaborate under REMARKS. e.g., education, training, experience, advancements and potential in these skills.)	(Check one) OUTSTANDING	EXCELLENT	AVERAGE	UNSATISFACTORY
TRUSTWORTHINESS?									
GENERAL INTELLIGENCE?									
ABILITY TO WORK HARMONIOUSLY WITH OTHERS?									
INITIATIVE?									
JUDGMENT?									
SELF-CONFIDENCE?									
HOME ENVIRONMENT?									
LEADERSHIP?									
EMOTIONAL STABILITY?									

Please answer the following questions to the best of your knowledge. For "YES" answers please provide particulars under REMARKS.

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
7. HAS THE APPLICANT EVER BEEN MARRIED?			11. HAS THE APPLICANT EVER BEEN SUSPENDED, EXPELLED OR DISMISSED FROM SCHOOL?		
8. HAS THE APPLICANT SERVED IN ANY OF THE ARMED FORCES? (If "yes" specify which service under REMARKS)			12. HAS THE APPLICANT ANY CHRONIC AILMENT OR PHYSICAL DEFECTS?		
9. IS THE APPLICANT ADDICTED TO THE USE OF ALCOHOL OR HARMFUL DRUGS?			13. IS THERE ANY REASON WHY YOU WOULD NOT RECOMMEND THIS PERSON FOR A POSITION OF TRUST?		
10. HAS THE APPLICANT EVER BEEN DISCHARGED FROM EMPLOYMENT FOR INEFFICIENCY, NEGLECT OF DUTY OR MORAL UNFITNESS?					

REMARKS (Indicate item number to which remarks apply)

DATE	TYPED NAME AND TITLE OF REFERENCE	SIGNATURE
7/10/87	LORRAINE DE LOSH, Administrative Sec/ Personnel Division	Lorraine De Losh

EOG-02381

*U.S. GOVERNMENT PRINTING OFFICE 1981 341-646/8592

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DEPUTY SHERIFF'S OATH OF OFFICE

I, Scot Ralph Peterson, DO SOLEMNLY SWEAR THAT I WILL SUPPORT, PROTECT AND DEFEND THE CONSTITUTION AND GOVERNMENT OF THE UNITED STATES AND OF THE STATE OF FLORIDA; THAT I AM DULY QUALIFIED TO HOLD OFFICE UNDER THE CONSTITUTION OF THE STATE AND THAT I WILL WELL AND FAITHFULLY PERFORM THE DUTIES OF DEPUTY SHERIFF FOR THE BROWARD COUNTY SHERIFF'S OFFICE AS PER MY JOB DESCRIPTION, SO HELP ME GOD.

Scot Peterson
SIGNED

Scot Peterson 4308
PRINT NAME, CCN#

STATE OF FLORIDA)
)
COUNTY OF BROWARD)

Subscribed to and Sworn to before me this 3rd day of January, 1989.

Betty Jo Weidner
NOTARY PUBLIC

Notary Public, State of Florida
My Commission Expires Jan. 18, 1990
Bonded Thru Trey, Fain & Lawrence Ins.

(SEAL)

COMMISSION EXPIRES

EOG-02382

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE II FIREARMS IN-SERVICE TRAINING (16 HOURS)

offered by The Sheriff of Broward County

January 24, 1989

DATE

Thomas J. McInerney

INSTRUCTOR

Nick Navarro

SHERIFF

© GOES 461

LITHO IN U.S.A.

EOG-02383

Certificate of Attendance
Law Enforcement Seminar

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

1988/89 PHASE II FIREARMS IN-SERVICE TRAINING (16 HOURS)

offered by The Sheriff of Broward County

January 24, 1989

DATE

Thomas J. McInerney

INSTRUCTOR

Nick Navarro

SHERIFF

EOG-02384

LITHO IN U.S.A.

Certificate of Achievement

this is to certify that

SCOT R. PETERSON

has attended

DESIGNER DRUGS
(8 HOURS)

offered by Broward Community College

JANUARY 12, 1989

Director, Criminal Justice Institute

President

BROWARD COUNTY SHERIFF'S (CE
OFFICIAL TRANSCRIPT REQUEST
AND OFFICIAL LETTER
(EDUCATIONAL SALARY INCENTIVE PROGRAM)

TO: REGISTRAR, Florida International University DATE 12-30-88
NAME OF SCHOOL

LAW ENFORCEMENT OFFICER ✓ OR CORRECTIONAL OFFICER _____

RESPECTULLY REQUEST THE OFFICIAL TRANSCRIPT AND AN OFFICIAL LETTER INDICATING THE DATE ON WHICH THE DEGREE REQUIREMENTS WERE EARNED OF THE FOLLOWING NAMED INDIVIDUAL BE FURNISHED FOR THE PERIOD INDICATED BELOW:

DATES ATTENDED _____ DATE OF BIRTH [redacted]

STUDENT NAME PETERSON (LAST) SCOT (FIRST) R. (MI)

MAIDEN NAME (IF APPLICABLE) N/A

SOCIAL SECURITY NUMBER [redacted] STUDENT NUMBER [redacted]

STUDENT'S MAJOR Criminal Justice DATE DEGREE CONFERRED _____

AUTHORIZATION IS GRANTED FOR OFFICIAL TRANSCRIPTS TO BE FURNISHED. ATTACHED IS CHECK/MONEY ORDER IN THE AMOUNT OF _____ TO COVER THE COST OF THE TRANSCRIPTS.

SEND ONE OFFICIAL TRANSCRIPT AND OFFICIAL CONFERRING LETTER TO:

PERSONNEL DIVISION
BROWARD COUNTY SHERIFF'S OFFICE
2600 S.W. 4th AVENUE
FORT LAUDERDALE, FL 33315

TRANSCRIPT REQUEST AND OFFICIAL LETTER ACKNOWLEDGEMENT

Scot R Peterson 12-30-88
STUDENT'S SIGNATURE

Beverley Armstrong
SIGNATURE OF AGENCY ADMINISTRATOR
COMMANDER OF PERSONNEL

NOTICE TO REGISTRAR: PLEASE ATTACH A COPY OF THIS TRANSCRIPT REQUEST FORM TO THE TRANSCRIPT AND OFFICAL LETTER CONFERRING DEGREE EARNED TO OUR DEPARTMENT.

PLEASE SUBMITT THE NAME OF THE ACCREDITING AGENCY FOR YOU COLLEGE:

_____

BSOAP#30 (REVISED 4/87)

NOTE: IF A DEGREE HAS BEEN RECEIVED, ONLY FORWARD OFFICIAL COPY OF TRANSCRIPTS CONFERRING THIS AND ACCREDITING AGENCY FOR COLLEGE.

Scott R. Peterson

[redacted]

W/M

CC Deputy

INVESTIGATOR'S DRUG SCHOOL

Certificate of Completion

Street Level Drug Enforcement

16 Hour Seminar

for

SCOT PETERSON

12 & 88

Certified

Al Ortenzo

Director

EXG-02388

Broward County Sheriff's Office

Certificate of Achievement

This is to Certify that

SCOT PETERSON

Has successfully completed a Course in

AUTO PISTOL COURSE (16 hours)

offered by The Sheriff of Broward County

Awarded this 20th Day of December, 19 88

Thomas G. McNamee

Commander, Training Division
Professional Standards Dept.

Nick Navarro

Sheriff

EGG-02389

LITHO IN U.S.A.

RECEIPT FOR

BROWARD SHERIFF'S OFFICE

POLICY AND PROCEDURES MANUAL

I, Scot Peterson, have received
Print Employee's Name

manual # 1323 of the Broward Sheriff's Office Policy and Procedures Manual.

I understand I am responsible for maintaining and reading the contents of this manual.

My signature below attests to the fact that I have read this manual and I am generally familiar with the contents therein.

Scot Peterson
Employee's Signature

✓ 4308
CCN

12-10-87
Date

Time period for returning this receipt is (60) days from date of manual receipt.

Original to Research & Planning
Copy retained by Employee

1988 20 AM 8:43

V27111

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

(B)

NAME: Peterson, Scott #4308

RATING PERIOD FROM: 02-02-87 TO: 02-02-88

DIVISION: Detention-Classification

POSITION: Deputy

AVERAGE GRADE: 95.25

APPEARANCE: (100)

WGT 5

10	40	55	70	85
Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE: (100)

15

10	40	55	70	85
☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE:

10

10	40	55	70	85 90 100
Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS:

5

(100)	85	70	55	40 10
Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occasional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or inaccuracy. Some checking required.	Frequent error. Lacks thoroughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT:

5

10	40	55	70	85 95 100
Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE:

10

100 95	85	70	55	40 10
Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastinates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS:

20

10	40	55	70	85 95 100
Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any;

JOB DEPENDABILITY:

10

100 95	85	70	55	40 10
Shows unusual sense of responsibility. Totally reliable. Follow-up unnecessary.	Follows instruction. Completes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occasional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.

JUDGEMENT:

15

10	40	55	70	85 90 100
Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become erratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make decisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Requires minimum direction.

OPERATION & CARE OF EQUIPMENT: (100)

5

10	40	55	70	85
Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & maintenance of equipment utilized.	Careful of all eqpt. Has concern for condition of all equipment.	Very meticulous. Always considers as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Lt. D. Brown DATE: 01-11-88

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: Lt. C. Hughes DATE: 1-11-88

DIVISION COMMANDER: [signature] DATE:

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scott Peterson DATE: 01-11-88

~~EOG-02391~~

BSOA-P/BA 1M 6-71

1. How long has employee worked under your supervision? 9 Months

2. In what area does the employee need improvement? The only deficency would be lack of of experience.

3. Why is this area deficient? Deputy Peterson has worked in the Classification Dept. for a year, through experience and with time, he will continue to improve and gain the knowledge necessary.

4. What plans have been made to correct the deficiency noted in No. 2? Deputy Peterson is a self starter, when confronted with a problem he seeks the answers by asking questions and follows through with each assignment.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Deputy Peterson is extremely reliable, having earned several Bonus days since his employment with the Broward Sheriffs Office, working whatever overtime is necessary. When given special assignments he completes them thoroughly and follow up is seldom necessary.

6. Other Comments: As a Supervisor it is a pleasure to have a Deputy with the maturity and leadership qualities necessary to advance and continue to be a positive asset to the Broward Sheriffs Office.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization? YES

8. If not, explain

9. What is the employee doing to improve himself overall? Deputy Peterson is currently enrolled at F.I.U.

BROWARD COUNTY SHERIFF'S DEPARTMENT
PERFORMANCE EVALUATION REPORT

NAME: SCOT R. PETERSON

RATING PERIOD FROM: 2/1/86 TO: 2/1/87

DIVISION: MAIN JAIL / HOLDING

POSITION: CERTIFIED DETENTION DEPUTY

AVERAGE GRADE: 87.25

	10	40	55	70	85	100
APPEARANCE: WGT. 5	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.	(100)
ATTENDANCE: 15	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	Fair in: ☐ Promptness ☐ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.	(100)
WORK ATTITUDE: 10	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	(85) Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.	100
QUALITY OF REPORTS: 5	100 Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	85 Finds and corrects occasional errors. Accurate & neat. Clear and concise.	(70) Generally acceptable. Occasional error or inaccuracy. Some checking required.	55 Frequent error. Lacks thoroughness & neatness. Much checking required usually.	40 Unacceptable from am'nt of error, incompleteness and/or untidyness.	10
PUBLIC CONTACT: 5	10 Surly, touchy, or antagonistic. Lacks common courtesy. Authoritative.	40 Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	55 Usually courteous & effective in meeting and handling people.	70 Tactful & obliging. Good self control. Well mannered. Sincere.	(85) Exceptional skill and ability in directing conduct/activity of people. Inspiring.	100
INITIATIVE: 10	100 Seeks and sets for himself additional task. Shows much ingenuity.	(85) Alert to opportunity (A self starter)	70 A routine worker. Usually waits to be told.	55 Needs prodding. Procrastinates.	40 Has no initiative. Requires constant pushing.	10
RULES & REGULATIONS: 20	10 Totally disregards. Does not apply.	40 Needs to review. Frequent violation.	55 Generally acceptable. Occasional violation.	70 Has good working knowledge. Adheres to.	(85) Very familiar with and never violates any;	100
JOB DEPENDABILITY: 10	100 Shows unusual sense of responsibility. Totally reliable; Follow-up unnecessary.	(85) Follows instruction. Completes assignment promptly. Follow-up seldom required.	70 Generally does job from instructions given. Occasional follow-up required.	55 Often fails to carry out instructions. Loafs on job. Considerable follow-up.	40 Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks.	10
JUDGEMENT: 15	10 Very emotional. Makes snap judgements without any fact. Usually is incorrect.	40 Tendency to become erratic & hasty. Has difficulty comprehending a situation.	55 Generally applies training & experience to make decisions. Occasional error.	70 Considers situation and makes sound decisions in non-routine situations.	(85) Outstanding insight. Unusual ability in new situations. Requires minimum direction.	100
OPERATION & CARE OF EQUIPMENT: 5	10 Has no regard for value or condition. Abusive.	40 Neglectful.	55 Adequate in care & maintenance of equipment utilized.	70 Careful of all eqpt. Has concern for condition of all equipment.	(85) Very meticulous. Always considers as personal property all equipment.	100

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: Lt R. Parker DATE: 1/30/87

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: [signature] DATE: 1-30-87

DIVISION COMMANDER: Capt. W. Roberts DATE: 1-30-87

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 1/30/87

EOG-02393

BSOA-P/RA 1M 6-71

1. How long has employee worked under your supervision? 4 mos.
2. In what area does the employee need improvement? Quality of Reports
3. Why is this area deficient? Not enough experience in this field
4. What plans have been made to correct the deficiency noted in No. 2? A copy of the correct way to fill out an event report will be given to him to study & if he has any questions I will go over the report with him. Any additional information on report writing will be given to him
5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): Dep Peterson is very dependable on carrying out his assigned duties to the best of his ability. He has always reported for duty on time and hasn't called in sick in the four months under my supervision.
6. Other Comments: Dep Peterson has a good rapport with the detainees and fellow employees. He is very courteous, takes his job seriously, and I feel that he is a great asset to the Department.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization?
8. If not, explain
9. What is the employee doing to improve himself overall? Dep Peterson is attending FIU for BS in Criminal Justice.

BROW[redacted]D COUNTY SHERIFF'S DEPARTMEN[redacted]
PERFORMANCE EVALUATION REPORT

NAME: PETERSON, SCOT R.

RATING PERIOD FROM: Feb. 1, 1987 TO: Feb. 1, 1988

DIVISION: D.L.E. District 4

POSITION: Deputy Sheriff

AVERAGE GRADE: 75.00

APPEARANCE:

GT.	10	40	55	70 (80)	85 100
0	Sloppy dress. Dirty clothing. Slothful posture. Annoying habits/ mannerisms.	Should improve in care of person and/or clothing.	Generally acceptable appearance.	Presents favorable appearance. Usually neat and clean. Positive bearing.	Exceptionally well groomed. Professional appearance.

ATTENDANCE:

	10	40	55	70	85 100
0	☐ Habitually late ☐ Habitually absent	☐ A minuteman. ☐ Avoidably absent	(55) Fair in: ☐ Promptness ☒ Attendance	Prompt and dependable.	Never late. Absent only when unavoidable.

WORK ATTITUDE:

	10	40	55	(70)	85 100
5	Uncooperative. Antagonistic. Upsets morale. Defies all supervision.	Indifferent. Sometimes irritates others. Resists supervision.	Reasonably cooperative. Shows interest. Accepts supervision.	Congenial and cooperative nature. Supports supervision and policy.	Goes out of way to co-operate. Morale booster. Never a bad word and do anything type person.

QUALITY OF REPORTS:

	100	85 (80)	70	55	40 10
0	Consistantly high degree of accuracy, neatness & thorough. Outstanding quality.	Finds and corrects occas-ional errors. Accurate & neat. Clear and concise.	Generally acceptable. Occasional error or in-accuracy. Some checking required.	Frequent error. Lacks thor-oughness & neatness. Much checking required usually.	Unacceptable from am'nt of error, incompleteness and/or untidyness.

PUBLIC CONTACT:

	10	40	55	70 (80)	85 100
5	Surly, touchy, or anta-gonistic. Lacks common courtesy. Authoritative.	Indifferent. Lacks sincerity. Numerous complaints. Rude & abrupt.	Usually courteous & effective in meeting and handling people.	Tactful & obliging. Good self control. Well mannered. Sincere.	Exceptional skill and ability in directing conduct/activity of people. Inspiring.

INITIATIVE:

	100 (85)	70	55	40 10
0	Seeks and sets for himself additional task. Shows much ingenuity.	Alert to opportunity (A self starter)	A routine worker. Usually waits to be told.	Needs prodding. Procrastin-ates.	Has no initiative. Requires constant pushing.

RULES & REGULATIONS:

	10	40	55	70 (75)	85 100
0	Totally disregards. Does not apply.	Needs to review. Frequent violation.	Generally acceptable. Occasional violation.	Has good working knowledge. Adheres to.	Very familiar with and never violates any.

JOB DEPENDABILITY:

	100	85 (75)	70	55	40 10
0	Shows unusual sense of responsibility. Totally re-liable. Follow-up unnec-essary.	Follows instruction. Com-pletes assignment promptly. Follow-up seldom required.	Generally does job from instructions given. Occas-ional follow-up required.	Often fails to carry out instructions. Loafs on job. Considerable follow-up.	Refuses responsibility or direction. Unreliable. Requires constant follow-up for all tasks

JUDGEMENT:

	10	40	55	70 (80)	85 100
5	Very emotional. Makes snap judgements without any fact. Usually is incorrect.	Tendency to become er-ratic & hasty. Has difficulty comprehending a situation.	Generally applies training & experience to make de-cisions. Occasional error.	Considers situation and makes sound decisions in non-routine situations.	Outstanding insight. Unusual ability in new situations. Re-quires minimum direction.

OPERATION & CARE OF EQUIPMENT:

	10	40	55	(70)	85 100
5	Has no regard for value or condition. Abusive.	Neglectful.	Adequate in care & main-tenance of equipment utilized.	Careful of all eqpt. Has con-cern for condition of all equipment.	Very meticulous. Always con-siders as personal property all equipment.

This report is based on my observation and knowledge. It represents my best judgement of the employee's performance.

RATER: [signature] DATE: 1-28-88

I have reviewed this rating report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

REVIEWER: _____ DATE: _____

DIVISION COMMANDER: _____ DATE: _____

I certify that this rating was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

EMPLOYEE: Scot Peterson DATE: 01-28-87

APPRAISE 71

EOG-02395

1. How long has employee worked under your supervision? Seven months

2. In what area does the employee need improvement? Attendance and Care of Equipment

3. Why is this area deficient? This deputy's evaluation for attendance, and his overall grade, is unfortunately marred by an incident in December in which he appeared to [redacted]

[redacted]

This deputy should also pay more attention to keeping his assigned car clean.

4. What plans have been made to correct the deficiency noted in No. 2? With regard to attendance, an on the spot correction was initiated, which was not well recieved by the deputy. However, there are no other incidents of this sort documented in the evaluation period.

5. Discuss your evaluation of the employee's Job Dependability. (Cite examples): This deputy has been dependable in following instructions.

6. Other Comments: Merit increase is recomended.

TO BE COMPLETED AFTER EVALUATION CONFERENCE

7. Does the employee fully understand his job duties and responsibilities in the organization?

8. If not, explain

9. What is the employee doing to improve himself overall? He has requested to attend many training classes.

CRIMINAL JU[redacted]E STANDARDS AND TRAINI[redacted]COMMISSION

FINGERPRINT NOTIFICATION

1 NAME [redacted]
(Last name)
SCOT R
(First name) (Init.)

2 SSN [redacted]

3 EMPLOYMENT CODE

Law Enforcement	Correctional
( ) 1 = Full Time	(XX) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

NOTICE

Any officer hired after November 1984, must have a legible processed fingerprint card in the agency's personnel file. This card must be processed through the F.B.I. and F.D.L.E. fingerprint process. If applicable, the officer's certificate of compliance may now be released.

4 DEPARTMENT ORI NO FL 006000 0

5 DEPARTMENT NAME
BROWARD COUNTY SHERIFF'S OFFICE

6 (XXX) 9 = Yes - Have processed fingerprints

7 08 (Mo.) 05 (Day) 85 (Yr.) Date stamped on back of fingerprint card - "Return Print Recorded"

8 07 (Mo.) 22 (Day) 85 (Yr.) Date of registration indicated on returned CJSTC-14.

TYPED EMPLOYING AGENCY REPRESENTATIVE

ANN LEE
NAME

COMMANDER, PERSONNEL DIVISION
TITLE

SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

Ann Lee

Nov. 24, 1986
DATE OF SIGNATURE

EOG-02397

D. ROBERT GRAHAM
GOVERNOR

ROBERT R. DEMPSEY, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

BASIC RECRUIT CERTIFICATE
BASIC RECRUIT
CORRECTIONAL OFFICERS
400 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

WALTER C. HEINRICH, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DARYL G. McLAUGHLIN, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

FEBRUARY 05, 1986 [redacted] 03-85-502-10

EOG-02398

TEMPORARY EMPLOYMENT STATEMENT

NAME: PETERSON, SCOT RALPH

SSN: [redacted]

DATE: July 22, 1985

Total authorized positions: 304

Total positions filled: 298

Total population served: Broward County over one ~~million~~

Employing Agency: Broward County Sheriff's Office

Law Enforcement: _____ Correctional: X

The above referenced individual has been temporarily employed or appointed under the provisions of Section 943.131, F.S., and complies with the qualifications for employment or appointment as outlined in Section 943.13(1)-(8), F.S. The temporary employment is required due to the following circumstances which constitute a critical need:

Federally mandated, opening of new facilities,

shortage of personnel, personnel working overtime

The individual will be enrolled in the next approved training program within the geographic area, or assigned state training program for a state officer, or is currently enrolled in an approved training program. The individual is or will be attending an approved training program at

Broward Community College

It is acknowledged that the individual may function as a law enforcement or correctional officer for a period of time not to exceed 180 days at which time the officer will be enrolled in a basic recruit training course. The officer will be adequately supervised by a certified law enforcement or correctional officer of the same discipline.

Signature of Employing Agency Representative

Instructions to Employing Agency: This form is to be completed by and retained in the files of the employing agency with other required documents verifying compliance with the qualifications for employment or appointment outlined in Section 943.13(1)-(8), F.S. When the individual has successfully completed the required basic recruit training program and processed fingerprints are on file with the employing agency, the compliance certificate may be released to the officer.

BS64/E1

EOG-02399

OFFICE OF THE
SHERIFF
BROWARD COUNTY

NICK NAVARRO
SHERIFF

P.O. BOX 9507
FORT LAUDERDALE, FLORIDA 33310

IN REPLY REFER TO:

EMPLOYEE Scot R. Peterson, HIRED ON 7-22-85, UNDER THE TEMPORARY EMPLOYMENT STATUS, WILL NOT BE AUTHORIZED TO CARRY A FIREARM UNTIL COMPLETION OF THE STATE FIREARMS TRAINING,. AS REQUIRED BY THE F.D.L.E. POLICY AND PROCEDURES MANUAL PAGE 2.8(J4).

Al Lee
SIGNATURE OF EMPLOYING AGENCY REPRESENTATIVE

AML/cm

AFFIDAVIT OF

COMPLIANCE

Name of Applicant: PETERSON, SCOT RALPH

Applicant Social Security Number [redacted]

Employing Agency Name: Broward County Sheriff's Office

ORI Number: FL 0060000

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and Section 943.131, Florida Statutes, or any rules adopted pursuant thereto.

I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06, Florida Statutes, is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

7/19/85
Date

Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 19 day of July A.D. 19 85.

Notary Public

My commission expires Notary Public, State of Florida My Commission Expires Dec. 14, 1985 Bonded Thru Troy Fain-Insurance, Inc.

CJSTC-53

(New 10-1-84)

BS64/B

EOG-02401

CRO[redacted]TCATION

EQUIVALENCY OF TRAINING INFORMATION STATEMENT

Applicant's Name SCOT R. PETERSON SSN [redacted]

Employing Agency BROWARD COUNTY SHERIFF'S OFFICE

Per Section 943.131(2), F.S., the following is a summary of the criminal justice training, education, and work experience of the above referenced individual for determination of equivalency of training by the Criminal Justice Standards and Training Commission. The information has been verified by appropriate documentation and complete background investigation, and is on file with the employing agency.

CRIMINAL JUSTICE TRAINING

Course Title	Year	No. of Hours
BASIC RECRUIT CERTIFICATE, BASIC RECRUIT; CORRECTIONAL OFFICERS, 03-85-502-10	1986	400

EDUCATION (list degrees and major, or credit hours and subject)

MIAMI-DADE COMMUNITY COLLEGE, A.A., CRIMINAL JUSTICE, 7/84

CRIMINAL JUSTICE EXPERIENCE

Agency	From	Until
BROWARD COUNTY SHERIFF'S OFFICE, DETENTION DEPUTY	7/85	CURRENT

Signature of Employing Agency Representative

EOG-02402

BROWARD COUNTY SHERIFF'S OFFICE
OFFICIAL TRANSCRIPT REQUEST
(Educational Salary Incentive Program)

To: Registrar, Fla. International University (Name of School) DATE 7-22-85

Law Enforcement Officer _____ Correctional Officer ✓

Respectfully request one official transcript of the following named individual be furnished for the period indicated below:

Dates Attended January 85 - Present Date of Birth [redacted]

Student Name Peterson (Last) Scot (First) Ralph (MI)

Maiden Name (if appropriate) N/A

Social Security Number [redacted] Student Number [redacted]

Student's Major Criminal Justice Date Degree Conferred N/A

Authorization is granted for official transcripts to be furnished. Attached is check/money order in the amount of _____ to cover the cost of the transcripts.

Send one official transcript to:

PERSONNEL
BROWARD COUNTY SHERIFF'S OFFICE
2600 S.W. 4th Avenue
Fort Lauderdale, Florida 33315

TRANSCRIPT REQUEST ACKNOWLEDGEMENT

Scot Peterson
Student Signature

Signature of Agency Administrator

Commander-Personnel
Title

NOTICE TO REGISTRAR: Please attach copy of this transcript request to the transcript sent to out department.

Please give us the name of the Accrediting Agency for your College _____

_____

BSOAP #30 (new 6/85)
EOG-02403

CRIMINAL JUST[illegible]STANDARDS AND TRAINING [illegible]MMISSION
REGISTRATION FORM

1. NAME: PETERSON (Last name) SCOTT (First name) R (Intl.)

CJSTC REGISTRATION DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

N/F 5D

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE:
(X) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX:
(X) 1 = Male
( ) 2 = Female

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING RECOMMENDATION
( )40 Hrs. or( )80 Hrs. or( )160 Hrs.
(must be approved by commission)

Our records indicate the following Salary Incentive Monies:

Basic: _____ Career: _____ Educ: _____

BASIC EMPLOYMENT INDICATOR: 03

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	(X) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.
Prints ( ) 0 = Yes (1) 1 = No
If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held):

( ) GED	( ) HS	(X) AA	( ) AS	( ) BA	( ) BS	( ) M	( ) PHD	( ) JD

9. DEPARTMENT ORI NO: FL 006000

10. STATE CLASS CODE: [illegible]

11. EMPLOYMENT DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
(X) = Yes ( ) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 15,203 (Dollars only)

15. DEPARTMENT NAME:
Broward County Sheriff's Office

16. DUTY ASSIGNMENT:
Detention Deputy/Cadet

17. CERTIFIED TRAINING CENTER:
Broward Community College

18. COURSE DATE:
Beginning: _____ Ending: _____

19. TYPE OF CERTIFICATION:

CORRECTIONAL OFFICER	LAW ENFORCEMENT OFFICER
( ) Certificate of Recognition (or grandfathered)	( ) Certificate of Recognition (or grandfathered)
( ) Certificate of Compliance	( ) Certificate of Completion
( ) Cert. of Comparative Comp.	( ) Certificate of Compliance
( ) Auxiliary Certificate	( ) Cert. of Comparative Comp.
(X) Compliance NOT Completed	( ) Auxiliary Certificate
	( ) Compliance NOT Completed

CORRESPONDING CERTIFICATE NUMBER
_____

EOG-02404

9

CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

Educational Salary Incentive Eligibility Form

1. NAME: PETERSON (Last name) SCOT (First name) R (Intl.)

2. SSN: [redacted]

3. EMPLOYMENT DATE: 07 (Mo.) - 22 (Day) - 85 (Yr.)

4. EMPLOYMENT CODE:

Law Enforcement	Correctional	Concurrent
( ) 1=Full Time	(X) 4= Full Time	( ) 6= Full Time

5. DEPARTMENT ORI NO.: FL 006000 0

6. DEPARTMENT NAME: Broward County Sherif's Office

7. EDUCATION:

(Circle highest grade level completed): 13 (14) 15 16 17 18 19 20

AND

(Check all degrees and diplomas held):

(X) AA	( ) AS	( ) BA	( ) BS	( ) M	( ) PHD	( ) JD

( ) EQUIV.

8. NAME OF COLLEGE(S) AND/OR UNIVERSITY(IES) Fla. Intn'l Univ, & Miami-Dade Com. Col

9. ACCREDITING AGENCY Southern Association

10. MAJOR Criminal Justice 11. DATE CONFERRED 7/26/84

12. IF NO DEGREE CONFERRED, INDICATE NUMBER OF HOURS EARNED: _____ SEMESTER HOURS

_____ QUARTER HOURS

13. IF NO DEGREE CONFERRED, INDICATE DATE ON WHICH 60 SEMESTER OR 90 QUARTER HOURS WERE EARNED: _____

I hereby attest that the above information is true and can be verified by official transcripts on file with the employing agency.

Sept. 20, 1985
Date

Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 20th day of Sept.

A.D. 19 85.

Notary Public

My Commission expires _____

FOR OFFICIAL USE ONLY

Per section 943.22, Florida Statutes, and 11B-14, Florida Administrative Code, the above referenced officer is eligible to receive a continuous monthly payment of Educational Salary Incentive monies in the amount indicated below:

_____ $30 per month Educational Salary Incentive HEGIS CODE

_____ $80 per month Educational Salary Incentive _____

_____ is the officer's date of eligibility to receive Educational Salary Incentive monies.

Date of Staff Review _____ Acknowledged by _____

Prev-Educ-Money _____ YTD-Educ-Money _____

EDUC-2405

CRIMINAL J [redacted] STANDARDS AND TRAINI [redacted] MMISSION
REGISTRATION FORM

1. NAME: PETERSON (Last name) SCOT (First name) R (Intl.)

CJSTC REGISTRATION DATE: 07 (Mo.) 22 (Day) 85 (Yr.) N/F 5D

2. SSN: [redacted]

3. DOB: [redacted] (Mo.) (Day) (Yr.)

4. RACE:
(X) 1 = White
( ) 2 = Black
( ) 3 = Hispanic
( ) 4 = Asian
( ) 5 = American Indian/Eskimo

5. SEX:
(X) 1 = Male
( ) 2 = Female

The above named applicant has been registered in the category designated in block 6 under Employment Code.

TRAINING RECOMMENDATION
( )40 Hrs. or( )80 Hrs. or( )160 Hrs.
(must be approved by commission)

Our records indicate the following Salary Incentive Monies:
Basic: _____ Career: _____ Educ: _____

BASIC EMPLOYMENT INDICATOR: 03

OFFICIAL USE ONLY

6. EMPLOYMENT CODE:

Law Enforcement	Correctional
( ) 1 = Full Time	(X) 4 = Full Time
( ) 2 = Part Time	( ) 5 = Part Time
( ) 3 = Auxiliary	( ) 9 = Auxiliary
Concurrent	**Railroad Security**
( ) 6 = Full Time	( ) 8 = Full Time
( ) 7 = Part Time	

7. FINGERPRINT NOTIFICATION:
We have in our possession a legible processed fingerprint card that has been through the FBI and the F.D.L.E. fingerprint process.
Prints ( ) 0 = Yes (1) 1 = No
If No, send CJSTC-53A, Fingerprint Notification Form upon receipt of fingerprints and release compliance certificate if applicable.

8. EDUCATION:
(Circle highest grade level completed): 6 7 8 9 10 11 12 13 (14) 15 16 17 18 19 20
AND
(Check all degrees and diplomas held): ( ) GED ( ) HS (X) AA ( ) AS ( ) BA ( ) BS ( ) M ( ) PHD ( ) JD

9. DEPARTMENT ORI NO: FL 0060000

10. STATE CLASS CODE: [redacted]

11. EMPLOYMENT DATE: 07 (Mo.) 22 (Day) 85 (Yr.)

12. Does this person have a TEMPORARY EMPLOYMENT AUTHORIZATION?
(X) = Yes ( ) = No

13. RANK: 01

14. YEARLY SALARY (full time only):
$ 15,203 (Dollars only)

15. DEPARTMENT NAME:
Broward County Sheriff's Office

16. DUTY ASSIGNMENT:
Detention Deputy/Cadet

17. CERTIFIED TRAINING CENTER:
Broward Community College

18. COURSE DATE:
Beginning: _____ Ending: _____

19. TYPE OF CERTIFICATION:

CORRECTIONAL OFFICER	LAW ENFORCEMENT OFFICER
( ) Certificate of Recognition (or grandfathered)	( ) Certificate of Recognition (or grandfathered)
( ) Certificate of Compliance	( ) Certificate of Completion
( ) Cert. of Comparative Comp.	( ) Certificate of Compliance
( ) Auxiliary Certificate	( ) Cert. of Comparative Comp.
(X) Compliance NOT Completed	( ) Auxiliary Certificate
	( ) Compliance NOT Completed

CORRESPONDING CERTIFICATE NUMBER
_____

EOG-02406

CRIMINAL JU[redacted]C_ _TANDARDS AND TRAINI[redacted]O ISSION

Educational Salary Incentive Eligibility Form

1. NAME: J R S E R S O N (Last name) S C O T T (First name) R (Intl.)

2. SSN: [redacted]

3. EMPLOYMENT DATE: 0 7 (Mo.) - 2 2 (Day) - [ ] (Yr.)

4. EMPLOYMENT CODE: Law Enforcement ( ) 1=Full Time; Correctional (X) 4= Full Time; Concurrent ( ) 6= Full Time

5. DEPARTMENT ORI NO.: F L 0 0 6 0 0 0 0

6. DEPARTMENT NAME: Broward County Sherif's Office

7. EDUCATION:
(Circle highest grade level completed): 13 14 15 16 17 18 19 20
AND
(Check all degrees and diplomas held): (X) AA ( ) EQUIV. ( ) AS ( ) BA ( ) BS ( ) M ( ) PHD ( ) JD

8. NAME OF COLLEGE(S) AND/OR UNIVERSITY(IES) Fla. Intn'l Univ, & Miami-Dade Com. Col

9. ACCREDITING AGENCY Southern Association

10. MAJOR Criminal Justice 11. DATE CONFERRED 7/26/84

12. IF NO DEGREE CONFERRED, INDICATE NUMBER OF HOURS EARNED: _____ SEMESTER HOURS

_____ QUARTER HOURS

13. IF NO DEGREE CONFERRED, INDICATE DATE ON WHICH 60 SEMESTER OR 90 QUARTER HOURS WERE EARNED: _____

I hereby attest that the above information is true and can be verified by official transcripts on file with the employing agency.

Sept. 20, 1985
Date

[signature]
Signature of Employing Agency Representative

WITNESS, my hand and official seal, this 20th day of Sept.

A.D. 19 85.

[signature]
Notary Public

My Commission expires _____.

FOR OFFICIAL USE ONLY

Per section 943.22, Florida Statutes, and 11B-14, Florida Administrative Code, the above referenced officer is eligible to receive a continuous monthly payment of Educational Salary Incentive monies in the amount indicated below:

X $30 per month Educational Salary Incentive HEGIS CODE

_____ $80 per month Educational Salary Incentive _____

2/5/86
The date of certification is the officer's date of eligibility to receive Educational Salary Incentive monies.

Date of Staff Review 10/15/85 Acknowledged by [signature]

Prev-Educ-Money _____ YTD-Educ-Money _____

EOG-02407

OATH OF LOYALTY

STATE OF FLORIDA

COUNTY OF Broward

I Scot R. Peterson A CITIZEN OF THE STATE OF FLORIDA AND OF THE UNITED STATES OF AMERICA, AND BEING EMPLOYED BY OR AN OFFICER OF Broward Sheriff's Office AND A RECIPIENT OF PUBLIC FUNDS AS SUCH EMPLOYEE OR OFFICER, DO HEREBY SOLEMNLY SWEAR OR AFFIRM THAT I WILL SUPPORT THE CONSTITUTION OF THE UNITED STATES AND OF THE STATE OF FLORIDA.

Scot Peterson

SIGNATURE

SUBSCRIBED AND SWORN TO BEFORE ME AT Broward Sheriff's Office

THIS 22 DAY OF July ,19 85.

TITLE: Lenn Landau

Notary Public, State of Florida
My Commission Expires Aug. 20, 1988
Bonded Thru Troy Fain - Insurance, Inc.

MY COMMISSION EXPIRES:

EOG-02408

[redacted] [redacted] [redacted]

Att: Leora Sanders

I am being processed for Detention Deputy. On June 20, 1985 I am taking my psychological and physical examinations. Here are some pertinent documents for my employment file.

note: I graduated from Miami Dade Community College with an A.A. Degree in Criminal Justice Administration, with a 4.0 grade point average (Highest honors - see transcripts)

Thank-you

Scot Peterson

6-14-85

EOG-02409

OFFICE OF THE VICE PRESIDENT
(305) 685-4211

May 11, 1984

Mr. Scot Ralph Peterson
[redacted]

Dear Scot:

I am writing this letter to congratulate you on your academic performance during your enrollment at Miami-Dade Community College. Our records indicate that you deserve special recognition because you have completed at least 45 credits with a cumulative grade point average of 4.00. Throughout your enrollment, you have continued to demonstrate a commitment to excellence in meeting the challenges of your program of study.

On behalf of the faculty and administration at North Campus, I extend our sincere compliments to you for your exceptional academic achievement. Miami-Dade offers many opportunities for superior students through the Emphasis on Excellence academic programs, student activities, and special services. I hope you will have had an occasion to experience these opportunities before you complete your program of study. We wish you success in your future academic endeavors and in attaining your educational and career goals. We are pleased to have you as a student at Miami-Dade.

Sincerely,

Roy G. Phillips

Roy G. Phillips
Vice President, North Campus

sl

Enclosure

EOG-02410

AFFIDAVIT OF

APPLICANT

Name: Peterson Scot R.
Last First Middle

SS Number [redacted] Employing Agency Brevard Sheriff's Office

(Please read carefully before signing)

I fully understand that, in order to qualify for employment as a law enforcement or correctional officer, I must fully comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of the United States.
3. Be a high school graduate or its equivalent.
4. Not have been convicted of any felony or any misdemeanor involving perjury or false statement nor have received a dishonorable or undesirable discharge from any of the Armed Forces of the United States.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

I further understand that by executing this document I am attesting that I have met the qualifications as specified. I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

NOTICE: This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

4-19-85 Scot Peterson
Date Signature of Applicant

WITNESS, my hand and official seal, this 19 day of April A.D. 19 85.

Dolly L. Miller
Notary Public

Notary Public, State of Florida
My Commission Expires Dec. 14, 1985
Bonded Thru Troy Fain - Insurance, Inc.

My commission expires .

CJSTC-52

(Revised 10-1-84)

BS64/A

American Red Cross

This certifies that

SCOT PETERSON

has completed the STANDARD FIRST AID and PERSONAL SAFETY course of instruction

at MIAMI-DADE COMMUNITY COLLEGE N

6/84
Date course completed

Jerome H. Holland
Chairman, American Red Cross

American Red Cross

This certifies that

SCOT PETERSON

has successfully completed a BASIC LIFE SUPPORT COURSE IN CARDIOPULMONARY RESUSCITATION

conducted at MIAMI-DADE COMMUNITY COLLEGE N

6/84
DATE CERTIFICATE EXPIRES

Chairman, American Red Cross

Certificate of Achievement

This is to certify that

Scot K. Peterson

has successfully completed

Armed Security Guard Academy #10-83

45 Hours

offered by Broward Community College

5/2/83 - 5/13/83

Robert Lacey
Director, Criminal Justice Institute

Hugh Adams
President

EOG-02413

*3 On June 1 [redacted]83, at 1:[redacted]M., a Broward Sheriff's officer brought in a white, male, incoherent offender. The arrestee produced no valid identification and refused to reveal his identity to me or the arresting officer. His behavorial characteristics showed that he might have some psychological disorders. He behaved in a catatonic state of mind. He seemed totaly unaware of his surroundings. All through the booking procedures the arrestee would not give any information and seemed completely incoherent throogh the entire booking procedure. (Initiation of booking procedure - 1:50 A.M.)

The "John Doe" was than placed in a holding cell. At approximately 2:45 A.M. we heard screams from the holding cell and Deputy Daniels replies that he smells smoke. We both approached the holding cell and heard the other arrestees scream, "the nut is burning up the place." At this time, two more

deputies arri[redacted] at the scene[redacted] Smith and Black) Smoke is present from underneath the door. Deputy Daniels opens the door and I observed the "John Doe" arrestee next to a smouldering mattress, and laughing. At that moment, Deputy Black and I put out the fire and Deputy Smith and Daniels removed the arrestees from the holding cell.

Due to the strange behavior of the arrestee, I would not have put him in the general arrestee population. It seems clear that the offender needed some type of psychological counseling and constant watch of his activities.

BROWARD COUNTY FLORIDA

OFFICE OF THE SHERIFF

WAIVER OF CONFIDENTIAL RECORDS

Permission is hereby given any agency of the government of the United States and/or any other agency, firm or corporation holding records considered confidential on me, to furnish the Broward County Sheriff's Office all information desired involving me in any way, upon request.

Such records I understand may include reasons for termination of employment, reasons for discharge from military service, criminal history, on the job performance, complete history of injuries suffered, including disability remaining, educational records, or any other personal information which may not otherwise be obtained without my prior agreement.

Signature Scot Peterson

Print Name Scot Peterson

Basic/Career/Educational

[redacted]

00-80-00
058 01/20/89
054 10/28/88 >4
047 12/16/88
068 02/20/87 >3
050 01/16/87
072 03/18/86 >2
020 01/21/86
061 01/29/85 >1
016 03/12/85
222 11/26/86 *
502 04/26/84 *

[redacted]

00-00-00 (B)

[redacted]

[redacted] Peterson, Scot

00-20-80
047 03/10/89 >1
020 01/27/89
222 04/14/88 *
502 02/05/86 *

(IBE)

[redacted]

00-20-00
020 01/27/89 >1
016 03/17/89
047 05/27/88
444 03/31/88 *
222 07/11/86 *
502 11/29/84 *

[redacted]

00-20-00
016 01/22/88 >1
050 07/17/87
222 06/09/88 *
502 11/13/86 *

CONTINUATION OF FDLE'S LIST OF CORRECTIONS PER MEMO 09/21/89--COPY ATTACHED, CORRECTION WILL BE SUBMITTED FOR OUR 11/01/89 DEADLINE. MM

[illegible] Avenue, Miami, Florida 33167

Dear Miami-Dade Honor Graduate:

While it is not possible to meet personally with each North Campus honor graduate, I do wish to extend to you, on behalf of the faculty, staff and myself, our congratulations on your outstanding achievement as a North Campus honor graduate.

The motto of Miami-Dade Community College is "Scientia est Potentia," or "Knowledge is Power," and honor graduates especially fulfill this College hope for all students.

Your performance, in the tradition of serious scholarship, has undoubtedly required sacrifices from you and your family. Certainly, it speaks to high ideals and aspirations that deserve recognition and encouragement. Whatever your goals may be, I wish you continued success and lifelong pleasure in learning.

Very sincerely yours,

Roy G. Phillips

Roy G. Phillips
Vice President, North Campus

mcd

EOG-02418

[redacted]
Page 2

career development, but not to exceed the maximum amount eligible to receive, when career development courses are completed. If an officer receives basic salary incentive money, it is never adjusted.

For example, officer [redacted] is receiving $25 basic, $60 career development, and $80 education salary incentive money. Since $25 + $60 + $80 = $165, which exceeds the maximum $130, his education money is reduced to $45, so $25 + $60 + $45 = $130, which is the maximum amount any officer can receive for salary incentive. If officer [redacted] completes another 80 hour block his career development money would increase to $80, his education money would decrease to $25, and his basic $25 will remain the same.

If you have any questions concerning this information or any problems working the Semi-annual report, feel free to contact this office at (904)488-8556.

Sincerely,

James T. Moore
Commissioner

A. Leon Lowry, II, Chief
Bureau of Standards
Division of Criminal Justice
Standards and Training

ALL/rc

Enclosure

LAWTON CHILES
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

SCOT R. PETERSON

[redacted]

INSTRUCTOR CERTIFICATION

CERTIFICATION EXPIRATION DATE 07/01/96

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

MARY LOU RAJCHEL, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JEFFREY W. LONG, DIRECTOR
DIVISION OF CRIMINAL JUSTICE
STANDARDS AND TRAINING

EOG-02420

FDLE
Florida Department of Law Enforcement

Instructor Certification Application

CJSTC 71

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

1. SSN [redacted]

2. Name: PETERSON (Last)
SCOT (First) R (MI)

3. Date of birth [redacted]

4. Ethnic group or race:
☐ Hispanic ☒ White
☐ Asian ☐ Other
☐ American Indian/Native Alaskan
☐ Black

5. Sex: ☒ Male ☐ Female

6. Enter X in the appropriate box that indicates your current status:
☒ Officer ☐ Non-Officer or Civilian

7. Employer: BROWARD SHERIFF'S OFFICE

8. Employer's address:
Street: 2600 SW 4TH AVE
City: FT. LAUDERDALE
State: FL
Zip code:

9. Training school number: 03

10. Training school name: BROWARD CO CRIMINAL JUSTICE INSTITUTE

11. Enter X in one of these boxes to show whether you're applying for new certification, renewing your current certification or applying for certification in additional subjects:
☒ New ☐ Renewal ☐ Add subjects

12. Enter X by each subject for which you're applying for certification:
☒ General Subjects ☐ Law
☐ K-9 ☒ Firearms
☐ Defensive Tactics ☐ Law Enforcement Driving
☐ First responder to Medical Emergencies

13. Applicant's signature: [signature]
05-13-92
Date signed

Having reviewed this applicant's credentials and abilities as required by Rule 11B-20, F.A.C., I recommend certification or certification renewal of this applicant.

14. Training school administrator's signature: [signature]
7-1-92
Date signed

CJSTC USE ONLY

[✓] General Subjects [ ] Law [ ] K-9 [✓] Firearms

[ ] Defensive Tactics [ ] Law Enforcement Driving [ ] First Responder to Medical Emergencies

[signature]
CJSTC signature

07-31-92
Approval Date

Effective 1/01/92 White Copy - Bureau of Standards Yellow Copy - Training School Pink Copy -Instructor

EOG-02421

BROWARD COUNTY SHERIFF'S OFFICE

DATE	MANUAL	DISTRIBUTION	SECTION	NUMBER
1 May 87	Policy and Procedures	All Employees	Personnel	3.7

6. The rating shall be submitted through the proper chain of command to the Personnel Division upon request.

7. The evaluation of the subordinate shall be prepared by the immediate supervisor of the employee.

8. Upon completion of the performance evaluation report and any required supportive data reports, such reports shall be submitted through the chain of command for review and countersignature.

9. After the evaluation is prepared and prior to submission through the chain of command, a consultation shall be held with the employee by the rating supervisor of which time the employee shall be fully apprised of his rating. The employee shall sign the rating form indicating that the rating has been discussed with him.

10. It is not necessary that the employee agree with his rating.

11. The employee may attach written comments to the evaluation providing any explanation he deems appropriate.

12. A copy of the completed evaluation report will be given to the employee.

13. If the employee desires to contest what he considers an unfair or unjust service rating, he may attach, in writing, any comment that he desires which would set forth the specific points to be contested. All superior officers up the chain of command shall attach such documentation as necessary to support the original rating if it is not amended by the rater. The division commander shall in all cases review and sign the rating. His signature shall serve as concurrence. In the case of a nonconcurrence report, a separate recommendation in writing shall be made by the division commander.

14. Upon receipt of the rating by the Personnel Division, it shall be reviewed for completeness of content and may be returned to division command for incompleteness and/or inconsistency in level of rating with supporting factual data.

EOG-02422

AFFIDAVIT FOR CERTIFICATION

Name: Scot Peterson

Address: [redacted]

Current or last prior employment (title, supervisor): Bay Harbor Fine Foods Deliclerk, Raymond Silvinsky - 1077 95 St Bay T

Next prior employment (title, supervisor): Kent Security Security Guard, Robert Burgin 12000 Biscayne Blvd - N. Miami

All prior law enforcement employment: None

Two personal references: Rosemarie Shaikofsky, Archie Bochien

1. Have you ever been a defendant in a court martial (excluding proceedings leading to nonjudicial punishment)?
   Yes / (No)
2. Has a judgement ever been issued against you?
   Yes / (No)
3. Have you ever declared bankruptcy?
   Yes / (No)
4. Have you ever been arrested or charged with a crime?
   Yes / (No)
5. Have you ever been found guilty or pled guilty or no contest to a crime?
   Yes / (No)
6. Have you ever been refused a surety bond, or turned down for employment that required a surety bond?
   Yes / (No)
7. Have you ever been involuntarily terminated from employment or asked to resign?
   Yes / (No)
8. Have you ever been addicted to or hospitalized for the use of alcohol or drugs?
   Yes / (No)
9. Have you ever had a certificate, license, or privilege revoked or suspended under state, federal or other law?
   Yes / (No)

EOG-02423

AFFIDAVIT FOR CERTIFICATION
(page 2)

I swear or affirm that I am a citizen of the United States, by birth or naturalization, that I have never been convicted of a felony or a misdemeanor involving moral turpitude *, that I have a valid high school diploma or its equivalent, that my discharge (if any) from the Armed Forces was under honorable conditions, that I am of good moral character, that I have read all of the information contained in this affidavit and my employment application and it is correct, and that all other information I will furnish in conjunction with my application is true and correct.

(Signature of Applicant)

(Any such language as will make this a notarized affidavit.)

I certify that I have made a thorough background investigation of this applicant, including any answer of "yes" to questions 1 through 9 and attached are written explanations for those answers. I certify that to the best of my knowledge the applicant is physically qualified to perform duties as a law enforcement officer and has passed a physical examination, has a high school diploma or its equivalent, has been discharged from the Armed Forces only under honorable circumstances. I certify that I have contacted each law enforcement agency at which the applicant has been employed and each of the references listed. I am satisfied that the applicant is of good moral character. I certify the applicant has never been convicted of a felony or of a misdemeanor involving moral turpitude.*

(Signature of representative of employing agency)

*For purposes of this application, a finding of guilt or a plea of guilty or no contest after October 1, 1980, is the equivalent of a conviction, even if sentence is suspended or adjudication of guilt withheld.

NOTE: If the applicant has never been previously certified then the following documentation should accompany the application. If the applicant has been out of service for more than one (1) year then only the physical and processed fingerprints need accompany the application.

( ) Copy of birth certificate or certificate of naturalization;
( ) Proof of name change, if applicable;
( ) Proof of high school graduation or equivalency;
( ) Proof of discharge from military indicating release under no less than honorable conditions;
( ) Check here for no prior military service;
( ) Processed fingerprints cleared by both FDLE and FBI by name and classification;
( ) Proof of physical examination by Florida licensed physician.

SPECIFIC AUTHORITY – Sections 943.10(3), 943.12(9), F.S.
LAW IMPLEMENTED – Sections 943.13, 943.[redacted]
HISTORY – New 1-13-81.

EOG-02424

(PLEASE PRINT) INSURANCE VERIFICATION

NAME: Scot Peterson

1. I want my Gulf Life Group Health Insurance to cover:

MY SPOUSE YES_____ NO X

MY CHILDREN YES_____ NO_____

2. I want my Gulf Life Group Dental Insurance to cover:

MY SPOUSE YES_____ NO X

MY CHILDREN YES_____ NO_____

SIGNATURE: Scot Peterson

Scot Peterson

OATH

STATE OF FLORIDA

COUNTY OF BROWARD

I, Scot R. Peterson, A CITIZEN OF THE STATE OF FLORIDA AND OF THE UNITED STATES OF AMERICA, AND BEING EMPLOYED BY OR AN OFFICER OF THE SHERIFF OF BROWARD COUNTY AND A RECIPIENT OF PUBLIC FUNDS AS SUCH EMPLOYEE OR OFFICER, DO HEREBY SOLEMNLY SWEAR OR AFFIRM THAT I WILL SUPPORT THE CONSTITUTIONS OF THE UNITED STATES AND THE STATE OF FLORIDA.

Scot Peterson
SIGNATURE

SUBSCRIBED TO AND SWORN TO BEFORE ME AT
2600 SOUTHWEST FOURTH AVENUE, FORT LAUDERDALE, FLORIDA
THIS _____ DAY OF _____, 19 _____.

_____
NOTARY PUBLIC

_____
EXPIRATION DATE

(SEAL)

Personnel
MHB/sf, 09-19-84

EOG-02426

LOYALTY OATH

I, Scot R Peterson,
DO SOLEMNLY SWEAR (OR AFFIRM) THAT I WILL SUPPORT, PROTECT, AND DEFEND THE CONSTITUTIONS AND THE GOVERNMENT OF THE UNITED STATES OF AMERICA, THE STATE OF FLORIDA, AND THE LAWS AND ORDINANCES OF THE COUNTY OF BROWARD, FLORIDA: THAT I AM DULY QUALIFIED TO HOLD OFFICE UNDER THE CONSTITUTION OF THE STATE AND THAT I WILL WELL AND FAITHFULLY PERFORM THE DUTIES OF _____ FOR THE BROWARD COUNTY SHERIFF'S OFFICE ON WHICH I AM ABOUT TO ENTER. SO HELP ME GOD.

SIGNED Scot Peterson

STATE OF FLORIDA
COUNTY OF BROWARD

SUBSCRIBED AND SWORN TO BEFORE ME AT 2600 SOUTHWEST FOURTH AVENUE, FORT LAUDERDALE, FLORIDA,

THIS ____ DAY OF _____, 19 ____.

_____
NOTARY PUBLIC

_____
EXPIRATION DATE

(SEAL)

EOG-02427

Personnel
MHB/sf
09-19-84

PERSONAL HISTORY STATEMENT

Name: (Last, First, Middle)	Male	Female
Peterson, Scot Ralph	X	

Alias(es), Nickname(s), Maiden Name, Other Changes in Name: N/A

Date of Birth (Month, Day, Year)	Place of Birth (City, County, State)
[redacted]	Oak Park, Illinois

Height	Weight	Color of Eyes	Color of Hair	Scars, Physical Defects, Etc.
6 5"	200	Blue	Brown	None

U.S. Citizen?	Native?	Naturalized Cert. No.	If Derived, Parent's Cert. No.	Date, Place, and Court
Yes	Yes			

Marital Status:
☒ Single ☐ Engaged ☐ Married ☐ Separated ☐ Divorced ☐ Widowed

Information concerning marriage(s), if applicable: N/A

When	Where	Spouse's Name (Maiden name if applicable)

Children and Dependents: List all of your children, including stepchildren and adopted ones, and give the following: N/A

Name	Date of Birth	Residence

Foreign Language - Enter foreign language and indicate your knowledge of each by placing in proper column. N/A

Language	Reading			Speaking			Understanding			Writing		
	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair

Family: List in the order given, showing relationship, parents, guardians, stepparents, foster parents, parents-in-law, brothers, and sisters, even though deceased. Include any others you have resided with or with whom a close relationship existed or exists.

Relationship	Name	Present Address if Living
Mother	[redacted]	
Father		
Sister		
Sister		
~~Kirsten~~ Sister		
~~Sister~~		
Sister		

Residences: List all residences for the past 10 years, beginning with your present address:

From	To	Address (Include Street Number, City, State and Zip)
1-85	Present	[redacted]
1965	1-85	

CERTIFICATION:

I hereby certify that all statements made on this form are true to the best of my knowledge. I fully realize that should an investigation disclose any misrepresentation, I will be subject to immediate dismissal.

Date 7-22-85

Signature Scot Peterson

EOG-02428

STATE OF FLORIDA

Department of Administration

Division of Retirement

PERSONAL HISTORY RECORD

TYPE OR PRINT

FRS USE ONLY | Batch Number | Effective Date | Action | Plan | Certificate Number | Position Data |

TO BE COMPLETED BY EMPLOYEE

[redacted] M

SOCIAL SECURITY NUMBER | MO DAY YEAR DATE OF BIRTH | SEX M OR F

Peterson | Scot | R.

LAST (NAME) | FIRST | MIDDLE INITIAL

(PRIOR NAME) | FIRST | MIDDLE INITIAL

Enter earliest year of employment with a governmental agency participating in the Florida Retirement System._____

TAPE COPY OF SOCIAL SECURITY CARD HERE

DESIGNATION OF BENEFICIARIES

Complete either sequentially or jointly section.

☐ Sequentially (In Order Named)

Benefits will be paid to first named beneficiary. If deceased, benefits will be paid to second named beneficiary. If both are deceased, benefits will be paid to third named beneficiary.

[redacted] — Primary Beneficiary | Mother — Relation

[redacted] — First Contingent Beneficiary | Father — Relation

[redacted] — Second Contingent Beneficiary | Sister — Relation

☐ Jointly

Benefits shall be divided and payable as indicated below (percentages should total 100)

Primary Beneficiary	Relation	%

IF THE ABOVE DOES NOT MEET YOUR NEEDS, ATTACH A SIGNED AND DATED LISTING OF YOUR DESIGNATED BENEFICIARIES.

Scot Peterson — Employee's Signature | 7-22-85 — Date

This Enrollment Form Establishes a Retirement Account for Each Member Enrolled in a Retirement Plan and *Must Be* Received Before Payroll Data Can be Posted.

TO BE COMPLETED BY EMPLOYER

Broward Sheriff's Office — Name of Employing Agency

Detention Deputy — Position Title of Employee

16 — County (state agency use 00)

006 — Agency

7 / 22 / 85 — Mo Day Year Date of This Employment

State Class Code

PLAN

☐ FRS	☒ FRS Special Risk	☐ FRS Elected State Officer Class	☐ MA SS Only	☐ OTHER State Retirement Plan

REASON FOR SUBMITTING THIS FORM

☒ ENROLLMENT

☐ NAME CHANGE

☐ OTHER

FOG-02429

FRS-M10 (Rev. 4/80) DISTRIBUTION: 1. Division of Retirement 2. Employer 3. Employee

GENERAL INSTRUCTIONS

- Upon employment each employee who is eligible for membership in one of the Florida Retirement Systems or for social security coverage must, in conjunction with the employer, complete the PERSONAL HISTORY RECORD (Form FRS-M10).
- All information should be typed. If this cannot be done, PRINT all information in black ink.
- After the PERSONAL HISTORY RECORD has been completed distribution should be made IMMEDIATELY as follows: Original should be mailed to the Division of Retirement; first copy should be retained by the employer and placed in the employee's file; second copy should be given to the employee.

TO BE COMPLETED BY EMPLOYEE

- SOCIAL SECURITY NUMBER - The employee's social security number must be entered in this space. Example: 123/45/6789. The member's entire retirement account is controlled by the use of the social security number; therefore, it is imperative that this entry be correct.
- DATE OF BIRTH - Enter all dates as month, day and year. For example, May 8, 1939, would be entered as 05/08/39.
- SEX - Enter "M" for male or "F" for female.
- SOCIAL SECURITY CARD - TAPE a copy of the employee's correct social security card. The number in the social security number space and the number on the social security card must be the same.
- NAME - Enter the employee's last name, first name, middle initial, in this order. If the employee's name includes Jr.,Sr.,II, etc., enter this after last name. For example: John Paul Smith, Jr., would read "Smith Jr., John P."
- PRIOR NAME - If the employee has had any employment or creditable service listed under any name other than the one reported above, enter this prior name.
- Enter year you were first employed with the State or Local Government participating in the Florida Retirement System.

DESIGNATION OF BENEFICIARY

As an active member of the Florida Retirement System, you may designate your beneficiary/beneficiaries sequentially or jointly to receive any benefits to which you are entitled. It is important that you give instructions on this form as to which order and what percentage of your benefits each beneficiary is to be paid. Where there are no instructions, the Division will divide benefits equally between your beneficiaries.

You should keep your beneficiary designations current at all times. Upon your death, the Division will pay any benefits for which you are eligible from your retirement account to the beneficiary you last designated on a form provided by this agency. Any questions on designating beneficiaries should be directed to the Division by writing: Division of Retirement, Room 530 Carlton Building, Tallahassee, Florida 32301 or by calling 904/488-2968 or SUNCOM 278-2968. ATTN: Deceased Section.

TO BE COMPLETED BY EMPLOYER

- AGENCY OR DEPARTMENT NAME - Enter the complete name of the employing agency or department. Example: Leon County School Board or City of Tallahassee or Leon County Tax Collector.
- POSITION TITLE OF EMPLOYEE - Enter the correct and complete position title of this employee.
- COUNTY - This is a two digit code. County department, municipalities and special reporting units within a county must use the two digit code assigned by the Division of Retirement. All state agencies use 00 in this space.
- AGENCY - This is a three digit code. County departments, municipalities and special reporting units within a county must use the three digit code assigned by the Division of Retirement. State agencies must use the three digit code assigned by the State Comptroller for payroll accounting purposes. CAUTION: If an employee changes employment, and the assignment of another code is necessary, a new form must be submitted.
- DATE OF THIS EMPLOYMENT - Enter the beginning date of the present employment.
- STATE CLASS CODE - All state agencies enter the appropriate class code for employee's position.
- PLAN:

  FRS - Enter an "x" in this box if a regular member of the Florida Retirement System.

  FRS SPECIAL RISK - Enter an "x" in this box if a special risk member. State employers should attach a certificate from the appropriate council. County, municipal and special district employers should attach an FRS-400 Form, current job description and certificate from appropriate council.

  FRS ELECTED STATE OFFICER CLASS - Enter an "x" in this box if a member of the Elected State Officers Class.

  MA SS ONLY - Enter an "x" in this box if employee is eligible for Social Security coverage and not FRS. Attach a signed and dated explanation of why the employee is not eligible for FRS membership.

  OTHER STATE RETIREMENT PLAN - Enter an "x" in this box if a member of a retirement system other than FRS.
- REASONS FOR SUBMITTING THIS FORM: Enter an "x" in the appropriate box. If "Other" is marked, explain specific change being reported.

EOG-02436

STATE OF FLORIDA

Department of Administration

Division of Retirement

PERSONAL HISTORY RECORD

TYPE OR PRINT — INSTRUCTIONS ON BACK

FRS USE ONLY	Batch Number	Effective Date	Action	Plan	Certificate Number	Position Data	

TO BE COMPLETED BY EMPLOYEE

[redacted] M

SOCIAL SECURITY NUMBER | DATE OF BIRTH | SEX

Peterson | Scot | Ralph

LAST NAME | FIRST | MIDDLE INITIAL

TAPE COPY OF SOCIAL SECURITY CARD HERE

PRIOR NAME | FIRST | MIDDLE INITIAL

Date first employed by governmental agency participating in Florida Retirement System 7-22-85

DESIGNATION OF BENEFICIARIES

COMPLETE EITHER SEQUENTIALLY OR JOINTLY SECTION. **DO NOT COMPLETE BOTH.**

☒ Sequentially (In Order Named)—Benefits will be paid first named beneficiary.

[redacted]	Wife	[redacted]	F
Primary Beneficiary	Relation	Date of Birth	Sex
—	—	—	—
First Contingent Beneficiary	Relation	Date of Birth	Sex
—	—	—	—
Second Contingent Beneficiary	Relation	Date of Birth	Sex

☐ Jointly—Benefits shall be divided and payable as indicated below (percentages should total 100%).

Primary Beneficiary	Relation	Date of Birth	Sex	%
Primary Beneficiary	Relation	Date of Birth	Sex	%
Primary Beneficiary	Relation	Date of Birth	Sex	%

IF THE ABOVE DOES NOT MEET YOUR NEEDS, ATTACH A SIGNED AND DATED LISTING OF YOUR DESIGNATED BENEFICIARIES.

Scot Peterson — Employee's Signature

10-9-86 — Date

TO BE COMPLETED BY EMPLOYER

BROWARD SHERIFF OFFICE	DETENTION DEPUTY	16-006	7/22/85
Name of Employing Agency	Position Title of Employee	Reporting Unit # (5 digits)	Date of This Employment

A — HB — State Class Code

PLAN

☐ FRS Regular
XX ☐ FRS Special Risk
☐ SR Adm. Support Class
☐ FRS Elected State Officers Class
☐ SCOERS
☐ TRS
☐ OTHER

REASON FOR SUBMITTING THIS FORM

☐ Enrollment
☑ Beneficiary Change
☐ Name Change
☐ Other _____

FRS-M10 (Rev. 2/86)

DISTRIBUTION: 1. Division of Retirement 2. Employer 3. Employee

EOG-02431

GENERAL INSTRUCTIONS

- Under the following guidelines, a Personal History Record (Form FRS-M10) should be submitted for an employee:
  - Upon employment with a participating agency, the employer should determine if the employee, when last employed by a public entity, was participating in FRS Regular Plan "HA." If so, the agency would not submit Form FRS-M10 to the Division of Retirement. The exception to this would be if the member had a change in name, plan or beneficiary. If the employee, when last employed by a public entity, was not participating in Plan "HA," an M10 would be required.
  - If the employee has never participated in the Florida Retirement System, an M10 should be submitted.
- All information should be typed. If this cannot be done, PRINT all information in black ink.
- After the PERSONAL HISTORY RECORD has been completed, distribution should be made IMMEDIATELY as follows: original should be mailed to the Division of Retirement; first copy should be retained by the employer and placed in the employee's file; second copy should be given to the employee.

TO BE COMPLETED BY EMPLOYEE

- **SOCIAL SECURITY NUMBER**—The employee's social security number must be entered in this space. Example: 123-45-6789. The member's entire retirement account is controlled by the use of the social security number; therefore, it is imperative that this entry be correct.
- **DATE OF BIRTH**—Enter all dates as month, day and year. For example: May 8, 1939 would be entered as 05/08/39.
- **SEX**—Enter "M" for male or "F" for female.
- **SOCIAL SECURITY CARD**—*TAPE* a copy of the employee's correct social security card. The number in the social security number space and the number on the social security card must be the same.
- **NAME**—Enter the employee's last name, first name, middle initial, in this order. If the employee's name includes Jr., Sr., II, etc., enter this after last name. For example, John Paul Smith, Jr., would read "Smith Jr., John P."
- **PRIOR NAME**—If the employee has had any employment or creditable service listed under any name other than the one reported above, enter this last prior name.
- Enter year you were first employed with the State or Local Government participating in the Florida Retirement System.

DESIGNATION OF BENEFICIARY

As an active member of the Florida Retirement System, you may designate your beneficiary/beneficiaries sequentially or jointly to receive any benefits to which you are entitled. It is important that you give instructions on this form as to which order and what percentage of your benefits each beneficiary is to be paid. If you desire under sequential order to designate two or more individuals as your first or second contingent beneficiaries, you must enter these individuals on the same line under sequential and not in the area designated for joint beneficiaries. The area provided for joint beneficiaries should only be utilized if a member desires to designate his primary beneficiaries jointly (total percentage should be equal to 100%). Where there are no instructions, the Division will divide benefits equally between your beneficiaries.

You should keep your beneficiary designations current at all times. Upon your death, the Division will pay any benefits to the designated beneficiary on file in the Division of Retirement. Any questions on designating beneficiaries should be directed to the Division by writing: Division of Retirement, Cedars Executive Center, Bldg. C, 2639 N. Monroe Street, Tallahassee, FL 32303 or by calling 904/488-5207, SUNCOM 278-5207, ATTN: Survivor Benefits Section.

TO BE COMPLETED BY EMPLOYER

- **AGENCY OR DEPARTMENT NAME**—Enter the complete name of the employing agency or department. Example: Leon Co. School Board or City of Perry or Leon County Tax Collector.
- **POSITION TITLE OF EMPLOYEE**—Enter the correct and complete position title of this employee.
- **STATE CLASS CODE**—All state agencies enter the appropriate class code for employee's position.
- REPORTING UNIT NUMBER—This is a five digit number which is used to identify each of the agencies that report to the Division of Retirement. For county, municipal and other local reporting units, this number is assigned by the Division of Retirement at the time the agency begins participation. For State agencies the number consists of the SAMAS Level One and Level Two Organization Codes preceeded by a single zero (0).
- **DATE OF THIS EMPLOYMENT**—Enter the beginning date of the present employment.

PLAN: FRS Enter an "X" if a regular member of the Florida Retirement System.

- **FRS SPECIAL RISK**—Enter an "X" if a special risk member. County, municipal and special district employers should attach an FRS-400 Form and current job description.
- **FRS ELECTED STATE OFFICER CLASS**—Enter an "X" if a member of the Elected State Officer Class.
- **SPECIAL RISK ADMINISTRATIVE SUPPORT CLASS**—Enter an "X" if member is HJ. All employers should attach an FRS-404 Form, current job description & certification from appropriate council.
- **SCOERS or TRS**—Enter an "X" as appropriate.
- **REASONS FOR SUBMITTING THIS FORM:** Enter an "X" as appropriate. If "Other" is marked, explain specific change being reported.

EOG-02432

FRS-400
Rev. 7/84

[redacted]LORIDA RETIREMENT SYSTEM
APPLICATION FOR SPECIAL RISK MEMBERSHIP
(Complete In Duplicate Form)

Peterson	Scot	B
Last	(Member's Name) First	Middle

[redacted]	[redacted]	Detention Deputy
Social Security No.	Date of Birth	Position Title

7/22/85	Broward County Sheriff's Office	16-006
Date Employed In Position	Agency Name	County/Agency No.

I hereby make application for Special Risk Membership as a member of the Florida Retirement System meeting the criteria for special risk as indicated below and further certify that my primary duties are not in the Administrative Support Field:

A. I am a Law Enforcement Officer certified, or required to be certified, by Criminal Justice Standards and Training Commission; and

( ) My duties and responsibilities in this position include the pursuit, apprehension and arrest of law violators or suspected law violators; or

( ) I am an active member of a bomb disposal unit whose primary responsibility is the location, handling and disposal of explosive devices; or

( ) I am the Supervisor or Command Officer of special risk members whose duties include the pursuit, apprehension and arrest of law violators or suspected law violators; or

( ) I am the Supervisor or Command Officer of special risk members of a bomb disposal unit; or

( ) I am a County Sheriff or Elected Police Chief.

B. I am a Correctional Officer certified, or required to be certified, by Criminal Justice Standards and Training Commission; and

(X) My primary duties and responsibilities in this position are the custody and physical restraint, when necessary, of prisoners or inmates within a prison, jail or other criminal detention facility, or while on work detail outside the facility, or while being transported; or

( ) I am the Supervisor or Command Officer of special risk members whose primary duties and responsibilities are the custody and physical restraint of prisoners and inmates within a prison, jail or other criminal detention facility.

( ) I am the Superintendent or Assistant Superintendent of a Correctional or Detention Facility.

C. I am a Firefighter certified, or required to be certified, by the Bureau of Fire Standards and Training; and

( ) My duties and responsibilities in this position include on the scene fighting of fires; or

( ) I am the Supervisor or Command Officer of special risk members whose duties include on the scene fighting of fires.

Scot Peterson — Signature of Employee

7-22-85 — Date Signed

EOG-02433

EMPLOYER-SEE REVERSE SIDE

TO BE COMPLETED BY EMPLOYER

I hereby certify that the position of **Scot R. Peterson**
NAME OF EMPLOYEE
meets the criteria for special risk membership in accordance with Section 121.0515, Florida Statutes, and Florida Retirement System Rules, and he/she is certified, or required to be certified, in compliance with Section 943.14 or Section 633.35, Florida Statutes. Attached is a current job description showing all of his/her duties and the percentage of time spent performing each of these duties.

Signature of Employer	PERSONNEL COMMANDER Position Title	7/22/85 Date

TO BE COMPLETED BY DIVISION OF RETIREMENT

Certification of the above officer or employee as a Special Risk Member is hereby

APPROVED Approved	7/22/85 Effective Date of Special Risk
Disapproved	Effective Date of Disapproval

Tom F. Wootan
Authorized Signature

EOG-02434

Department Of Professional Standards
Division Of Internal Affairs

Employee History - Closed Records

Subject Employee: Scot Peterson 4308

Completed (Closed)

Type: IA **Case Number:** 12 94-0826 **Date Occurred:** 11/28/1994 **Date Completed:** 1/30/1995

Allegations:

SPM 2.2.39 Conduct Unbecoming an Employee

Finding: 1/30/1995 - Unfounded

1/30/1995 - Final Recommendation - None

Completed (Closed)

Type: IA **Case Number:** 03 15-0050 **Date Occurred:** 2/4/2015 **Date Completed:** 4/13/2015

Allegations:

SPM 1.11.8 Discretion

Finding: 3/25/2015 - Sustained

3/25/2015 - Final Recommendation - Counsel

* Case still "Open/Active"

Department Of Professional Standards
Division Of Internal Affairs
Employee History - Closed Records
Subject Employee: Edward Eason 10558

Completed (Closed)

Type: IA **Case Number:** 07 04-0382 **Date Occurred:** 7/13/2004 **Date Completed:** 11/30/2004

Allegations:

SPM 10.17.3 Prisoner's Property

Finding: 11/19/2004 - Sustained

11/19/2004 - Final Recommendation - Written Reprimand

Completed (Closed)

Type: IA **Case Number:** 06 10-0216 **Date Occurred:** 6/7/2010 **Date Completed:** 1/6/2011

Allegations:

SPM 2.27.7 Taking Suitable Action

Finding: 12/15/2010 - Sustained

SPM 2.4 Meeting BSO Standards

Finding: 12/15/2010 - Sustained

12/5/2010 - Final Recommendation - Suspension - Loss of Days (Suspended: 1 day)

Completed (Closed)

Type: IA **Case Number:** 01 11-0027 **Date Occurred:** 11/15/2010 **Date Completed:** 6/8/2011

Allegations:

SPM 2.27.7 Taking Suitable Action

Finding: 5/20/2011 - Sustained

SPM 2.4 Meeting BSO Standards

Finding: 5/20/2011 - Sustained

5/20/2011 - Final Recommendation - Suspension - Loss of Days (Suspended: 2 days)

Completed (Closed)

Type: IA **Case Number:** IA2018-0041 **Date Occurred:** 2/5/2016 **Date Completed:** 12/20/2018

Allegations:

SPM 2.4 Meeting BSO Standards

Finding: 8/30/2018 - Sustained

8/30/2018 - Final Recommendation - Suspension (Suspended: 3 days) ()

12/20/2018 - Administrative Appeal Board (AAB) - Sustained

Department Of Professional Standards
Division Of Internal Affairs
Employee History - Closed Records
Subject Employee: Guntis Treijs 9714

Completed (Closed)

Type: IA **Case Number:** 07 00-0509 **Date Occurred:** 7/10/2000 **Date Completed:** 10/17/2000

Allegations:

SPM 2.2.39 Conduct Unbecoming an Employee

Finding: 10/17/2000 - Not Sustained

10/12/2000 - Final Recommendation - None

Completed (Closed)

Type: IA **Case Number:** IA2018-0042 **Date Occurred:** 11/30/2017 **Date Completed:** 8/1/2018

Allegations:

SPM 2.4 Meeting BSO Standards

Finding: 8/1/2018 - Sustained

8/1/2018 - Final Recommendation - Written Reprimand

Completed (Closed)

Type: Vehicle Crash/Prop Damage **Case Number:** 04 00-0323 **Date Occurred:** 3/7/2000 **Date Completed:** 5/11/2000

Allegations:

SPM 7.7.1 Preventable Crash

Finding: 5/11/2000 - Sustained

5/8/2000 - Final Recommendation - Counsel (8 Hr. Driver Improvement

Original Suspension Hours: 0
Hearing Date: 2000-05-08)

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Edward Eason CCN: 10558 Date: 11/30/18

Employee Command: Court Services Effective Date of Action: 11/30/18 12.12.18

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Special Operations Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 601
☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☑	☐	Vehicle Supplement - Deputy/Sergeant - 620 209.28
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. Jennifer Zinglo #7862 Date: 11/30/18

District Chief/Captain: Lt. C. Calavetta #9912 Date: 11/30/18

Regional/Division Major: For Captain Tiano Captain Audrey Jones 16941 For Major Anderson Date: 12/7/18

DLE Budget Operations Liason: Richard Gurka, CCN 12472 Budget Operations Liaison, DLE Date: 12/10/18

RECEIVED DEC 28 2018

BSO AP#22 (Revised 03/18)

EOG-02438

Marital Status Change

Edward Eason

The following information has been saved.

*Date Change Will Take Effect 11/09/2018

Current Marital Status Married

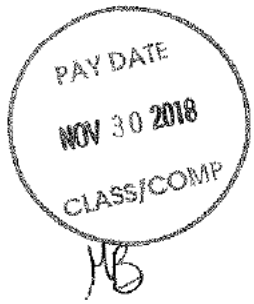
New Marital Status Single

Administrator Actions

Current Transaction Status Success

Go To Personal Data

Return to Search



IN THE CIRCUIT COURT OF THE
FIFTEENTH JUDICIAL CIRCUIT IN AND
FOR PALM BEACH COUNTY, FLORIDA
CASE NO.: [redacted]
FAMILY DIVISION: FI

IN RE: The Marriage of:

[redacted]
EDWARD EASON,
Plaintiff/Petitioners.
_____/

FINAL JUDGMENT OF SIMPLIFIED DISSOLUTION OF MARRIAGE

This cause came before this Court for a hearing on the parties' Petition for Simplified Dissolution of Marriage on November 8, 2018. The Court, having reviewed the file and heard the testimony, makes these findings of fact and reaches these conclusions of law:

1. The Court has jurisdiction over the subject matter and the parties.

2. At least one party has been a resident of the State of Florida for more than 6 months immediately before filing the Petition for Simplified Dissolution of Marriage.

3. The parties have no minor or dependent children in common, and the wife is not pregnant.

4. The marriage between the parties is irretrievably broken. Therefore, the marriage between the parties is dissolved, and the parties are restored to the status of being single.

5. The parties have voluntarily entered into a Marital Settlement Agreement, and each has filed the required Financial Affidavit. Therefore, the Marital Settlement Agreement is filed as Exhibit A in this case and is ratified and made a part of this final judgment. The parties are ordered to obey all of its provisions.

6. _____Petitioner's_____Respondent's former name of _____ is restored.

7. Court reserves jurisdiction to enforce the marital settlement agreement. ,

DONE AND ORDERED, in Palm Beach Gardens, Palm Beach County, Florida this 8th day of November, 2018.

SIGNED & DATED
NOV 08 2018

KAREN M. MILLER
CIRCUIT JUDGE

COPIES TO:

PAY DATE
NOV 30 2018
CLASS/COMP
MB

Case No. [redacted]

EDWARD EASON [redacted] No E-mail Address Available

[redacted] No E-mail Address Available

[redacted]

11-14-18

TO: Michelle Boswell

From: Deputy Edward Eason #10558

Total Pages: 3

954-765-4005

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: August 21, 2018

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 18-049 Effective September 1, 2018**

The following personnel action shall become effective on the date indicated above:

[redacted]

Ann
4/01/2019
15/9
$36.3815
518-1st Resp
601-Haz Duty
800-$36.92
905-DLE D/S
Long 12yr

Deputy – DLE Edward Eason CCN [redacted], PCN 11160 is hereby **transferred** from Dept.13201/Operations Administration to Dept.13415/Court Security PCN 11160 reporting to Captain Osvaldo Tianga. * 22673

[redacted]

Reviewed and Recommended by:

For Colonel James Polan — Date
Department of Law Enforcement

8.22.18
Colonel Stephen Kinsey — Date
Undersheriff

PAY DATE
SEP 21 2018
CLASS/COMP
MB

* Per attached email. MB

Boswell, Michelle

From: Campbell-Johnson, Sonya
Sent: Tuesday, August 28, 2018 9:53 AM
To: Salary Maintenance
Cc: Gurka, Richard
Subject: Personnel Order DLE 18-049

Please be advised that Personnel Order DLE 18-049 listing Court Security PCN 11160 for Deputy Edward Eason is incorrect. The correct PCN is 22673. Please adjust your records accordingly.

Please call or email me if you have any questions or need additional information.

Enjoy Your Day!

Sonya Campbell-Johnson
Admin Specialist II
Office of Management & Budget
Sonya_Campbell@sheriff.org
954.321.4654

EOG-02444

Lacy, Yvonna

From: Sereix, Leslie
Sent: Tuesday, September 04, 2018 7:51 AM
To: Salary Maintenance
Cc: Bryan, Heather
Subject: DLE18-049 -Prepared by OMB

Hi
FYI, PO # DLE18-049 prepared by the office of management and budget: the CCN for Edward Eason is incorrect. It should be 10558.
Leslie

Sheriff Scott Israel

Leslie Sereix
Assistant Manager | Selection & Assessment - Bureau of Human Resources
Broward Sheriff's Office | www.Sheriff.org
2601 West Broward Blvd | Ft. Lauderdale, FL 33312
Office 954.321.4613 | Fax 954.321.4815

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

PAY DATE
SEP 2 1 2018
CLASS/COMP
HB

EOG-02445

RECEIVED

AUG 16 2018

AUG 15 018

Major Angelo Cedeno

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Edward Eason CCN: 10558 Date: 08/09/2018

Employee Command: Captain Mulligan/Parklan Effective Date of Action: 08/04/2018

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Pilot - Deputy/Sergeant - 570
☐	☐	Bomb & Arson - 550
☐	☐	Special Operations Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 601
☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638
☐	☐	Tactical Flight Officer (TFO) - Deputy/Sergeant - 571

Start - $48.00

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. Bryan Nord #13551 Date: 8/9/18

District Chief/Captain: Lt. Frank Heitmann #7956 Date: 8/15/18

Regional/Division Major: Major Angelo Cedeno #5914 Date: 8/15/18

DLE Budget Operations Liason: Richard Gurka, CCN 12472 Budget Operations Liaison, DLE Date: 8/16/18

PAY DATE SEP - 7 2018 CLASS/COMP MB

BSO AP#22 (Revised 08/18)

EOG-02446

RECEIVED

JUN 27 2018

RECEIVED

JUN 27 2018

DEPARTMENT OF LAW ENFORCEMENT

Colonel J Polan

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Major Nathan Osgood

Employee Name: Edward Eason CCN: 10558 Date: June 22, 2018

Employee Command: DLE/Parkland D-17 Effective Date of Action: June 21, 2018 23 RH

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
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☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☒	Vehicle Supplement - Deputy/Sergeant - 620 209.28 Stopped
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

PAY DATE JUL 13 2018 CLASS/COMP

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: For the Captain Date:

District Chief/Captain: Lt. Chris Mulligan, CCN 9407 Date: 6/26/2018

Regional/Division Major: Major Nathan Osgood, CCN 9402 Date: 6/28/18

DLE Budget Operations Liason: Richard Gurka, CCN 12472 Date: 7/2/18

Budget Operations Liaison, DLE

BSO AP#22 (Revised 03/18)

EOG-02447

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

RECEIVED MAR – 1 2018

Employee Name: Edward Eason CCN: 10558 Date: February 23, 2018

Employee Command: DLE - Parkland, D-17 Effective Date of Action: February ~~22~~ 25, 2018

17 12 5.

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
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☐	☐	Crime Scene - Deputy/Sergeant - 613
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☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
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☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
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☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☑	☐	Vehicle Supplement - Deputy/Sergeant - 620 $209.28
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: [signature] Date: 2/26/18

District Chief/Captain: [signature] FOR Capt. Jordan Major Nathan Osgood #9402 Date: 2/26/18

Regional/Division Major: [signature] 9402 Date: 2/27/18

DLE Budget Operations Liason: [signature] Richard Gurka, CCN 12472 Budget Operations Liaison, DLE Date: 2/28/18

PAY DATE MAR 23 2018 CLASS/COMP

BSO AP#22 (Revised 10/17)

EOG-02448

3/10/2017

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason
Race : Wh | Sex : M | Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$80	$0	$80

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 1/19/2017

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date

This Person has no Equivalency records entered.

(4)
$36.92

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730	
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40	1
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40	
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40	2
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40	3
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40	

* Already being Paid for these courses. #10558
MB

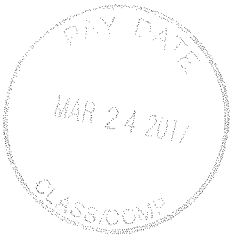
EOG-02449

9/26/2016	9/30/2016	03-2016-020-2	2010.10	Case Preparation And Court Presentation	P	40
2/13/2017	2/17/2017	03-2017-050-1	2006.04	Stress Management Techniques	P	40

4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason



RICK SCOTT
GOVERNOR

RICHARD L. SWEARINGEN,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Edward Eason

ADVANCED TRAINING CERTIFICATE
Stress Management Techniques
40 HOURS

RECEIVED
RECEIVED
2017
MAR - 9 2016
Classification and Compensation
Classification and Compensation

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

GREG S. HUTCHING, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DEAN REGISTER, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

PAY DATE
MAR 24 2017

February 17, 2017

03-2017-050-1

#10558

EOG-02451

2/28/2017

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason
Race : Wh | Sex : M | Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$80	$0	$80

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

800
(4) @ 36.92
effective
2/17/17

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Pay Period
beginning
02/04/17

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

RECEIVED DATE
MAR 10 2017
MB

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date

This Person has no Equivalency records entered.

(3)
@ 27.69

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730	
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40	1
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40	
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40	2
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40	3
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40	

#10558

9/26/2016	9/30/2016	03-2016-020-2	2010.10	Case Preparation And Court Presentation	P	40
2/13/2017	2/17/2017	03-2017-050-1	2006.04	Stress Management Techniques	P	40

4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason

3/10/2017

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$80	$0	$80

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 1/19/2017

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE
MAR 24 2017
ASS/COMP

(4)
#36.92

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
10/26/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730	
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40	1
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40	
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40	2
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40	3
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40	

* Already being Paid for these courses. MB

#10558

9/26/2016	9/30/2016	03-2016-020-2	2010.10	Case Preparation And Court Presentation	P	40
2/13/2017	2/17/2017	03-2017-050-1	2006.042	Stress Management Techniques	P	40

4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason

PAY DATE
MAR 24 2017
CLASS/COMP

RICK SCOTT
GOVERNOR

RICHARD L. SWEARINGEN,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Edward Eason

ADVANCED TRAINING CERTIFICATE
Stress Management Techniques
40 HOURS

RECEIVED
RECEIVED
MAR - 6 2017
MAR - 6 2016
Classification and Compensation
Classification and Compensation

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

GREG S. HUTCHING, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DEAN REGISTER, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

PAY DATE
MAR 24 2017
03-2017-050-GMP

February 17, 2017

#10558

EOG-02456

2/28/2017

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$80	$0	$80

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

800
(4) $36.92
effective
2/17/17

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Pay Period
beginning
02/04/17

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

PAY DATE
MAR 10 2017
CLASS

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

(3)
$27.69

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730	
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40	1
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40	
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40	2
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40	3
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40	

#10558

9/26/2016	9/30/2016	03-2016-020-2	2010.10	Case Preparation And Court Presentation	P	40
2/13/2017	2/17/2017	03-2017-050	2006.04	Stress Management Techniques	P	40

4

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Edward Eason

has successfully completed

Stress Management Techniques - 050
February 13 - 17, 2017
40 hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 17th day of February, 2017

Director

10558

EOG-02459

10/24/2016

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$0	$60

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

(3)
$27.69

PAID DATE NOV - 4 2016 CLASS/COMP

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730	
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40	1
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40	
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40	2
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40	3
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40	

#10558

9/26/2016	9/30/2016	03-2016-020-2	2010.10	Case Preparation And Court Presentation	P	40	Pending

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

#10558

Edward Eason

(3)
$27.69

PAY DATE
NOV - 4 2016
CLAIMS

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Edward J. Eason

has successfully completed

Case Preparation & Court Presentation - 020
September 26 - 30, 2016
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY
OH

Given this 30th day of September, 2016

Director

PAY DATE
NOV - 4 2016
CLASS/COMP

(3)
#27.69

#10558

EOG-02462

RECEIVED
SEP 6 - 2016
Lt. Col James Polan

RECEIVED
AUG 30 2016
Major Nathan Osgood

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Eason, Edward CCN: 10558 Date: August 25, 2016

Employee Command: DLE - Parkland District Effective Date of Action: August 6, 2016

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625 (Admin. Lv. Adjust)
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601
☐	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Start - $48.00

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: ~~Sgt. Andrew Smith 13484~~ Date: 08/28/16

District Chief/Captain: Captain Jonathan Greenberg / 13540 Date: 8/29/16

Regional/Division Major: ~~Major Nathan Osgood 9940~~ Date: 9.1.16

Lieutenant Colonel: Lt. Colonel J. Polan, CCN 14487 Date: 9/3

DLE Business Manager: Date: 9/8/16

Colonel Alvin Pollock, CCN 1858

PAY DATE SEP 23 2016 CLASS

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: December 3, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 15-156 Effective December 12, 2015**

The following personnel action shall become effective on the date indicated above:

Deputy – DLE Edward Eason CCN 10558, PCN 13259 is hereby **transferred** from Dept. 23495/Parkland to Dept. 13201/Operations Administration, PCN 11160 reporting to Captain Jonathan Greenberg.

[redacted]

15/9
#34.9688
518 = 1st Responder 4%
800 = FDLE Incentive #27.69
905 = 12yrs D/S longevity 5%

PAY DATE
DEC 31 2015
CLASS/COMP

Reviewed and Recommended by:

Scott J. Israel — Date
Sheriff

Colonel Alvin Pollock — 12/3/15 — Date
Executive Director
Department of Law Enforcement

Colonel Stephen Kinsey — 12/7/15 — Date
Undersheriff

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: August 3, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 15-102 Effective August 8, 2015**

The following personnel action shall become effective on the date indicated above:

Deputy Sheriff – DLE Edward Eason CCN 10558, PCN 12921 is hereby **transferred** from Dept. 23460/Deerfield Beach to Dept. 23495/Parkland, PCN 13259 reporting to Captain Jonathan Greenberg.

[redacted]

15/9
#34.9688
518 = 1st Responder
800 = FDLE Incentive
905 = 5% PBA Longevity

Reviewed and Recommended by:

8-8-15
Scott J. Israel Date
Sheriff

8/4/15
Colonel Alvin Polleck Date
Executive Director
Department of Law Enforcement

8-6-15
Colonel Stephen Kinsey Date
Undersheriff

PAY DATE AUG 28 2015 CLASS/COMP

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: July 9, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 15-088 Effective July 25, 2015**

The following personnel action shall become effective on the date indicated above:

[redacted]

Ann
4/01/2016
15/9
$34.9688
518 - 1st Resp
800 - $27.69
905 - 5% Long

Deputy Sheriff – DLE Edward Eason CCN 10558, PCN 13259 is hereby transferred from Dept. 23495/Parkland to Dept. 23460/Deerfield Beach, PCN 12921 reporting to Captain Robert Schnakenberg.

[redacted]

PAY DATE
AUG 14 2015
CLASS

[redacted]

Reviewed and Recommended by:

Scott J. Israel — Date
Scott J. Israel
Sheriff

7/9/15
Colonel Alvin Pollock — Date
Executive Director
Department of Law Enforcement

for 7/20/15
Colonel Stephen Kinsey — Date
Undersheriff

for 7/10/2015
Colonel William Knowles — Date
Executive Director
DLE Countywide Management Bureau

PRAU DATE AUG 14 2015 CLASS/CONF

7/16/2015

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason [redacted]		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60 [redacted]	$0	$60

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 8/12/2014

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/26/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40

(3)
$27.69

1
2
3

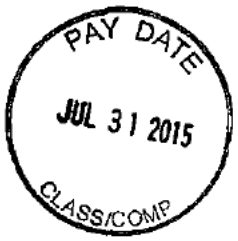
#10558

PAY DATE JUL 31 2015 CLASS/COMP

*Already being paid for these courses. MB

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason



RICK SCOTT
GOVERNOR

RICHARD L. SWEARINGEN,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Edward Eason

ADVANCED TRAINING CERTIFICATE
Advance Report Writing And Review
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

GREG S. HUTCHING, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DEAN REGISTER, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

PAY DATE
JUL 31 2015
CLASS/COMP

June 26, 2015

03-2015-068-2

#10558

EOG-02470

7/7/2015

Florida Department of Law Enforcement

Global Profile Sheet

Name: Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$0	$60

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 8/12/2014

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

800
(3) $27.69 effective 6/26/15
Pay Period beginning 6/13/15

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

(2) $18.46

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40
6/22/2015	6/26/2015	03-2015-068-2	2010.04	Advance Report Writing And Review	P	40

JUL 17 2015 PAY DATE HB CJSTC/COMP

1
2
3

#10558

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

RECEIVED
JUL - 2 2015
HUMAN RESOURCES

Edward J. Eason

has successfully completed

Advanced Report Writing & Review - 068
June 22 - 26, 2015
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 26th day of June, 2015

Rita A Wood
Director

PAY DATE
JUL 17 2015
CLASS/COMP

#10558

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: May 1, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: Personnel Order DLE 15-061 Effective May 16, 2015

The following personnel action shall become effective on the date indicated above:

[redacted]

Deputy Sheriff – DLE Edward Eason CCN 10558, PCN 12911 is hereby transferred from Dept. 23460/Deerfield Beach to Dept. 23495/Parkland, PCN 13259 reporting to Captain Jonathan Greenberg.

15/9
$34-9688
518=1st Resp.
800-FDLE Incentive
905=5%

[redacted]

CLASS/COMP

[redacted]

Reviewed and Recommended by:

Scott J. Israel Date
Sheriff

Colonel Alvin Pollock 5-5-15 Date
Executive Director
Department of Law Enforcement

Colonel Stephen Kinsey 5.6.15 Date
Undersheriff

10/14/2014

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$0	$40

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 8/12/2014

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	6/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/2003	3/7/2003	03-2003-065-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40
9/15/2014	9/19/2014	03-2014-093-2	2011.07	Hostage Negotiations	P	40

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date

Weapons of Mass Destruction(WMD)	4/3/2003
Incident Command System (ICS)	8/21/2005

Edward Eason

COPY

RICK SCOTT
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Edward Eason

ADVANCED TRAINING CERTIFICATE
Hostage Negotiations
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

GREG S. HUTCHING, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DEAN REGISTER, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

September 19, 2014

03-2014-093-2

EOG-02478

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: May 13, 2014

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: Personnel Order DLE 14-045 Effective May 31, 2014

The following personnel action shall become effective on the date indicated above:

Deputy Sheriff – DLE Edward Eason CCN 10558, PCN 11164 is hereby transferred from Dept. 13201/Operations Administration to Dept. 23460/Deerfield Beach PCN 12911 reporting to Captain Robert Schnakenberg.

Ann
04/01/2015
1519

[redacted]

$34.2831
518 = 1st Responder
601 = HAZ Duty
800 = FDLE Incentive
905 = 5% PBA Longevity

Stop 601 ✓

Reviewed and Recommended by:

Scott J. Israel
Sheriff
Date

Colonel Alvin Pollock
Executive Director
Department of Law Enforcement
5/13/14
Date

Colonel Stephen Kinsey
Undersheriff
5.14.14
Date

PAY DATE
JUN 20 2014
CLASS DEP

10/28/2013

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$0	$40

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 11/5/2012

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

800
(2) $18.46 effective 10/18/13 Pay Period beg 10/5/2013

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40

(1) $9.23

1

2

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/2003

#10558

PAY DATE NOV-8 2013 CLASS/COMP

Incident Command System (ICS)	8/21/2005

Edward Eason

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Edward J. Eason

has successfully completed

School Resource Officer - 090
October 14 - 18, 2013
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY
BIO

Given this 18th day of October, 2013

Director

#10558

EOG-02482

11/6/2013

Florida Department of Law Enforcement

Global Profile Sheet

Name : Edward Eason		
Race : Wh	Sex : M	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	10/16/2000			Y	11/9/2000

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$0	$40

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 11/5/2012

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/2001	6/30/2017	5/28/2013

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/2001	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/2000	3/21/2001	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/2003	3/7/2003	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/2004	4/2/2004	03-2004-016-2	1987.01	Narcotics And Dangerous Drugs Investigations	P	40
8/15/2005	9/14/2005	03-2005-019-4	1998.12	Criminal Law	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40

1

2

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/2003

2 Blocks = $18.46 CCN: 10558 Already processed

Incident Command System (ICS)	8/21/2005

Edward Eason

RICK SCOTT
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Edward Eason

ADVANCED TRAINING CERTIFICATE
School Resource Officer
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

SUSAN BENTON, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JENNIFER C. PRITT, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

October 18, 2013

03-2013-090-2

CCN: 10558

EOG-02485

INSTITUTE OF PUBLIC SAFETY

COPY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Edward J. Eason

has successfully completed

School Resource Officer - 090
October 14 - 18, 2013
40 Hours

ccn 10558

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 18th day of October, 2013

Director

EOG-02486

Training Summary

Edward Eason

Internal Training

Course Name	Course Start Date	Course End Date	Status
MRT for Human Div, DV/JSO	05/28/2013	05/28/2013	Completed
DLE In-Service Phase 2	05/22/2013	05/22/2013	Completed
DLE In-Service Phase 1	04/01/2013	04/01/2013	Completed
DLE In-Service Phase 3	11/05/2012	11/05/2012	Completed
DLE In-Service Phase 2	06/05/2012	06/05/2012	Completed
DLE In-Service Phase 1	03/13/2012	03/13/2012	Completed
DLE In-Service Phase 3	11/07/2011	11/07/2011	Completed
DLE In-Service Phase 2	07/27/2011	07/27/2011	Completed
DLE In-Service Phase 1	03/17/2011	03/17/2011	Completed
DLE In-Service Phase 3	11/08/2010	11/08/2010	Completed
MRT: Elderly Abuse - Online	09/19/2010	09/19/2010	Completed
DLE In-Service Phase 2	06/21/2010	06/21/2010	Completed
DLE In-Service Phase 1	03/16/2010	03/16/2010	Completed
CPR/AED Certification	12/08/2009	12/08/2009	Completed
Bloodborne Pathogens DLE onlin	11/02/2009	11/02/2009	Completed
DLE In-Service Phase 3	10/20/2009	10/20/2009	Completed
Firearms Qualifications	10/20/2009	10/20/2009	Completed
DLE In-Service Phase 2	07/28/2009	07/28/2009	Completed
MRT-HD, DV/JSO & Elderly Abuse	04/13/2009	04/13/2009	Completed
DLE In-Service Phase 1	03/26/2009	03/26/2009	Completed
DLE In-Service Phase 3	12/02/2008	12/02/2008	Completed
Firearms Qualifications	12/02/2008	12/02/2008	Completed
DLE In-Service Phase 2	07/14/2008	07/14/2008	Completed
DLE In Service	04/07/2008	04/07/2008	Completed
Active Shooter	02/11/2008	02/11/2008	Completed
FireArms Qualifications	10/29/2007		Completed
DLE In Service	08/20/2007	08/21/2007	Completed
FireArms Qualifications	10/11/2006		Completed
Building Tactics	05/23/2006	05/23/2006	Completed
Driving Simulator Training	03/24/2006	03/24/2006	Completed
DLE In Service	02/13/2006	02/14/2006	Completed
FireArms Qualifications	01/19/2006		Completed
Basic Microsoft Word	01/09/2006	01/09/2006	Completed
Auto Theft Investigations for	08/30/2005	08/30/2005	Completed
Negotiation Skills	07/21/2005	07/21/2005	Completed
Flying Armed	06/14/2005	06/14/2005	Completed
Getting Ahead w/o Getting Behi	05/17/2005	05/17/2005	Completed
Warrant Narrative System	03/22/2005	03/22/2005	Completed

DLE In Service	02/28/2005	03/01/2005	Completed
Human Diversity	02/25/2005	02/25/2005	Completed
Domestic Violence & JSO	02/10/2005	02/10/2005	Completed
FireArms Qualifications	11/09/2004		Completed
Constructing Operational Plans	08/20/2004	08/20/2004	Completed
ATV Rider Course	05/04/2004	05/04/2004	Completed
Narcotics Identification	03/22/2004	04/02/2004	Completed
DLE In Service	02/18/2004	02/19/2004	Completed
FireArms Qualifications	11/05/2003		Completed
Bicycle Patrol	05/19/2003	05/23/2003	Completed
Mobile Data Computer Training	03/14/2003	03/14/2003	Completed
DLE In Service	02/19/2003	02/20/2003	Completed
FireArms Qualifications	11/12/2002		Completed
Narcotics Identification	03/19/2002	03/19/2002	Completed
DLE In Service	12/03/2001	12/04/2001	Completed
DLE In Service	04/11/2001	04/12/2001	Completed
Expandable Baton	04/06/2001	04/06/2001	Completed
O.C. Pepper Spray Certif.	04/05/2001	04/05/2001	Completed
Human Diversity	04/02/2001	04/02/2001	Completed
DLE New Deputy Orientation	03/23/2001	04/13/2001	Completed
Domestic Violence & JSO	01/15/2001	06/15/2001	Completed

Other Professional Training

Course Name	Course Start Date	Course End Date	Status	Facility/Schoc
Criminal Investigations	08/15/2005	08/26/2005	Completed	
Narco-Terrorism	03/19/2007	03/20/2007	Completed	
Street Gangs:ID and Investig	10/15/2007	10/19/2007	Completed	
Law Enforce Offcr Flying Armed	06/11/2009	06/11/2009	Completed	
Anti-Terorsm Concpts Ptrl Prsn	06/18/2009	06/18/2009	No Show	
Crisis Intervention	03/22/2010	03/26/2010	Completed	
EEO and Workplace Harrassment	03/20/2011	03/20/2011	Completed	
School Resource Officer (SRO)	10/14/2013	10/18/2013	Completed	

Return to

Go To: Self Service

Learning and Development

Professional Training

Internal Training Enrollment

RECEIVED
DEPT. OF LAW ENFORCEMENT
MAR 5 2013
LT. COLONEL KEVIN TYRIE

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Deputy Edward Eason CCN: 10558 Date: 2/27/2013

Employee Command: Parkland District 17 / DLE Effective Date of Action: Transfer date 2/9/13 Alpha Shift *Revised

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601 start #48
☐	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: _____ Date: _____

District Chief/Captain: Chief Marvin Stamm # 13487 Date: 2/27/13

Regional/Division Major: Major Robert Lange, #9310 Date: 2/28/13

Lieutenant Colonel: Lt. Colonel Kevin Tyrie Date: 3/5/13

DLE Business Manager: _____ Date: 3/6/13

BSO AP#22 (Revised 04/10)

PAY DATE APR 26 2013 PG CLASS/COMP

PAY DATE MAR 15 2013 CLASS/COMP

EOG-02490

Broward Sheriff's Office
EE Supplemental Earnings
Pay End Dt : 2/22/2013

Ern Cd : All
B.Unit : LAWEN
Dept ID : All

3495 - Parkland District

ID	Name	Ern CD	Descr
[redacted]		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		540	Field Training Deputy DLE D/S
		614	Criminal Investigations - D/S
		626	SET Team
		614	Criminal Investigations - D/S
		614	Criminal Investigations - D/S
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		614	Criminal Investigations - D/S
		601	Hazardous Duty D/S 12 hr shift
		540	Field Training Deputy DLE D/S
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift

Count of Employees : 18

EOG-02491

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: January 31, 2013

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 13-003 Effective February 9, 2013**

The following personnel action shall become effective on the date indicated above:

[redacted]

Deputy – DLE Edward Eason CCN 10558 PCN 13081 is hereby **transferred** from Dept. 23475/Lauderdale by the Sea to Dept. 13201/Operations Administration PCN 11164 reporting to Captain Marvin Stoner.

[redacted]

Reviewed and Recommended by:

Colonel Alvin Pollock Date
Executive Director
Department of Law Enforcement

FILE COPY

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Deputy Edward Eason CCN: 10558 Date: 2/7/2013

Employee Command: DLE/Parkland District 17 Effective Date of Action: Transfer date 2/9/13 / Alpha Shift

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 601
☑	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Cmdr. Bryan Cowart #5487 Date: 2/8/13

District Chief/Captain: Chief Marvin Stoner # 13487 Date: 2/8/13

Regional/Division Major: _____ Date: _____

Lieutenant Colonel: _____ Date: _____

DLE Business Manager: _____ Date: _____

BSO AP#22 (Revised 04/10)

EOG-02493

Broward Sheriff's Office
EE Supplemental Earnings
Pay End Dt : 1/25/2013

Ern Cd : All
B.Unit : LAWEN
Dept ID : All

3495 - Parkland District

ID	Name	Ern CD	Descr
[redacted]		601	Hazardous Duty D/S 12 hr shift
		935	Out of Class for T/L
		601	Hazardous Duty D/S 12 hr shift
		540	Field Training Deputy DLE D/S
		614	Criminal Investigations - D/S
		626	SET Team
		601	Hazardous Duty D/S 12 hr shift
		614	Criminal Investigations - D/S
		614	Criminal Investigations - D/S
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		614	Criminal Investigations - D/S
		601	Hazardous Duty D/S 12 hr shift
		540	Field Training Deputy DLE D/S
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift
		601	Hazardous Duty D/S 12 hr shift

Count of Employees : 18

EOG-02494

Logged
2/14/13

RECEIVED
DEPT. OF LAW ENFORCEMENT
FEB 13 2013
LT. COLONEL WILLIAM H. KNOWLES

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Deputy Edward Eason CCN: 10558 Date: 2/7/2013

Employee Command: DLE/Parkland District 17 Effective Date of Action: Transfer date 2/9/13 / Alpha Shift

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601
☑	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680 — Start $80.00
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
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☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Cmdr. Bryan Cowart #5487 Date: 2/8/13

District Chief/Captain: Chief Marvin Stoner # 13487 Date: 2/8/13

Regional/Division Major: Major Robert Drago, #9310 Date: 2/13/13

LT. COL. WILLIAM H. KNOWLES
Lieutenant Colonel: Date: 2/13

DLE Business Manager: Manager Vicki Petersen Date: 2/15/13

PAY DATE
MAR 1 2013
CLASS/COMP

BSO AP#22 (Revised 04/10)

EOG-02495

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: January 31, 2013

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 13-003 Effective February 9, 2013**

The following personnel action shall become effective on the date indicated above:

[redacted]

Deputy – DLE Edward Eason CCN 10558 PCN 13081 is hereby **transferred** from Dept. 23475/Lauderdale by the Sea to Dept. 13201/Operations Administration PCN 11164 reporting to Captain Marvin Stoner.

[redacted]

Reviewed and Recommended by:

Colonel Alvin Pollock Date
Executive Director
Department of Law Enforcement

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: January 31, 2013

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 13-003 Effective February 9, 2013**

The following personnel action shall become effective on the date indicated above:

[redacted]

Deputy – DLE Edward Eason CCN 10558 PCN13081 is hereby **transferred** from Dept. 23475/Lauderdale by the Sea to Dept 13201/Operations Administration PCN 11164 reporting to Captain Marvin Stoner.

[redacted]

15/9

Reviewed and Recommended by:

518 Code
SBP - 680 Code HAZ 8hr
805 Code $9.23
905 Code 5% Long PBA

1/31/13

Colonel Alvin Pollock Date
Executive Director
Department of Law Enforcement

PAY DATE
MAR 1 2013
CLASS/COMP

RECEIVED
DLE ADMINISTRATION
AUG 24 2012

RECEIVED 8/29
AUG 22 2012
Major William H. Knowles

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

LT. COL. LOUIS CAVALLO

Employee Name: Eason, Edward CCN: 10558 Date: 08/08/12

Employee Command: DLE/Lauderdale-By-The-Sea Effective Date of Action: 08/11/12

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601
☑	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Suppor t - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Start $80.00

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: LT. ANGELO CERBENO Date: 8/21/12

District Chief/Captain: CHIEF O'LEARY #225 Date: 8/21/12

Regional/Division Major: Major William Knowles Date: 8/22/12

Lt. Col. Louis Cavallo #11263
Lieutenant Colonel: Date: 8/24/12

DLE Business Manager: Date: 8/29/12

PAY DATE SEP 14 2012 CLASS/COMP

BSO AP#22 (Revised 04/10)

EOG-02498

Broward County Sheriff's Office
Employee Action History

Emplid : 10558
Name : Eason,Edward J

Orig. Hire Date : 10/16/2000
Separation Date :

S.No	Eff Date	Action	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	04/11/2009	PAY	Merit	PBA	13081	3475	140	15	9	32.63	67,874.58	F		Deputy Sheriff - DLE
2	10/11/2008	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	8	31.08	64,642.25	F		Deputy Sheriff - DLE
3	04/12/2008	PAY	Merit	PBA	13081	3475	140	15	8	30.17	62,759.47	F		Deputy Sheriff - DLE
4	10/13/2007	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	7	28.52	59,319.20	F		Deputy Sheriff - DLE
5	04/14/2007	PAY	Merit	PBA	13081	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
6	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
7	04/01/2006	PAY	Merit	PBA	13081	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
8	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
9	04/02/2005	PAY	Merit	PBA	13081	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
10	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
11	04/03/2004	PAY	Merit	PBA	13081	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
12	10/01/2003	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
13	04/05/2003	PAY	Merit	PBA	13081	3475	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
14	10/05/2002	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	2	18.25	37,956.26	F		Deputy Sheriff - DLE
15	04/06/2002	PAY	Merit	PBA	13081	3475	140	15	2	17.55	36,496.30	F		Deputy Sheriff - DLE
16	10/06/2001	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	1	16.58	34,479.33	F		Deputy Sheriff - DLE
17	04/07/2001	PAY	Cost-of Living Adjustment	UN0	999	3475	120	10	1	10.59	22,020.13	F		Cadet - DLE
18	03/29/2001	PRO	Promotion	PBA	13081	3475	140	15	1	16.09	33,475.10	F		Deputy Sheriff - DLE
19	10/16/2000	HIR	New Hire	UN0	999	3110	120	01	1	10.28	21,378.86	F		Cadet - DLE

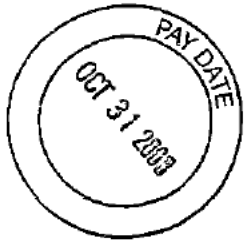
Broward County Sheriff's Office
Employee Action History

Paygroup : **140** Union Code : **ALL** Action : PAY

EmplID : 10558
Name : Eason,Edward J

Orig. Hire Date : 10/16/2000
Separation Date :

S.No	Eff Date	Action Code	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	10/11/2008	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	8	31.08	64,642.25	F		Deputy Sheriff - DLE
2	04/12/2008	PAY	Merit	PBA	13081	3475	140	15	8	30.17	62,759.47	F		Deputy Sheriff - DLE
3	10/13/2007	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	7	28.52	59,319.20	F		Deputy Sheriff - DLE
4	04/14/2007	PAY	Merit	PBA	13081	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
5	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
6	04/01/2006	PAY	Merit	PBA	13081	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
7	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
8	04/02/2005	PAY	Merit	PBA	13081	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
9	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
10	04/03/2004	PAY	Merit	PBA	13081	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
11	10/01/2003	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
12	04/05/2003	PAY	Merit	PBA	13081	3475	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
13	10/05/2002	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	2	18.25	37,956.26	F		Deputy Sheriff - DLE
14	04/06/2002	PAY	Merit	PBA	13081	3475	140	15	2	17.55	36,496.30	F		Deputy Sheriff - DLE
15	10/06/2001	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	1	16.58	34,479.33	F		Deputy Sheriff - DLE
16	04/07/2001	PAY	Cost-of Living Adjustment	UN0	999	3475	120	10	1	10.59	22,020.13	F		Cadet - DLE
17	03/29/2001	PRO	Promotion	PBA	13081	3475	140	15	1	16.09	33,475.10	F		Deputy Sheriff - DLE
18	10/16/2000	HIR	New Hire	UN0	999	3110	120	01	1	10.28	21,378.86	F		Cadet - DLE



Broward County Sheriff's Office
Employee Action History

Emplid : 10558 **Hire Date :** 10/16/2000
Name : Eason,Edward J **Separation Date :**

S.No	Eff Date	Action	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	04/12/2008	PAY	Merit	PBA	13081	3475	140	15	8	29.29	60,931.52	F		Deputy Sheriff - DLE
2	04/14/2007	PAY	Merit	PBA	13081	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
3	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
4	04/01/2006	PAY	Merit	PBA	13081	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
5	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
6	04/02/2005	PAY	Merit	PBA	13081	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
7	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
8	04/03/2004	PAY	Merit	PBA	13081	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
9	10/01/2003	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
10	04/05/2003	PAY	Merit	PBA	13081	3475	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
11	10/05/2002	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	2	18.25	37,956.26	F		Deputy Sheriff - DLE
12	04/06/2002	PAY	Merit	PBA	13081	3475	140	15	2	17.55	36,496.30	F		Deputy Sheriff - DLE
13	10/06/2001	PAY	Cost-of Living Adjustment	PBA	13081	3475	140	15	1	16.58	34,479.33	F		Deputy Sheriff - DLE
14	04/07/2001	PAY	Cost-of Living Adjustment	UN0	999	3475	120	10	1	10.59	22,020.13	F		Cadet - DLE
15	03/29/2001	PRO	Promotion	PBA	13081	3475	140	15	1	16.09	33,475.10	F		Deputy Sheriff - DLE
16	10/16/2000	HIR	New Hire	UN0	999	3110	120	01	1	10.28	21,378.86	F		Cadet - DLE

PAY DATE
MAY - 2 2008

Emp #: 010558 EDWARD J JEASON [redacted]

[redacted]

SSN #: [redacted]
DOB:
Hire: 10/16/2000
Perm: 10/16/2000

Loc: 3475
Stat: A Pos: 000052030 Job: 296 DEPUTY SHE
BU: PBA GR/ST: 15 /07 Org: 23475 LAUDERDALE

Rate: 27.6882 Per Sal: 2,215.06 Ann Sal: 57,591.56

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
10/06/00	3110	N	UNR0	0	13110	10	/01	0.0000	0.00	0.00
Action: NEW HIRE	Reason:				Title: 439 CADET - DL					
03/29/01	3475		PBA	52030	23475	15	/01	16.0938	1,287.50	33,475.00
Action: PROMOTION	Reason:				Title: 296 DEPUTY SHE					
04/07/01	3475		UNR0	22222	23475	10	/01	10.5866	846.93	22,020.18
Action: COLA	Reason:				Title: 439 CADET - DL					
10/06/01	3475		PBA	52030	23475	15	/01	16.5766	1,326.13	34,479.38
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/06/02	3475		PBA	52030	23475	15	/02	17.5463	1,403.70	36,496.20
Action: ANNUAL INC	Reason:				Title: 296 DEPUTY SHE					
10/05/02	3475		PBA	52030	23475	15	/02	18.2482	1,459.86	37,956.36
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/05/03	3475		PBA	52030	23475	15	/03	19.3151	1,545.21	40,175.46
Action: ANNUAL INC	Reason:				Title: 296 DEPUTY SHE					
10/01/03	3475		PBA	52030	23475	15	/03	20.1843	1,614.74	41,983.24
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/03/04	3475		PBA	52030	23475	15	/04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC	Reason:				Title: 296 DEPUTY SHE					
10/02/04	3475		PBA	52030	23475	15	/04	22.0055	1,760.44	45,771.44
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/02/05	3475		PBA	52030	23475	15	/05	23.2926	1,863.41	48,448.66
Action: ANNUAL INC	Reason:				Title: 296 DEPUTY SHE					
10/01/05	3475		PBA	52030	23475	15	/05	23.9914	1,919.31	49,902.06
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/01/06	3475		PBA	52030	23475	15	/06	25.3947	2,031.58	52,821.08
Action: ANNUAL INC	Reason:				Title: 296 DEPUTY SHE					
10/14/06	3475		PBA	52030	23475	15	/06	26.1565	2,092.52	54,405.52
Action: COLA	Reason:				Title: 296 DEPUTY SHE					
04/14/07	3475		PBA	52030	23475	15	/07	27.6882	2,215.06	57,591.56

Ac[redacted] ANNUAL INC Reason[redacted] Title: 296 DEPUTY SHE

DATE: October 1, 2005

TO: DEPUTY EDWARD EASON CCN: 10558
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: Sheriff Ken Jenne

SUBJECT: DLE Deputies & Sergeants - Salary Adjustment – October 2005

I am pleased to announce that effective the first full pay period in October 2005 (October 1 - October 14) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 21, 2005.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel John Auer, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Chief Charles Lanza, Department of Fire Rescue and Emergency Services
Executive Director John Curry, Department of Administration
Director William MacDonald, Bureau of Finance and Budget
General Counsel Edward Dion, Department of Legal Affairs

JEB BUSH
GOVERNOR

GUY M. TUNNELL
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

EDWARD EASON

ADVANCED TRAINING CERTIFICATE
CRIMINAL LAW
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DORRIS SEIBERT, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

10558

September 14, 2005 [redacted] 03-2005-019-4

EOG-02505

9.23(1)

11/30/05

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Edward Eason			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	10/16/00			Y	11/9/00

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$0	$20

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/01	6/30/09	3/1/05

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/01	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/00	3/21/01	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/03	3/7/03	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/04	4/2/04	03-2004-016-2	1987.01	Narcotics Identification And Investigation	P	40
8/15/05	9/14/05	03-2005-019-4	1998.12	Criminal Law	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/03
Incident Command System (ICS)	Not Completed

Edward Eason [redacted]

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Edward J. Eason

has successfully completed

Criminal Law
August 15 - 24, 2005 & September 13-14, 2005
40 Hours

Given this 14th day of September, 2005

Director

10558

[redacted]

EOG-02507

(1) 9,83

10/7/05

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Edward Eason			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	10/16/00			Y	11/9/00

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$0	$20

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/01	6/30/09	3/1/05

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/01	1	Pass	Pass	Pass	Pass	Pass	Pass	

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
10/25/00	3/21/01	03-2000-002-7	2000.01	Certificate Of Compliance-Law Enforcement	P	730
3/3/03	3/7/03	03-2003-055-1	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/04	4/2/04	03-2004-016-2	1987.01	Narcotics Identification And Investigation	P	40
8/15/05	9/14/05	03-2005-019-4	1998.12	Criminal Law	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/3/03
Incident Command System (ICS)	Not Completed

Edward Eason [redacted] (1) 9-23

**** Current Status ****

Emp #: 010558 3475 [redacted] Stat: A Pos: 000052030
SSN #: [redacted] BU: PBA GR/ST: 15 /05
296 DEPUTY SHE
Hire : 10/16/2000 [redacted] 23475 D13/LAUDER
Birth: [redacted] Rate: 23.2926 Per Sal: 1,863.41 Ann Sal: 48,448.66
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/ ST	Rate	Per Sal	Ann Sal
10/06/00				0		/00	0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:	Job Desc??	
10/06/00				0		/00	0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:	Job Desc??	
03/29/01	3475		PBA	52030	23475	15 /01	16.0938	1,287.50	33,475.00
Action: PROMOTION			Reason:				Title: 296	DEPUTY SHE	
04/07/01	3475		UNRO	22222	23475	10 /01	10.5866	846.93	22,020.18
Action: COLA			Reason:				Title: 439	CADET - DL	
10/06/01	3475		PBA	52030	23475	15 /01	16.5766	1,326.13	34,479.38
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/06/02	3475		PBA	52030	23475	15 /02	17.5463	1,403.70	36,496.20
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	
10/05/02	3475		PBA	52030	23475	15 /02	18.2482	1,459.86	37,956.36
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/05/03	3475		PBA	52030	23475	15 /03	19.3151	1,545.21	40,175.46
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	
10/01/03	3475		PBA	52030	23475	15 /03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/03/04	3475		PBA	52030	23475	15 /04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	
10/02/04	3475		PBA	52030	23475	15 /04	22.0055	1,760.44	45,771.44
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
[redacted]									
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	

PAY DATE
APR 2 2 2005

DATE: **October 1, 2004**

TO: **DLE DEPUTY EDWARD EASON CCN: 10558**
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2004

I am pleased to announce that effective the first full pay period in October 2004 (October 2 - October 15) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 22, 2004.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Acting General Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

4/26/04

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name: Edward Eason			SSN: [redacted]
Race : Wh	Sex : M	Birthdate [redacted]	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	10/16/00			Y	11/9/00

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$0	$20

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	197250	Active	6/7/01	6/30/05	

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/01	1	Pass	Pass	Pass	Pass	Pass	Pass	

Training

Start Date	End Date	Sequence	Title	Grade	Hours Taught
10/25/00	3/21/01	03-2000-002-7	Certificate Of Compliance-Law Enforcement	P	730
3/3/03	3/7/03	03-2003-055-1	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
3/22/04	4/2/04	03-2004-016-2	Narcotics Identification And Investigation	P	40

Edward Eason [redacted]
10558

800
(1) $9.23
effective
4/2/04

MAY - 7 2004
MB

JEB BUSH
GOVERNOR

GUY M. TUNNELL,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

EDWARD EASON

ADVANCED TRAINING CERTIFICATE
NARCOTICS IDENTIFICATION AND INVESTIGATION
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DARON D. DIECIDUE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

ROD CASWELL, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

April 2, 2004 [redacted] 03-2004-016-2

EOG-02512

#10558

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Edward J. Eason

has successfully completed

Narcotics Identification
March 22 - April 2, 2004
40 Hours

COMMUNITY BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

[redacted]
#10558

Given this 2nd day of April, 2004

Director

EOG-02513

**** Current Status ****

Emp #: 010558 3475 EDWARD J EASON Stat: A Pos: 000052030
SSN #: [redacted] BU: PBA GR/ST: 15 /04
296 DEPUTY SHE
Hire : 10/16/2000 [redacted] 23475 D13/LAUDER
Birth: [redacted] Rate: 21.3646 Per Sal: 1,709.17 Ann Sal: 44,438.42
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/ ST	Rate	Per Sal	Ann Sal
10/06/00				0		/00	0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:	Job Desc??	
10/06/00				0		/00	0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:	Job Desc??	
03/29/01	3475		PBA	52030	23475	15 /01	16.0938	1,287.50	33,475.00
Action: PROMOTION			Reason:				Title: 296	DEPUTY SHE	
04/07/01	3475		UNR0	22222	23475	10 /01	10.5866	846.93	22,020.18
Action: COLA			Reason:				Title: 439	CADET - DL	
10/06/01	3475		PBA	52030	23475	15 /01	16.5766	1,326.13	34,479.38
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/06/02	3475		PBA	52030	23475	15 /02	17.5463	1,403.70	36,496.20
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	
10/05/02	3475		PBA	52030	23475	15 /02	18.2482	1,459.86	37,956.36
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/05/03	3475		PBA	52030	23475	15 /03	19.3151	1,545.21	40,175.46
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	
10/01/03	3475		PBA	52030	23475	15 /03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:				Title: 296	DEPUTY SHE	
04/03/04	3475		PBA	52030	23475	15 /04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:				Title: 296	DEPUTY SHE	

APR 23 2004

2nd Notice

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

RECEIVED
JAN 16 2004

NAME: Edward J. EASON

CCN: 10558 SOCIAL SECURITY NUMBER [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: District 13

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☑ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME:

STREET ADDRESS: [redacted]

CITY, STATE: [redacted]

ZIP CODE:

TELEPHONE NUMBER: [redacted]

JAN 30 2004

I hereby authorize release of the above to BSO department/divisions requiring this information.

E. Eason — SIGNATURE

10558 — CNN

1/14/04 — DATE

Distribution: White - Human Resources Green - District/Division Yellow - Communications Pink – Employee Benefits Goldenrod - Employee

BSO A#44 (Revised Jun 2000)

BRO ARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Edward J. Eason

CCN: 10558 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT: DLE - District 13

RECEIVED
SEP 29 2003
HUMAN RESOURCES

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☒ ADDRESS CHANGE
- ☒ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME:

STREET ADDRESS: [redacted]

CITY, STATE: [redacted]

ZIP CODE: [redacted]

TELEPHONE NUMBER: ([redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Edward J Eason
SIGNATURE

10558
CNN

OCT 24 2003

9/25/03
DATE

Distribution: White - Human Resources **Green - District/Division** **Yellow - Communications** **Pink – Employee Benefits** **Goldenrod - Employee**

EOG-02516

BSO A#44 (Revised Jun 2000)

**** Current Status ****

Emp #: 010556 3475 EDWARD J EASON
SSN #: [redacted]

Stat: A Pos#: 052030
BU: PBA GR/ST:15 /03
296 DEPUTY SHE
23475 D13/LAUDER

Hire : 10/16/2000
Birth: [redacted] Rate: 19.3151 Per Sal: 1,545.21 Ann Sal: 40,175.46
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
10/06/00				00000			/00	0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
10/06/00				00000			/00	0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
03/29/01	3475		PBA	52030	23475	15	/01	16.0938	1,287.50	33,475.00
Action: PROMOTION				Reason:				Title: 296	DEPUTY SHE	
04/07/01	3475		UNRO	22222	23475	10	/01	10.5866	846.93	22,020.18
Action: COLA				Reason:				Title: 439	CADET - DL	
10/06/01	3475		PBA	52030	23475	15	/01	16.5766	1,326.13	34,479.38
Action: COLA				Reason:				Title: 296	DEPUTY SHE	
04/06/02	3475		PBA	52030	23475	15	/02	17.5463	1,403.70	36,496.20
Action: ANNUAL INC				Reason:				Title: 296	DEPUTY SHE	
10/05/02	3475		PBA	52030	23475	15	/02	18.2482	1,459.86	37,956.36
Action: COLA				Reason:				Title: 296	DEPUTY SHE	
04/05/03	3475		PBA	52030	23475	15	/03	19.3151	1,545.21	40,175.46
Action: ANNUAL INC				Reason:				Title: 296	DEPUTY SHE	

OCT 24 2003

DATE: **September 30, 2003**

TO: **DEPUTY EDWARD EASON CCN: 10558**
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2003

I am pleased to announce that effective the first full pay period in October 2003 (October 4 - October 17) the pay schedule for DLE Deputies and Sergeants will be increased by four and one-half percent (4 1/2%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 24, 2003.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

04/11/2003 Broward County Sheriff's Office PAGE 1
16:12:57 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 010558 3475 EDWARD EASON Stat: A Pos#: 052030
S.S.#: [redacted] BU: PBA GRST: 15 -03
296 DEPUTY SHE
Hire : 10/16/2000 [redacted] 23475 D13/LAUDER
Birth: [redacted] Rate: 19.3151 Per-Sal: 1,545.21 Ann-Sal: 40,175.46
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
10/06/00				00000		00	01	0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
10/06/00				00000		00	01	0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
03/29/01 3475		PBA		52030	23475	15	01	16.0938	1,287.50	33,475.00
Action: PROMOTION				Reason:				Title: 296	DEPUTY SHE	
04/07/01 3475		UNR0		22222	23475	10	01	10.5866	846.93	22,020.18
Action: COLA				Reason:				Title: 439	CADET - DL	
10/06/01 3475		PBA		52030	23475	15	01	16.5766	1,326.13	34,479.38
Action: COLA				Reason:				Title: 296	DEPUTY SHE	
04/06/02 3475		PBA		52030	23475	15	02	17.5463	1,403.70	36,496.20
Action: Annual Inc				Reason:				Title: 296	DEPUTY SHE	
10/05/02 3475		PBA		52030	23475	15	02	18.2482	1,459.86	37,956.36
Action: COLA				Reason:				Title: 296	DEPUTY SHE	
04/05/03 3475		PBA		52030	23475	15	03	19.3151	1,545.21	40,175.46
Action: Annual Inc				Reason:				Title: 296	DEPUTY SHE	

APR 25 2003

DATE: **October 18, 2002**

TO: **DEPUTY EDWARD EASON CCN: 10558**
DISTRICT 13-LAUDERDALE-BY-THE

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputy and Sergeant Salary Adjustment – October 2002

I am pleased to announce that effective the first full pay period in October 2002 (October 5 – October 18) the pay schedule for DLE Deputies and Sergeants will be increased by four percent (4%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 25, 2002.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: Edward J. Eason

CCN: 10558 SOCIAL SECURITY NUMBER [redacted]

JOB TITLE: Deputy Sheriff

CURRENT ASSIGNMENT:

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☒ ADDRESS CHANGE
- ☒ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

RECEIVED
SEP - 3 2002
HUMAN RESOURCES

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME:

STREET ADDRESS: [redacted]

Y, STATE: [redacted]

ZIP CODE: [redacted]

TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Edward J Eason — SIGNATURE

10558 — CNN

09/05/02 SEP 13 2002 MB — DATE

Distribution: White - Human Resources Green - District/Division Yellow - Communications Pink – Employee Benefits Goldenrod - Employee

EOG-02521

BSO A#44 (Revised Jun 2000)

04/12/2002 Broward County Sheriff's Office PAGE 1
11:02:33 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: [redacted] EDWARD EASON
S.S.#: [redacted]
Stat: A Pos#: 052030
BU: PBA GRST: 15 -02
296 DEPUTY SHE
23475 D13/LAUDER
Hire : 10/16/2000 [redacted]
Birth: [redacted] Rate: 17.5463 Per-Sal: 1,403.70 Ann-Sal: 36,496.20
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
10/06/00				00000		00		0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
10/06/00				00000		00		0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
03/29/01 3475		PBA	52030	23475		15	01	16.0938	1,287.50	33,475.00
Action: PROMOTION				Reason:				Title: 296	DEPUTY SHE	
04/07/01 3475		UNR0	22222	23475		10	01	10.5866	846.93	22,020.18
Action: COLA				Reason:				Title: 439	CADET - DL	
10/06/01 3475		PBA	52030	23475		15	01	16.5766	1,326.13	34,479.38
Action: COLA				Reason:				Title: 296	DEPUTY SHE	
[redacted]										

APR 26 2002

DATE: **March 5, 2002**

TO: DEPUTY SHERIFF EDWARD EASON CCN - 10558
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: **Sheriff Ken Jenne**

SUBJECT: **Wage Increase**

Successful negotiations between the Police Benevolent Association (PBA) and the Sheriff's Office have resulted in a finalized contract for Department of Law Enforcement Deputies and Sergeants. According to Article 19 of the contract, the pay scale for Deputies and Sergeants will be increased by three percent (3%) effective the first full pay period in October 2001. This adjustment will be processed for those employees whose salary falls within the established BSO pay range.

This salary adjustment will be reflected in paychecks received on March 15, 2002. A separate check will also be distributed on March 29, 2002 for the retroactive amount.

Should you require additional information, please contact Compensation Manager Joanna Hely at 321-4418 or Senior Human Resources Analyst Jennifer Wheeler at 321-4416.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel Harold Wilber, Executive Director, Department of Detention & Community Control
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Assistant Director Elijah Williams, Department of Legal Affairs

**** Current Status ****

Emp #: 010558 3475 EDWARD EASON Stat: A Pos#: 052030
S.S.#: [redacted] BU: PBA GRST: 15 -01
296 DEPUTY SHE
Hire : 10/16/2000 [redacted] 23475 LAUD BY SE
Birth: [redacted] Rate: 16.0938 Per-Sal: 1,287.50 Ann-Sal: 33,475.00
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
10/06/00				00000		00		0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
10/06/00				00000		00		0.0000	0.00	0.00
Action: NEW HIRE				Reason:				Title:	Job Desc??	
[redacted]										
04/07/01 3475			UNRO	22222	23475	10	01	10.5866	846.93	22,020.18
Action: COLA				Reason:				Title: 439	CADET - DL	

MAY 11 2001

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

RECEIVED
APR 23 2001
HUMAN RESOURCES

DATE: April 16, 2001

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 01-087 effective March 29, 2001**

The following **Cadets - DLE** are hereby graduated from the 203rd Police Academy and **promoted** to **Deputy Sheriff - DLE** reporting to Colonel Thomas Carney, Undersheriff.

[redacted]

Edward Eason [redacted] CCN: 10558 Dept. 3475/ District 13 Lauderdale-by-the-Sea PCN 52030 [redacted]

10/1
10.5866 X 1.05 = 11.1159

Ann 4/01/2002 ✓
PBA ✓
296 @ 16.0938 ✓
15/1
Eval Qrtly ✓

Reviewed and Recommended by:

Colonel Thomas Carney — 4-19-2001
Undersheriff — Date

John Curry, Exec. Director — 4/19/01
Department of Administration — Date

MAY 11 2001
MB

EOG-02525

FLORIDA DEPARTMENT OF LAW ENFORCEMENT
OFFICIAL GRADE NOTIFICATION

Exam Administration Number 01-011 - Exam Date 03/28/2001

School: 139903 Broward Community College

EDWARD J EASON
[redacted]

RECEIVED
APR 17 2001
PERSONNEL DIVISION

SSN: [redacted]
Discipline: LAW
ReTakeNo:
Form: LE ONE
Effective Date: 01312001

Section #	Raw Score	Percent Correct	Status
1	51	85%	Pass
2	54	90%	Pass
3	56	93%	Pass
4	55	92%	Pass
5	53	88%	Pass

Overall Exam Status: Pass

FLORIDA OFFICER CERTIFICATION EXAMINATION

This examination is one of the prerequisites for certification as an officer. Section 943.133, Florida Statutes, provides additional information regarding statutory requirements for employment and certification. The results of each section of the Certification Examination are reported above. Please see the last column entitled "Pass/Fail": PASS indicates a passing score was obtained on that section; FAIL indicates failure.

If this was your first time taking the examination and you did not pass all sections of the examination, you will be required to retake and pass only the section(s) failed.

OR

If this was your second time taking the examination and you did not pass all required section(s), you will be required to complete the basic training that corresponds to the examination area(s) failed before taking a second retake.

OR

If this was your third time taking the examination and you did not pass all required sections(s), you will be required to re-enter and successfully complete the entire basic training program and satisfy all requirements of the program. You must then apply for and take the entire examination.

A new application must be submitted prior to the deadline date of your next requested examination.

For inquiries relating to the exam, please call **(850) 410-8602.** This number is monitored eight (8) hours per day by staff. A voice mailbox will activate when staff is on the telephone or it is after the close of the business day. All messages will be returned within 24 hours of receipt. Additional examination information is located at:

www.fdle.state.fl.us.

EOG-02526

Print Date: 04/05/2001

10/18/2000 Broward County Sheriff's Office PAGE 1
13:26:48 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 010558 3110 EDWARD EASON [redacted] Stat: A Pos#: 022222
S.S.#: [redacted] BU: UNRO GRST: 10 -01
439 CADET - DL
Hire : 10/16/2000 [redacted] 13110 LAW ENFORC
Birth: [redacted] Rate: 10.2783 Per-Sal: 822.26 Ann-Sal: 21,378.76
Perm : 10/16/2000

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST	Rate	Per-Sal	Ann-Sal
10/06/00				00000		00	0.0000	0.00	0.00
Action: NEW HIRE				Reason:			Title:	Job Desc??	
10/06/00				00000		00	0.0000	0.00	0.00
Action: NEW HIRE				Reason:			Title:	Job Desc??	

OCT 27 2000

MB

CORRECTIONS / LAW ENFORCEME[redacted] DEPUTY (Circle One) [redacted]LECTION CHECK SHEET

Name Eason, Edward 00439A _____ SSN [redacted]

Cadet Deputy Sheriff Cadet ial Application Received By J. H. Date Received 5/5/00

NITIAL APPLICATION REVIEW

CONTROLLED SUBSTANCES:

Within Standards ✓ Outside Standards _____ Inactivation Code _____ Reapply Date _____

CRIMINAL HISTORY:

Within Standards ✓ Outside Standards ____ Disposition Attached ___ Disposition Requested ___ Date Requested _____

Inactivation Code _____ Reapply Date _____ Comments _____

FLORIDA CERTIFICATION OR STATE TEST SCORES: Attached _____ In Process _____ Not Applicable (Cadet) _____

TABE SCORES: P / F P BASIC MOTOR SKILLS TEST: P / F P Not Applicable ___ SWIM TEST: P / F P

DRIVING HISTORY:

Attached ✓ Advised to Request ____ Within Standards _____ Outside Standards _____ Reapply Date _____

PRE-SCREEN INTERVIEW

Scheduled Date _____ Scheduled Time _____ Pre-Screener _____

Within Standards _____ Disposition Requested _____ Outside Standards _____ Inactivation Code _____

Reapply Date _____ Comments _____

Advised Applicant About Inconsistency _____ Yes _____ Not Applicable

Background Investigation Needed at this Stage? No _____ Yes _____ Reason _____

EMPLOYMENT QUESTIONNAIRE

Date Given 6/8/00 Date Received 6/12/00 Received/Reviewed By _____

CONTROLLED SUBSTANCES:

Within Standards ✓ Outside Standards _____ Inactivation Code _____ Reapply Date _____

CRIMINAL HISTORY:

Within Standards ✓ Outside Standards ___ Disposition Attached ___ Disposition Requested ___ Date Requested _____

Inactivation Code _____ Reapply Date _____ Comments _____

COMPLETION: Complete _____ Incomplete _____ (Note Below Information/Documents Applicant Needs for Completion)

Needs FL DL to = Address FSS 322.19 (2 Since this one) Date Advised 072400 LM/AM 1335 Date Received 072500

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

Name: [redacted] SSN: [redacted] **POLYGRAPH EXAMINATION**

Scheduled Date 6/29/00 Scheduled Time 9:00 Am Polygraphist Hoffman

No Deception Indicated ✓MB Deception Indicated _____ Disqualified Admissions _____ Retest _____

Within Standards ✓ Outside Standards _____ Score 2 Report Scored By EKhds

Inactivation Code _____ Reapply Date _____ Comment _____

DRUG/MEDICAL EXAMINATION - Sunshine Medical Center

DRUG: Scheduled Exam Date 7-27-00 Negative ✓ Positive _____ Received Date 8-2-00

MEDICAL: Scheduled Exam Date 7-27-00 Time _____ Pass ✓ Fail _____ Received Date 8-8-00

PSYCHOLOGICAL EVALUATION

WRITTEN/BATTERY: Scheduled Date 7/11/00 Scheduled Time _____ Location _____

CLINICAL/INTERVIEW: Scheduled Date _____ Scheduled Time _____ Dr. _____

Verbal Date _____ Score _____ Comment _____

Report Received Date 8-21-00 Score 7 Comment _____

Recommended ✓ Not Recommended _____ Inactivation Code _____ Comment _____

Eligibility Only 8/10

BACKGROUND INVESTIGATION

Date File Sent 7/12/00 Assigned Investigator SA/FITZGERALD Date Assigned 071800/072700

NCIC/FCIC Date Sent/Received 072400 / 072400 Docketrac Date Sent/Received 072400 / 073100 072700 080400

Recommended ✓ Yes ____ No Current Employer Contacted (Yes) No Investigator _____ /Date 082104

Final Review Date 082100 Reviewed By _____ Comment _____

APPLICANT FILE REVIEW

DCR/DCP DIRECTOR:

Date File Sent 8/17/00 Reviewed By _____ Date Reviewed 8-17-00 Personnel Received Date _____

Selected for Hire ✓ Comments _____

Not Selected for Hire _____ Applicant not selected for hire for the following reason(s):

HUMAN RESOURCES DIVISION:

Date File Sent _____ Reviewed By EKhds Date Reviewed 8/21/00 Received Date _____

Approved ✓ Disapproved ___ Inactivation Code _____ Reapply Date _____ Comments Pending updated agility scores

CLASSIFICATION/PAY/HIRING INFORMATION

Hire Date 10-18-00 CCN 10538 Vacancy # T.B.A Budget Code _____

Full Time ✓ Part Time _____ Hours/Shift _____ Salary Range 10/01

203 Police Academy

EOG-02529

Form W-4 (2000)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 2000 expires February 16, 2001.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. However, you may claim fewer (or zero) allowances.

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see Pub. 919, How Do I Adjust My Tax Withholding?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax.

Two earners/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2000. Get Pub. 919 especially if you used the **Two-Earner/Two-Job Worksheet** on page 2 and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (Entering -0- may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax *return* (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $18,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children.	G ____
H	Add lines A through G and enter total here. **Note:** *This may be different from the number of exemptions you claim on your tax return.* ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the **Deductions and Adjustments Worksheet** on page 2.
- If you are **single, have more than one job** and your combined earnings from all jobs exceed $34,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $60,000, see the **Two-Earner/Two-Job Worksheet** on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4** — Department of the Treasury, Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ For Privacy Act and Paperwork Reduction Act Notice, see page 2.

OMB No. 1545-0010

2000

1	Type or print your first name and middle initial: Edward J	Last name: Eason
2	Your social security number: [redacted]	
	Home address (number and street or rural route): [redacted]	3 ☑ Single ☐ Married ☐ Married, but withhold at higher Single rate. Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*
	City or town, state, and ZIP code: [redacted]	4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card ▶ ☐
5	Total number of allowances you are claiming (from line H above OR from the applicable worksheet on page 2)	5 0
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 2000, and I certify that I meet **BOTH** of the following conditions for exemption: • Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND** • This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability. If you meet both conditions, write "EXEMPT" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ Edward Eason Date ▶ October 16, 2000

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number

EOG-02530

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 2000 tax return.*

1 Enter an estimate of your 2000 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 2000, you may have to reduce your itemized deductions if your income is over $128,950 ($64,475 if married filing separately). See **Worksheet 3** in Pub. 919 for details.) . . . 1 $

2 Enter:
- $7,350 if married filing jointly or qualifying widow(er)
- $6,450 if head of household
- $4,400 if single
- $3,675 if married filing separately

. . . . . 2 $

3 **Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0- . . . . . 3 $

4 Enter an estimate of your 2000 adjustments to income, including alimony, deductible IRA contributions, and student loan interest 4 $

5 **Add** lines 3 and 4 and enter the total (include any amount for credits from **Worksheet 7** in Pub. 919.) . 5 $

6 Enter an estimate of your 2000 nonwage income (such as dividends or interest) . . . . . 6 $

7 **Subtract** line 6 from line 5. Enter the result, but not less than -0- . . . . . 7 $

8 **Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction 8

9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 9

10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earner/Two-Job Worksheet**, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1 . 10

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions under line H on page 1 direct you here.*

1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) 1

2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here 2

3 If line 1 is **MORE THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet 3

Note: *If line 1 is **LESS THAN** line 2, enter -0- on Form W-4, line 5, page 1. Complete lines 4–9 below to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4 Enter the number from line 2 of this worksheet 4

5 Enter the number from line 1 of this worksheet 5

6 **Subtract** line 5 from line 4 6

7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . 7 $

8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . 8 $

9 Divide line 8 by the number of pay periods remaining in 2000. For example, divide by 26 if you are paid every other week and you complete this form in December 1999. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 $

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly				All Others			
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	41,001 - 45,000	8	$0 - $5,000	0	65,001 - 80,000	8
4,001 - 7,000	1	45,001 - 55,000	9	5,001 - 11,000	1	80,001 - 100,000	9
7,001 - 13,000	2	55,001 - 63,000	10	11,001 - 17,000	2	100,001 and over	10
13,001 - 19,000	3	63,001 - 70,000	11	17,001 - 22,000	3		
19,001 - 25,000	4	70,001 - 85,000	12	22,001 - 27,000	4		
25,001 - 31,000	5	85,001 - 100,000	13	27,001 - 40,000	5		
31,001 - 37,000	6	100,001 - 110,000	14	40,001 - 50,000	6		
37,001 - 41,000	7	110,001 and over	15	50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly		All Others	
If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$420	$0 - $30,000	$420
50,001 - 100,000	780	30,001 - 60,000	780
100,001 - 130,000	870	60,001 - 120,000	870
130,001 - 250,000	1,000	120,001 - 270,000	1,000
250,001 and over	1,100	270,001 and over	1,100

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, to cities, states, and the District of Columbia for use in administering their tax laws, and for use in the National Directory of New Hires.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: Recordkeeping 46 min., Learning about the law or the form 13 min., Preparing the form 69 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. DO NOT send the tax form to this address. Instead, give it to your employer.

EOG-02531

Printed on recycled paper *U.S. Government Printing Office: 1999 — 456-119

AGREEMENT FOR REIMBURSEMENT
OF HIRING AND TRAINING EXPENSES

(Deputy Sheriff Cadet - DEPT. OF LAW ENFORCEMENT)

WHEREAS, the Broward County Sheriff's Office hereinafter referred to as "Sheriff" will incur substantial expenses in the process of training Edward John EASON hereinafter referred to as "Applicant" to be a Deputy Sheriff Cadet - Law Enforcement; and

WHEREAS, these training expenses can only be recovered through the services of the Applicant with the Broward County Sheriff's Office after completion of training; and

WHEREAS, the Sheriff will suffer substantial damages if the undersigned Applicant should leave the Sheriff any time within the two (2) years following completion of formal police training through the Broward County Police Academy.

NOW, THEREFORE, in consideration for the Sheriff providing training to the Applicant, the Applicant agrees as follows:

1. **REIMBURSEMENT OBLIGATION.** The Applicant in consideration of the agreement by the Sheriff, to provide him/her with formal police training through the Broward County Police Academy, located at the Criminal Justice Institute of Broward Community College to be followed upon successful completion thereof by a period of field training under the supervision of experienced Broward County Deputy Sheriffs, does hereby agree that in the event his/her employment with the Sheriff ceases due to any cause other than "termination" as defined below, within twenty-four (24) months from completion of formal police training through the Broward County Police Academy, the Applicant will reimburse the Sheriff for all expenses incurred in connection with his/her hiring and training.

2. **DEFINITION OF "TERMINATION".** Termination as used in this Agreement shall mean any discontinuance of the Applicant's employment initiated by the Agency with good cause.

3. **EXPENSES INCURRED FOR REIMBURSEMENT OBLIGATION.** It is agreed that the expenses which the Sheriff will incur in connection with the Applicant's hiring and training, and thus, the Applicant's reimbursement obligation, shall consist of all amounts expended or incurred by the Agency in hiring and training the Applicant from the initiation of the hiring process through field training, including, but not limited to the following:

(a) Expenses for the cost of hiring ($844.00)

(b) Police Academy tuition ($980.00)

Thus, the Applicant's reimbursement obligation shall consist of no less than ONE THOUSAND EIGHT HUNDRED AND TWENTY FOUR ($1,824) DOLLARS.

4. **CREDIT FOR C[redacted]NUOUS EMPLOYMENT.** Credit [redacted]ervice rendered will be given against the Applicant's reimbursement obligation at the rate of one-twenty-fourth of the total reimbursement obligation for each four (4) weeks of full-time employment with the Sheriff subsequent to completion of the formal police training through the Broward County Police Academy. Any absence from work due to illness, non-duty related injury or other cause for a period greater than two (2) weeks shall be excluded from the period of service for which credit will be given.

5. **TERMS OF REPAYMENT.** Complete payment of the reimbursement obligation shall be made by the Applicant within twenty-four (24) months of cessation of employment in monthly installments of no less than one-twenty-fourth of the total reimbursement obligation, commencing on the first day of the month following the month during which cessation of employment occurs, and payable on or before the first of each month thereafter. The Applicant agrees that in the event of his/her failure to make any payment required pursuant to the Agreement in a timely manner, the total amount of the reimbursement obligation then remaining unpaid shall immediately become due and payable. The Applicant further agrees that in the event the Sheriff incurs court costs, attorney's fees, or other costs of collection in an effort to collect any delinquent sums owing pursuant to this Agreement, the Applicant will pay such expenses in addition to the portion of reimbursement obligation then due.

6. The consideration that the Sheriff provides for the Applicant's obligations under this Agreement is the providing of training for the Applicant. Such commencement of training by the Sheriff is the Sheriff's acceptance of this Agreement.

Edward J Eason — October 16, 2000

Signature *Date*

STATE OF Florida, *COUNTY OF* Broward *The foregoing instrument was acknowledged before me this* 16 *day of* October, 2000, *by* Edward John Eason.

(Print name of person acknowledging)

Personally Known [ ] OR Produced Identification [✓]

(Signature of Notary Public) *Type of Identification Produced* [redacted]

Anthony J. Jackson

(Printed name of Notary Public as commissioned)

#CC759258

(Commission Number)

ANTHONY J. JACKSON
MY COMMISSION # CC 759258
EXPIRES July 14, 2002
STAMP SEAL

h:\docs\hiretrn2.exp p.1 rev 03/98

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 25, 2000

Mr. Edward Eason
[redacted]

Dear Mr. Eason:

The Broward County Sheriff's Office would like to congratulate you for successfully completing the selection process for the position of **Deputy Sheriff Cadet**. Please accept this letter as confirmation of employment with the Broward Sheriff's Office. You were offered and accepted employment with our agency as a **Deputy Sheriff Cadet** earning a bi-weekly salary of $822.00 during the Academy training. Upon successful completion of the Academy and the state certification examination, you will be earning an annual salary of $32,500. Your first day of work will be an orientation process and will begin at **8:00 A.M.** sharp [redacted]. Please report to the following address:

Broward County Sheriff's Office
Ron Cochran Public Safety Complex
2601 West Broward Boulevard, Personnel Office
Fort Lauderdale, Florida 33312
(954) 321-4400

You will be with the Human Resources staff for all day on the day of your Orientation. You will be required to complete all of your insurance paperwork at this time. Please be prepared to choose a family physician and pediatrician at this time. Please bring the dates of birth and social security numbers of all of your dependents. A birth certificate is required if your dependent has a different last name than you. If you have any questions or need additional information before your orientation, please call 321-4409 or 831-8355.

You must bring proper identification which includes your driver's license or state identification card and social security card. Please keep in mind this orientation will be your first day of work, therefore we ask that you dress in proper business attire.

Congratulations! We look forward to seeing you and please call if you need further information.

Sincerely,

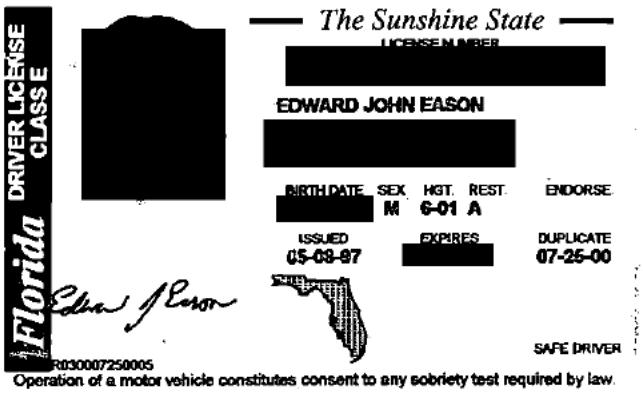
Diana M. Viscarra, Recruitment and Assessment Manager
Human Resources Bureau

cc: file
g:\notices\hiredcad.wpn

RECEIVED
JUL 25 2000
HUMAN RESOURCES

ORIGINAL APPROVED

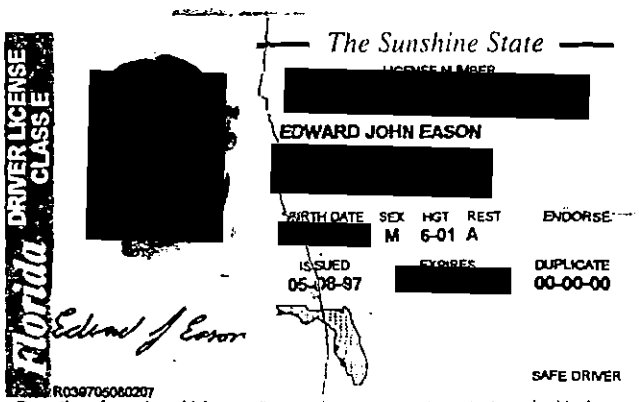
BACKGROUND
JUL 25 2000
INVESTIGATIONS



BACKGROUND
JUL 25 2020
INVESTIGATIONS

ORIGINAL APPROVED

ORIGINAL APPROVED



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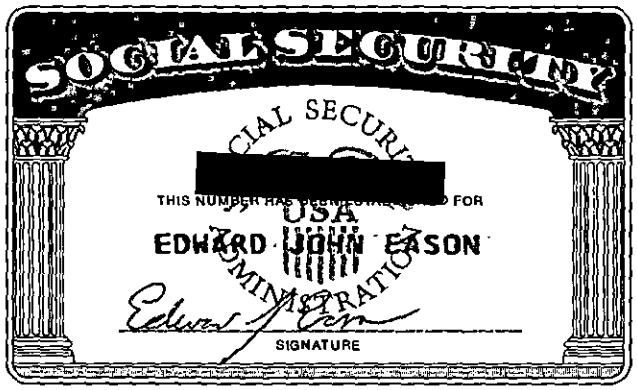

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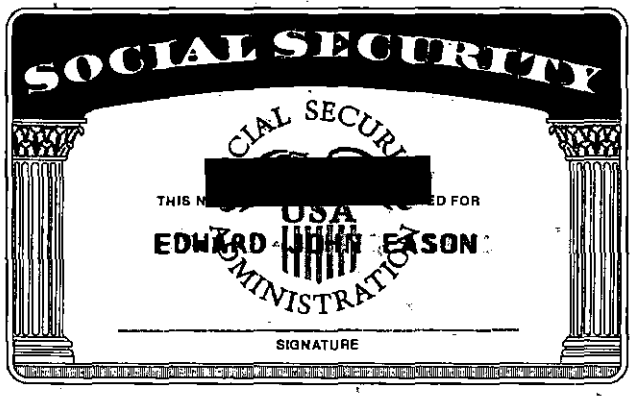

RECEIVED
JUN 12 2000
HUMAN RESOURCES

<CTRL-W> -- save/end	<ESC> -- abandon operation
arrows -- position cursor	<CTRL-Y> -- delete a field
<Enter> -- move to next field	<BACKSPACE> -- previous field

Date : 09/13/94

First Name : EDWARD M.I.: J Last Name : EASON

ALIAS:
FIRST NAME : Last Name :

SSN : [redacted] DOB : [redacted] CJTC# : 0-628-22

SEX : M Certified : N RACE : W

TESTING INFORMATION

1st TABE	10/25/99	12.9 READ	12.9 MATH	12.9 LANG	PHYSICAL : 10/28/99
2nd	/ /	.0	.0	.0	SWIM : 10/25/99

TEST % : 8.00 DATE : / / ND : .0 DATE : / /

DENISE BEAULIEU • MANAGER
CRIMINAL JUSTICE
TRAINING CENTER
3501 DAVIE ROAD, BLDG. 22
DAVIE, FL 33314-1693

EOG-02540

STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES
DIVISION OF DRIVER LICENSES TRANSCRIPT RECORD

FIRST	MIDDLE OR MAIDEN	LAST	SUFFIX	DOB	HEIGHT	RACE	SEX	SOCIAL SECURITY NUMBER	DRIVER EDUCATION	SEARCH DATE	REQUESTOR
EDWARD	JOHN	EASON		E 05/08/97	601	W	M			05/05/00	6610

ADDRESS	CLASS	DATE ISSUED	DATE EXPIRED	RESTRICTIONS	ENDORSEMENTS	FLORIDA DRIVER LICENSE / ID NUMBER	PRIOR STATE AND DRIVER LICENSE NUMBER
	1	1	1	1	0 0	08/22/90	

CITY, STATE, ZIP	EXAMS	VISION	SIGNS	RULES	DRIVING	MOTORCYCLE	DATE ORG. DL ISSUED	CDL ISSUE DATE	PREVIOUS BATCH	CURRENT BATCH
						110591R03			092794R03	012495R03

DUPLICATE LICENSE:

REPLACEMENT LICENSE:

CRASH/OFFENSE EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	INFORMATION FROM COUNTY/STATE	CITY	COURT	ENTRY	DESCRIPTION	REP	CITATION	CRASH	DISP	ACTION	DOCKET OR TICKET NUMBER	DEPT. USE ONLY BATCH
** ENTRIES BELOW COVER THIS PERSONS ENTIRE RECORD **														
** THIS PERSON HAS A DIGITAL IMAGE **														
07/02/90						DRIVE SCHOOL	SUBSTANCE ABUSE COURSE COMPLETED							
08/15/92	09/16/92		BROWARD		COUNTY	CONV-4.0 PTS	UNLAWFUL SPEED 090/55				1		85528EE	226495
08/15/92	09/16/92		BROWARD		COUNTY	CONV-0.0 PTS	SEAT BELT VIOLATION				1		85529EE	226495
12/07/92	01/04/93		BROWARD		COUNTY	CONV-0.0 PTS	SEAT BELT VIOLATION				1		83295VH	300995
01/18/95	02/21/95		DADE		COUNTY	ADJ WITHHELD CLERK COURT	SPEED IN POSTED ZONE 074/55				5		474810I	510393
03/09/97	04/25/97		BROWARD		COUNTY	CONV-0.0 PTS	OP MV UNSAFE COND/ IMPROPER EQUIP				1		796091S	711795
05/08/97	05/08/97		BROWARD		COUNTY	CONV-0.0 PTS	OP MV UNSAFE COND/ IMPROPER EQUIP				1		562595S	715295
06/21/97	07/15/97		DADE		COUNTY	ADJ WITHHELD CLERK COURT	FAIL TO OBEY TRAF INSTR SIGN/DEVICE				5		288040I	728593
END OF RECORD														

ol
EKS
5-26-00

IN COMPLIANCE WITH SECTION 322.201 F.S., I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT TRANSCRIPT OF THE SUBJECT'S DRIVER RECORD AS FURNISHED ME BY THE STATE OF FLORIDA DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES.

Robert E Lockwood

ROBERT E. LOCKWOOD
CLERK, CIRCUIT & COUNTY COURTS
BROWARD COUNTY, FLORIDA

NOTE: SOME LICENSES ISSUED BY THE STATE OF FLORIDA ARE VALID IN FLORIDA ONLY. THIS RESULTS FROM APPLICANT RETAINING A VALID LICENSE FROM ANOTHER JURISDICTION.
***** THIS VIOLATION CANNOT BE USED TO SURCHARGE AN AUTOMOBILE LIABILITY INSURANCE POLICY. F.S. 626.9701**

BOG-02541

LICENSE CLASSES

- CLASS A — ANY TRACTOR-TRAILER WITH A GVWR OF 26,001 POUNDS OR MORE
- CLASS B — ANY SINGLE VEHICLE WITH A GVWR OF 26,001 POUNDS OR MORE
- CLASS C — ANY ENDORSED VEHICLE WITH A GVWR OF LESS THAN 26,001 POUNDS
- CLASS D — ANY SINGLE VEHICLE OF 8,000 POUNDS OR MORE, BUT LESS THAN 26,001 POUNDS GVWR OR MORE THAN 80 INCHES WIDE
- CLASS E — REGULAR OPERATOR'S LICENSE
- CLASS E(L) — LEARNER'S LICENSE

RESTRICTIONS

- A. CORRECTIVE LENSES
- B. OUTSIDE REARVIEW MIRROR
- C. BUSINESS PURPOSES
- D. EMPLOYMENT PURPOSES
- E. DAYLIGHT DRIVING ONLY
- F. AUTOMATIC TRANSMISSION
- G. POWER STEERING
- I. DIRECTIONAL SIGNALS
- J. GRIP ON STEERING WHEEL
- K. HEARING AID
- L. SEAT CUSHION
- M. HAND CONTROLS OR PEDAL EXTENSION
- N. LEFT FOOT ACCELERATOR
- P. PROBATION-INTERLOCK DEVICE
- R. RESTRICTED
- S. OTHER RESTRICTIONS
- T. NO PASSENGERS ON MOTORCYCLE
- X. MEDICAL ALERT BRACELET
- Y. EDUCATION PURPOSES
- 1. VEHICLES W/O AIR BRAKES
- 2. CDL INTRASTATE ONLY
- 3. CDL BUS ONLY
- 4. CMV < 26,001 LBS. GVWR
- 5. NO TRACTOR/TRAILERS
- 6. NO CLASS A PASSENGER VEHICLE
- 7. NO CLASS B PASSENGER VEHICLE

REPRESENTATIVE CODES

- C. REPRESENTED BY COUNSEL
- W. COUNSEL WAIVED

DISPOSITION CODES

1. GUILTY
2. ESTREATURE
3. FORFEITURE
4. ADJUDGED DELINQUENT
5. ADJUDICATION WITHHELD

CITATION/CRASH CODE

- C. INDICATES CITATION ISSUED
- A. INDICATES CRASH

ACTION CODES

- D. DEPARTMENT ACTION
- C. COURT ACTION

HSMV 73260
(Rev. 1/97)

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

June 15, 2000

Mr. Edward Eason
[redacted]

Dear Mr. Eason:

The Broward Sheriff's Office is pleased to extend a conditional offer of employment to you for the position of **Deputy Sheriff Cadet**. This offer is specifically contingent upon your successful completion, to the satisfaction of the Broward Sheriff's Office, of the following:

Polygraph Examination
Psychological Evaluation
Background Investigation
Medical Examination and Drug Test
Final review of your file

If you are presently employed, we strongly recommend that you not resign your present position until you are notified that you have successfully completed all the requirements set forth above.

Upon satisfactory completion of all pre-employment steps, you will be offered a position as a **Deputy Sheriff Cadet** provided an appropriate training academy space becomes available. Should you be unable to begin training on the designated date, this conditional offer of employment shall be revoked. Additionally, you must successfully complete both the academy and the state certification test to ensure employment as a certified deputy with the Broward County Sheriff's Office. During your training, your bi-weekly salary will be $822.26, and upon passing the state certification test you receive a yearly salary of $32,500 (Grade 15, Step 01).

Please be advised that this offer shall be revoked upon your failure to meet any of the requirements or conditions contained herein. Thank you for your interest in employment opportunities with the Broward Sheriff's Office.

Sincerely,

Diana M. Viscarra, Recruitment and Assessment Manager
Human Resources Bureau

HA

RECEIVED

JUN 12 2000

HUMAN RESOURCES

BROWARD COUNTY SHERIFF'S OFFICE EMPLOYMENT QUESTIONNAIRE

The Broward County Sheriff's Office is an equal opportunity employer and does not discriminate on the basis of age, citizenship, intending citizenship status, color, disability, marital status, national origin, race, religion, sex, or sexual orientation.

These factors are **NOT** used as selection criteria, except in rare instances where such factors are bona fide occupational qualifications. This information may be used, however, for identification purposes in conducting a background investigation.

In accordance with the "Americans with Disabilities Act of 1991", the Broward County Sheriff's Office will reasonably accommodate qualified individuals with a disability. The reasonable accommodation requirement applies to the application process, any pre-employment test, interview, and actual employment. If you are disabled and require accommodation, you may request it and the Broward Sheriff's Office will make every reasonable endeavor to provide it to you. However, some types of accommodations may require some preparation before they can be provided. Therefore, we suggest that you make such requests as early as possible by contacting the Personnel Division.

COMPLETE QUESTIONNAIRE Use additional sheets in the same format if necessary.
DO NOT LEAVE ANY BLANKS

Resumes may not substitute for any information requested on this questionnaire.
PLEASE PRINT CLEARLY

Position Applied for: Broward Sheriff Cadet				
Social Security Number [redacted]			Date 06/08/00	
Last Name Eason	First Name Edward		Middle Name John	
Mailing Address [redacted]	City	State	Country	Zip Code
Home Phone Number [redacted]	Work Phone Number [redacted]		Extension	
Height 6'0"	Weight 195	Color of Eyes Hazel	Color of Hair Brown	Distinguishing marks, scars, &/or tattoos Scar Under chin/upper neck
Date of Birth (mo/day/yr) [redacted]	Place of Birth City Brooklyn	State NY	Country USA	Zip Code

List all other names you have ever used that are different than your current name: If None, check here [✓]

Last Name	First Name	Middle Name	Reason	From(mo/yr) To(mo/yr)

Have you ever applied to the Broward Sheriff's Office before? [✓] Yes [ ] No

Position applied for	Date (mo/yr)	Outcome
Broward Sheriff Cadet	11/99	Did not pass Oral interview

Are you a present or previous employee of the Broward Sheriff's Office? [ ] yes [✓] No

Position	From (mo/yr) To (mo/yr)	Reason for leaving

EOG-02543

RESIDENCES: List chronologically all residences for the last TEN years. Include residences while at school and in the military.

From (mo/yr)	To (mo/yr)	Address	City	State	Country	Zip Code
11/99	Present	[redacted]		FL	USA	[redacted]
11/98	11/99			FL	USA	
1985	11/98			FL	USA	

EDUCATION/TRAINING: List all education/training.

High School graduation or GED attained [+] Yes [ ] No	Institution where attained Name	Location
	Piper High School	8000 NW 44th Street Sunrise, FL 33351

Colleges and Universities attended

Name	Location	Total Hours Sem.	Total Hours Qtr.	Major/Minor Field of Study	Degree Received

Academy, Business, Trade, or other schools attended

Name	Location	Total Class Hours	Subjects Taken	Certification Received
Academy of Finance	8000 NW 44th St. Sunrise, FL 33351	2 years	Accounting Computers Business I + II	Diploma

Current Professional Licenses or Certificates and Issuing Agency	Date: issued	expiration

MILITARY:
Have you ever served in the Armed Services of the United States (including Coast Guard, Reserves, and National Guard)? [ ] Yes [+] No

Branch:	Period From (mo/date/yr)	To (mo/date/yr)	Type of Discharge
Service Number:			
Highest Rank:			

Was any type of disciplinary action taken against you? [ ] Yes [ ] No	Offense:	Action taken:

EMPLOYMENT: List all full and part-time paid work experience you have had in the past ten (10) years. Start with the most recent position and work back. Major changes in duties or job titles with the same employer should be listed as separate positions. Describe job duties in detail. Use additional sheets in the same format if necessary. Resumes may not substitute for any information requested on this questionnaire.

1. Most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
08/02/97	Present	2	10	40+	Window Clerk	Carl Mannisto Station Manager	Seeking employment in law enforcement

Employer: U.S. Postal Service — Address: 3225 N. Hiatus Rd. Sunrise, FL 33345 — Phone: (954) 7470552

Description of Duties: Assist customers with the mailing of their packages. Sold stamp products and sorted mail for delivery.

Supervised (did subordinate Performance Evaluations) [ ] Yes [~~4~~ No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

2. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
10/95	07/97	1	9	35+	Assistant	Jesse Ford President	Went to work for U.S. Postal Service

Employer: Affordable Furniture Movers — Address: 4553 N. University Dr. Lauderhill, FL 33351 — Phone: (954) 742-9255

Description of Duties: Deliver new furniture and the installation of the furniture inside the customers house

Supervised (did subordinate Performance Evaluations) [ ] Yes [~~4~~ No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

3. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
11/93	09/95	1	10	40+	Shipping / Receiving Clerks	Bob Cerione President	Needed to earn more money

Employer: Ferguson Enterprises — Address: 9439 W. Commercial Blvd Tamarac, FL 33351 — Phone: (954) 726-3951

Description of Duties: Inspect and Validate all incoming items. Gather work orders for Customers

Supervised (did subordinate Performance Evaluations) [ ] Yes [~~4~~ No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

4. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving

Employer: — Address: — Phone:

Description of Duties:

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

5. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving

Employer Address Phone

Description of Duties:

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

6. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving

Employer Address Phone

Description of Duties:

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

7. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving

Employer Address Phone

Description of Duties:

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

8. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving

Employer Address Phone

Description of Duties:

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

1. Have you ever been dismissed from any employment?	[ ] Yes	[✓] No
2. Have you ever been asked to resign from any employment?	[ ] Yes	[✓] No
3. Have you ever resigned from any employment following allegations of misconduct?	[ ] Yes	[✓] No
4. Have you ever resigned from any employment following allegations of unsatisfactory performance?	[ ] Yes	[✓] No
5. Have you ever left a job by mutual agreement following unfavorable conditions or circumstances?	[ ] Yes	[✓] No
6. Have you ever received an unsatisfactory evaluation from an employer?	[ ] Yes	[✓] No
7. Have you ever applied to any other law enforcement agency not listed as an employer?	[✓] Yes	[ ] No
8. Have you ever performed any service for any law enforcement agency not listed as an employer?	[ ] Yes	[✓] No
9. Are you an owner, partner, or corporate officer in any other business not listed as an employer?	[ ] Yes	[✓] No
10. Do you have any objections to having your current employer contacted?	[ ] Yes	[✓] No

IF YOU ANSWERED YES TO ANY OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:

I've applied to Fort Lauderdale and Sunrise police departments. I am currently testing for Ft. Lauderdale, and still waiting to hear from Sunrise. I've recently passed the written and the physically agility testing for the Fort Lauderdale police dept.

ORGANIZATIONAL MEMBERSHIPS: List all professional, trade, and business organizations you have been involved with and positions held:

Organization Name:	City/State:	Position held:

LANDLORD: If you live in a rental unit, provide the name of the person or company to whom you pay rent.

Name: [redacted]	Phone Number: ([redacted]
Address: Street, City, State, Zip Code [redacted]	

LAW ENFORCEMENT AGENCY: Provide the name of the law enforcement agency which has jurisdiction where you reside:

Name: Sunrise Police Department	Phone Number: (954) 746-3600
Address: Street, City, County, State, Zip Code 10440 W. Oakland Park Blvd Sunrise, FL 33351	

EOG-02547

REFERENCES: List 5 references who have det[redacted]owledge of your qualifications and fitness for t[redacted]sition for which you have applied. Do not include relatives or former employers.

Name: Jayson Cerrone	Occupation: Sales Rep. Ferguson Enterprises	Years Known: 7
Address: Street, City, State, Zip Code [ ] Residence [T] Business: 9439 W Commercial Blvd Tamarac, FL 33351	Phone: [ ] Residence [T] Business: (954) 726-3951	
Name: Cynthia Glintz	Occupation: U.S. postal Service	Years Known: 2
Address: Street, City, State, Zip Code [T] Residence [ ] Business: 9141 NW 11th CT Plantation, FL 33322	Phone: [T] Residence [T] Business: (954) 452-1812 (954) 747-0552	
Name: Leola Mayo	Occupation:	Years Known: 3
Address: Street, City, State, Zip Code [T] Residence [ ] Business: 3515 SW. 12th CT. Ft. Lauderdale, FL 33312	Phone: [T] Residence [ ] Business: (954) 321-0819	
Name: Mike Brand	Occupation:	Years Known: 2
Address: Street, City, State, Zip Code [T] Residence [ ] Business: 12031 NW 29th St. Sunrise, FL 33323	Phone: [T] Residence [ ] Business: (954) 746-8870	
Name: Neil Zielinski	Occupation:	Years Known: 2
Address: Street, City, State, Zip Code [T] Residence [ ] Business: 8568 NW 27th Dr. Coral Springs, FL 33065	Phone: [T] Residence [ ] Business: 752-7205	

Compete this section only if you have applied for a sworn/certified officer position.

NEIGHBORS: The Florida Department of Law Enforcement has stated that contact should be made with at least 3 neighbors of an applicant for a sworn/certified officer position. List a total of 3 neighbors to include those that live on each side of you and one who lives to the rear or to the front. If you live in an apartment complex, list 3 neighboring tenants.

Name: Barbara Farrow	Phone Number: (954) 572-9299
Address: Street, City, State, Zip Code [redacted] Sunrise, FL 33351	
Name: Amanda Orme	Phone Number: (954) 741-0460
Address: Street, City, State, Zip Code [redacted] Sunrise, FL 33351	
Name:	Phone Number: (954) 578-9083
[redacted] Sunrise, FL 33351	

CONTROLLED SUBSTANCES:

1. Do you now illegally use any drugs or controlled substances or have you ever casually used (used but did not become addicted to) any drugs or controlled substances illegally in the past? [ ] Yes [T] No

2. Do you now or have you ever illegally possessed, supplied, or sold any drugs or controlled substances? [ ] Yes [T] No

IF YOU ANSWERED YES TO EITHER OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:
Include: Which drugs or controlled substances, type of activity, number of times, first time (mo/yr), last time (mo/yr), etc.

CONVICTIONS: Most convictions are not an automatic bar to appointment. The circumstances surrounding the conviction are considered, such as: the nature, number, severity, date of the offense, subsequent history, efforts at rehabilitation, and relation of the offence to the requirements of the position for which you applied.

LIST ALL CONVICTIONS OF CIVIL OR CRIMINAL LAW VIOLATIONS:

Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:

8

DRIVER'S LICENSE/MOTOR VEHICLE OPERATION HISTORY:
List all current and previous driver's licenses issued to you:

State:	Type:	Restrictions:	Driver Lic #:	Date Issued:	Expired:
Florida	Class E	Corrective lenses	[redacted] [+Current] [ ] Previous	05/08/97	[redacted]
			[ ] Current [ ] Previous		
			[ ] Current [ ] Previous		

List all motor vehicle accidents you were involved in as a driver within the past 7 years: [ ] check here if None

Date(mo/yr):	City/State:	Police Report Taken	Citation Issued to You:
05/98	Ft. Lauderdale, FL	[ ] Yes [X] No	[ ] Yes [X] No
Details of Accident: Collided on wet road, only broken taillight cover			Disposition:
Date(mo/yr):	City/State:	Police Report Taken [ ] Yes [ ] No	Citation Issued to You: [ ] Yes [ ] No
Details of Accident:			Disposition:
Date(mo/yr):	City/State:	Police Report Taken [ ] Yes [ ] No	Citation Issued to You: [ ] Yes [ ] No
Details of Accident:			Disposition:

List all traffic convictions within the past 7 years: (Exclude parking violations) [ ] check here if None

Date (mo/yr):	City/State:	Nature of Violation:	Disposition or Penalty:
	Miami, FL	Speeding 74/55	0 points
	Please see	past application	

1. Has your driver's license ever been revoked or have you ever been refused a driver's license? [ ] Yes [X] No

2. Has your driver's license ever been suspended? [ ] Yes [X] No

IF YOU ANSWERED YES TO ANY OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:

REQUIRED DOCUMENTATION

Submit all of the following documents that apply to you along with this questionnaire.

Provide:

(1) **ORIGINAL** documentation

~~*(or provide legible notarized copies of documentation with notary certifying that each copy is an exact replica of the original)*~~

and

(2) **A COPY** of each document submitted

At the time that you submit your documents, **the Personnel Division will collect the copies of all required original documents and return the original to you.** Submit original and a copy of certified official English translation and equivalency for all foreign language documents.

- Original Social Security Card
- Original or certified copy of birth certificate issued by state, county, or municipal authority bearing an official seal
- Original court documents establishing all name changes
- Current Driver's License
- Original High School diploma and/or transcripts OR certificate of equivalent education such as possession of a GED or graduation from United States Armed Forces Institute
- All original official college or university transcripts and diplomas
- All original official academy, business, trade, and other school transcripts and diplomas
- All original professional licenses and certificates
- Original DD214 Military Discharge papers denoting type of separation and character of service
- Final disposition of all convictions of civil or criminal law violations from Clerk of the Court where violations occurred

ATTESTATION AND CONSENT

I, Edward John Eason (Print your full name), thoroughly understand that I am being considered for employment in the position for which I have applied, and consent to submitting to the following background investigation and other selection processes which may include: fingerprint processing, polygraph, post conditional employment offer medical and/or urinalysis, psychological evaluation, job interview, and other means deemed necessary and proper by the Broward Sheriff's office to complete its investigation as to my fitness and suitability for the classification for which I have applied. I thoroughly understand that I must successfully complete the above mentioned processes. I am attesting that I understand and meet all of the minimum requirements as stated on the job announcement.

I am seeking employment on the basis that I know that no unfavorable information will be developed by the Broward Sheriff's Office or other individuals or agencies with the exception of what I have indicated on my application and employment questionnaire and has been explained by me in detail during the hiring process. By signing this document, I certify that all of the information contained in this entire questionnaire and all documents submitted is true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, misrepresentation, or other unfavorable information developed is sufficient cause for removal of my name from any employment list or dismissal from service.

I understand that the application, employment questionnaire, and all documents submitted are the property of the Sheriff's Office and non-exempt information contained in said forms and documents is public record.

I understand that the Broward Sheriff's Office will not reimburse any expenses I might incur in seeking this position. I recognize that the time required to process and select employees for this position may be lengthy and time consuming. No promises or commitments are expected by me as to a time when a hiring decision and/or actual hiring might take place.

I understand that unless defined by applicable law, any employment relationship with the Sheriff's Office is "at will", that I may be discharged at any time with or without cause, and that this "at will" relationship may not be changed unless authorized, in writing, by the Sheriff.

I understand and agree that any employment offered to me will be contingent upon my acceptance of compensatory time off instead of cash payments of overtime hours that I work, to the extent allowed by law and that the Sheriff has the absolute discretion to periodically substitute cash, in whole or in part, for my accrued compensatory time.

I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing.

I authorize and direct any persons or organizations to release and furnish records and information as may be relevant to determine my fitness and suitability for employment in the position for which I have applied. I release the custodian of such records, including the Sheriff's Office, from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me.

I agree to conform to rules, regulations, and orders of the Sheriff's Office and acknowledge that these rules, regulations, and orders may be changed, interpreted, withdrawn, or added to by the Sheriff's Office at its discretion at any time and without prior notice to me.

I understand and consent to all of the above statements and conditions.

Edward J Eason
Signature

06/09/00
Date

STATE OF Florida, COUNTY OF Broward The foregoing instrument was acknowledged before me this 9th day of June, A.D. 2000, by EDWARD EASON (Print name of person acknowledging).

Personally Known [X] OR Produced Identification [ ]

Type of Identification Produced _____

(Signature of Notary Public)

JAYSON M. CERRONE
(Printed name of Notary Public as commissioned)

887796
(Commission Number)

JAYSON M. CERRONE
MY COMMISSION # CC 887796
EXPIRES: November 15, 2003
Bonded Thru Notary Public Underwriters

(STAMP SEAL)

AUTHORIZATION AND RELEASE

TO: Concerned Person or Authorized Representative of Any Organization, Institution, or Repository of Records

I, Edward John Eason, *hereby authorize any duly authorized representative of the*
(Print your full name)

BROWARD COUNTY SHERIFF'S OFFICE *bearing this release or a copy thereof to obtain any information and/or copies of records as may be relevant and necessary to determine my fitness and suitability for employment in the position for which I have applied.*

I hereby authorize and direct you to release and furnish such information and/or copies of records upon request by the bearer.

This authorization is executed with full knowledge and understanding that information and/or copies of records disclosed shall become the property of the Broward Sheriff's Office, shall be used for official employment evaluation, and are used as selection criterion only where related to performance of the job for which I have applied; that the Broward Sheriff's Office will take appropriate measures to protect aforementioned information and/or copies of records against unauthorized disclosure; and that certain non-exempt portions of the information and/or copies of records disclosed may be made available for inspection by third parties pursuant to public records and other laws.

I hereby release the custodian of such records, including the Sheriff's Office, from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me.

Edward J Eason
Signature

06/09/00
Date

[redacted]
Current Address

[redacted]
Telephone number (include area code)

[redacted]
City *State* *Zip code*

STATE OF Florida, *COUNTY OF* Broward *The foregoing instrument was acknowledged before me this* 9TH *day of* June, 2000, *by* EDWARD EASON.
(Print name of person acknowledging)

Personally Known X *OR Produced Identification [ ]*

Type of Identification Produced _____

Signature of Notary Public

JAYSON M. CERRONE
(Printed name of Notary Public as commissioned)

887796
(Commission Number)

JAYSON M. CERRONE
MY COMMISSION # CC 887796
EXPIRES: November 15, 2003
Bonded Thru Notary Public Underwriters

(STAMP SEAL)

EOG-02553

* Phil Marino *

BROWARD SHERIFF'S OFFICE
INITIAL APPLICATION FOR EMPLOYMENT

439A

The Broward Sheriff's Office is an equal opportunity employer and does not discriminate on the basis of age, citizenship, intending citizenship status, color, disability, marital status, national origin, race, religion, sex, or sexual orientation.

BROWARD SHERIFF'S OFFICE

Personnel Division
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312

Voice Phone - (954) 321-4400
TDD Phone - (954) 831-8948

MAY - 5 2000
HUMAN RESOURCES

COMPLETE APPLICATION **DO NOT LEAVE ANY BLANKS** **PLEASE PRINT CLEARLY**

Position Applying for: Deputy Sheriff Cadet

	Social Security Number [redacted]	Date of Application 05/05/00
Last Name Eason	First Name Edward	Middle Initial J
Mailing Address [redacted]	City [redacted] State	Zip Code [redacted]
Home Phone Number [redacted]	Work Phone Number [redacted]	Extension
Driver License #: [redacted]	State: FL	For ID purposes in conducting a background investigation

In accordance with the "Americans with Disabilities Act of 1991," the Broward County Sheriff's Office will reasonably accommodate qualified individuals with a disability. The reasonable accommodation requirement applies to the application process, any pre-employment test, interview, and actual employment. If you are disabled and require accommodation, you may request it and the Broward Sheriff's Office will make every reasonable endeavor to provide it to you. However, some types of accommodations may require some preparation before they can be provided. Therefore, we suggest that you make such requests as early as possible by contacting the Personnel Division.

1. DO YOU WISH TO CLAIM VETERAN'S PREFERENCE PER FLORIDA LAW?

[ ] Yes [✓] No If Yes, it is your responsibility to complete the "Veteran's Preference Claim Form" And to provide proof of eligibilty both of which must accompany this application.

The Personnel Division will provide 'Veteran's Preference Claim Form" upon request.

2. Are you a U.S. Citizen or alien lawfully authorized to work in the U.S.?

[✓] Yes [ ] No

ENTERED

3 Do you meet all of the minimum requirements stated on the job announcement for this position?

[✓] Yes [ ] No If Yes, in the sections on the reverse side please provide relevant education and experience information indicating that you do meet these minimum requirements.

By signing this document, I certify that all of the information on this entire application is true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, or misrepresentation is sufficient cause for rejection of this application, removal of my name from any employment list, or dismissal from service. ***I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing.*** *I understand that this application is the property of the Sheriff's Office and information contained herein is public record. I authorize and direct any persons or organizations to release and furnish records and information as may be relevant to determine my fitness and suitability for employment in the aforesaid position. I release the custodian of such records, including the Sheriff's Office, from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me. I am also attesting that I understand and meet all of the minimum requirements as stated on the job announcement.*

Edward J. Eason	Edward J Eason	05/05/00	[redacted]
PRINT YOUR NAME	SIGN YOUR NAME	DATE	SOCIAL SECURITY #

EOG-02554

BSO AP#2 (Revised 1/99)

EDUCATION/TRAINING: List all education/training which you feel relates to the position for which you are applying. Describe education/training in sufficient detail to demonstrate that you meet the minimum requirements of the position.

High School graduation or GED attained	Institution where attained
[✓] Yes [ ] No	Name Piper High Location 8000 NW 44th Street

Colleges and Universities attended					
Name	Location	Total Hours Sem.	Total Hours Qtr.	Major/Minor Field of Study	Degree Received
Broward Community College	Davie		4		

Academy, Business, Trade, or other schools attended				
Name	Location	Total Class Hours	Subjects Taken	Certification Received
Academy of Finance (DECA)	8000 NW 44th Street Sunrise, FL 33351	2 years	Accounting	Diploma
			Computers	
			Finance	

Current Professional Licenses or Certificates and Issuing Agency	Date: Issued	Expiration

EMPLOYMENT: Please list all full and part-time paid work experience which you feel relates to the position for which you are applying. Start with the most recent related position and work back. Major changes in duties or job titles with the same employer should be listed as separate positions. Describe job duties in sufficient detail to demonstrate that you meet the minimum requirements of the position. Use additional sheets, in the same format, if necessary. Résumés may not substitute for any information requested on this application.

1. Most recent related position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
08/02/97	Present	2	3	40+	Window Clerk / Station Mgr.	Carl Mannisto	Seeking Employment in law enforcement

Employer: U.S. Postal Service Address: 3225 N. Hiatus Rd. Sunrise FL 33345 Phone: (954)747-9945

Description of Duties: Assist Customers with mailing their packages and/or with any problems or questions they may have.

Supervised (did subordinate Performance Evaluations) [ ] Yes [✓] No — For Office Use

2. Next most recent related position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
10/01/95	07/25/97	1	9	35+	Assistant /	Jesse Ford / President	Went to work for US. Postal Service

Employer: Affordable Furniture Movers Address: 4553 N. University Dr. Lauderhill, FL 33351 Phone: (954)742-9255

Description of Duties: Deliver and Install furniture inside the Customers house or workplace.

Supervised (did subordinate Performance Evaluations) [ ] Yes [✓] No — For Office Use

BROWARD SHERIFF'S OFFICE
CONTROLLED SUBSTANCE/CRIMINAL HISTORY QUESTIONNAIRE

1. Do you now illegally use any drugs or controlled substances or have you ever casually used (used but did not become addicted to) any drugs or controlled substances illegally in the past? [ ] Yes [✓] No
   ("Use" means smoking; inhaling; swallowing; placing to gums, lips or tongue; injecting; or ingesting by any other means.)
2. Do you now or have you ever illegally possessed, supplied, or sold any drugs or controlled substances? [ ] Yes [✓] No

IF YOU ANSWERED YES TO QUESTIONS #1 AND/OR #2 ABOVE, PROVIDE ALL DETAILS BELOW:
You must include: Which drugs or controlled substances, type of activity (use or possession), number of time, first time (mo/yr), last time (mo/yr), etc.

Drug or Controlled Substance Used or Possessed	First Time Used (mo/yr)	Last Time Used (mo/yr)	Number of Times Used
Type of Activity/Explanation:			
Type of Activity/Explanation:			
Type of Activity/Explanation:			

CRIMINAL HISTORY RECORDS EXPUNCTION OR SEALING: A candidate for employment with a criminal justice agency such as the Broward Sheriff's Office may not lawfully deny or fail to acknowledge the events in any sealed or expunged criminal history records when the candidate is the subject of such records. (943.0585(4)(a)(1), 943.059 (4)(a)(1), Florida Statutes)

CONVICTIONS AND/OR FINDINGS THAT YOU DID COMMIT A VIOLATION OF THE LAW: Most convictions and/or findings that you did commit a violation of the law will not automatically exclude you from employment. The circumstances surrounding the convictions and/or findings are considered, such as: the nature, number severity, date of the offense, subsequent history, efforts at rehabilitation, and relation of the offense to the requirements of the position for which you applied.

3. Have you ever been arrested or detained by any law enforcement agency for any reason and at any time? [ ] Yes [✓] No
   (This includes arrests or detentions as a juvenile or for violations which were not prosecuted or where some type of pre-trial intervention was offered; and includes all arrests regardless of you plea, whether it was guilty or no contest, or not guilty.)
4. Have you ever been convicted of, or have you ever been found to have committed any civil or criminal law violations? [ ] Yes [✓] No

IF YOU ANSWERED YES TO QUESTION #3 AND/OR QUESTION #4 ABOVE, PROVIDE ALL DETAILS BELOW:
(1) List all detentions, arrests, convictions, and/or circumstances where you were found to have committed violations of civil and/or criminal law.
(2) At the time of application, submit copies of existing documentation such as final disposition, court documents, arrest reports, etc. for each incident.

Charge/Law Violation/Circumstance:	Location:	Detention/Arrest/Disposition/Penalty:	Date (mo/day/yr):

By signing this document, I certify that all of the information provided is true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, or misrepresentation is sufficient cause for rejection of my application, removal of my name from any employment list, or dismissal from service. I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing.

Edward J. Eason	Edward J Eason	05/05/00	[redacted]
PRINT YOUR NAME	SIGN YOUR NAME	DATE	SOCIAL SECURITY #

2006 Emergency Contact Information Update Form
Bureau of Human Resources
Classification and Compensation Section

In order to provide our employees and thier family members with the highest level of customer service, the Bureau of Human Resources strives to maintain an updated emergency contact database within the personnel/payroll system. Below outlines the ***PRIMARY*** emergency contact information currently in our records. Please review this information for accuracy and make any necessary updates. If there are no updates, simply check the "No Updates" box.

All employees are required to return a form.

Employee Name: EASON, EDWARD CCN: 10558

Classification: DEPUTY SHERIFF - DLE

Location: LAUDERDALE-BY-THE-SEA Budget Code: 3475

Current Emergency Contact Information:

Updates:

Emergency Contact Name: [redacted]

Emergency Contact Phone: [redacted]

Relationship:

☒ **No Updates**

E Eason # 10558 2-27-06

Employee Signature Date

Contact the Classification and Compensation section at 954-321-4453 with any questions.

EOG-02557

BROWARD SHERIFF'S OFFICE
EMPLOYEE EMERGENCY NOTIFICATION

Date: 11/3/04

Employee Name: Edward J. EASON

CCN: 10558

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

City, State, Zip, Country [redacted]

Telephone Number [redacted] Relationship: Mother

Name: [redacted]

Address: [redacted]

City, State, Zip, Country [redacted]

Telephone Number: [redacted] Relationship: Fiancée

Name: [redacted]

Address: [redacted]

City, State, Zip, Country [redacted]

Telephone Number: [redacted] Relationship: Sister

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Name:

Address:

City, State, Zip, Country

Telephone Number: Relationship:

Please attach additional sheets if necessary.

I understand submittal of this form supercedes any and all other Emergency Notification Forms (AP#27) I have submitted.

Signed: E. Eason # 10558

BSO AP#27 (Revised 10/04)

BROWARD SHERIFF'S OFFICE
INFORMATION VERIFICATION FORM

LOCATION: DLE - Academy

EMPLOYEE NAME: Edward J. Eason

CCN: 10558

SSN: [redacted]

ADDRESS 1: [redacted]

ADDRESS 2:

CITY/ZIP:

TELEPHONE NUMBER: [redacted]

BEEPER NUMBER:

BLOOD TYPE: O-

MARITAL STATUS: Single

EMERGENCY CONTACT: [redacted] [redacted]

RELATIONSHIP: Mother Step-father

EMERGENCY PHONE #: [redacted] [redacted]

DRIVER'S LICENSE #: [redacted]

SECOND LANGUAGE: READ ONLY:_____ WRITE:_____
SPEAK:_____ UNDERSTAND:_____

RACE: ✓ WHITE ___ BLACK ___ HISPANIC ___ ASIAN ___ NATIVE AMERICAN

NATIONAL ORIGIN: American

SIGNATURE: Edward J Eason

DATE: 10/16/00

EOG-02559

Re: Interagency Cooperation

Deputy Thomas Bourdage, Court Services
Deputy Edward Eason, Court Services

September 27, 2018

Dear Special Agent Walker:

Thank you for your unsolicited letter commending the employees of the Broward County Sheriff's Office.

Sheriff Scott Israel and I take great pride in receiving letters which recognize and praise our employees for their professionalism and teamwork, especially when the accolades are from the community in whic[redacted]d protect.

A copy of your correspondence will be forwarded to the listed employees', the[redacted]ced in their personnel file.

Colonel Franklin C. Adderley, Executive Director
Department of Community Services

FCA: ysh

RECEIVED
COMMUNITY SERVICES
SEP 18 2018

FDLE
Florida Department of
Law Enforcement

Richard L. Swearingen
Commissioner

50 Years of Service
1967-2017
COURTESY FRANK ADDERLEY

September 13, 2018

Sheriff Scott Israel
Broward Sheriff's Office
2601 W. Broward Blvd.
Ft. Lauderdale, Florida 33312

Re: Inter-Agency Cooperation

Dear ~~Sheriff~~ Scott Israel:

I would like to express my deep appreciation for the outstanding inter-agency cooperation shown to FDLE and ATF by the following Deputies: [redacted] and Edward Eason, CCN 10558 of the Broward County Courthouse District.

On August 9, 2018 and again on September 11, 2018, FDLE and ATF attempted to serve a federal arrest warrant (convicted felon in possession of a weapon) on Marcus Lavon Melvin at the Broward County Courthouse. Marcus Lavon Melvin was scheduled to appear in front of the Honorable Tim Bailey on an outstanding state charge. On both days, your Deputies coordinated with Judge Bailey's bailiff in an attempt to arrest Melvin in the court room. On both occasions, Melvin failed to appear in court.

Deputies Bo[redacted]poke with the duty Assistant State Attorney and requested that Judge Bailey reschedule Melvin's calendar call for September 12, 2018, in one last att[redacted]elvin in Judge Bailey's courtroom.

On Wednesday, September 12, 2018, Melvin appeared in Judge Bailey's courtroom and placed under arrest by Deputies [redacted] and Eason without incident. Upon arrest, Melvin was turned- over-to FDLE and ATF. Because of the exceptional and professional assistance rendered by both deputies, Melvin was able to be transported in a timely fashion to the federal courthouse in Broward County and make his initial appearance on the same day as his arrest.

EOG-02561

Because of the professionalism shown by your Deputies, this individual was arrested without incident.

Again, I commend your Deputies for their commitment to assist and work with our agency as well as ATF.

Thank you and please thank them for a job well done.

Sincerely,

Troy Walker
Special Agent in Charge
Miami regional Operations Center

[redacted]

[redacted]

EOG-02562

BSO Employee Performance Evaluation

JUL 30 2018

Employee Name:	CCN:	Employee Job Title:	Rating Period	
			From:	To:
Edward Eason	10558	Deputy Sheriff	04/01/2017	04/01/2018

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.
Meets Expectations: Overall performance consistently meets the requirements for the position.
Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓	
Interpersonal Skills: Consid[redacted]nd capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural compete[redacted]		✓	
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse→→

EOG-02563

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Eason displays a professional appearance, and is always well groomed, with his uniform is always cleaned and pressed, which displays professional pride. Eason's assigned motor vehicle is organized and is kept in immaculate condition. During this rating period Eason volunteered to be assigned as a school resource officer, while the permanent officer was out having surgery.

Deputy Eason writes accurate and detailed reports, with little to no corrections needed. Eason consistently strives to excel in traffic enforcement, were he normally leads the shift with community contacts. During this rating period I have received a couple of negative complaints about Eason's interaction involving traffic enforcement, which have been addressed with him.

Deputy Eason is considered a, "team member" and routinely responds to shift member's calls to assist them with processing, canvassing, and volunteering to take additional reports.

Deputy Eason considers most alternatives before making decisions and assesses each scene before taking action. He recently responded to an in progress call where a victim was actively being attacked by her son. Eason and the other deputies' quick reaction resulted in the victim's life being saved, while the suspect was placed into custody.

Deputy Eason utilizes techniques that he has learned over the years with Broward Sheriff's Office. Eason demonstrates these daily during his frequent traffic stops and in progress calls, where they have been observed and evaluated.

Deputy Eason meets standards when he is planning his time management skills

Deputy Eason exhibits the knowledge of the Sheriff's Policies and Procedures, as well as the Standard Operating Procedures with his day to day activities.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Eason should provide high quality and professional customer service in a 90% community contact satisfaction ratings, timeliness and courtesy measures on an ongoing basis. These goals will be determined based on response times and complaints or non-complaints received to BSO Command. Eason will continue his professionalism towards citizens that he comes into contact with, which will reduce measurable complaints. These achievable goals will build a working relationship and confidence between residents and the Broward Sheriff's Office. These goals will be reviewed quarterly with Eason and his supervisor and adjust expectations if necessary.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason will be encouraged to attend training courses for career enhancement in the area of traffic and he is encouraged to participate in the next sergeant promotional examination process.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

DM Sgt. Brian C. Miller 4643 5/23/2018

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: ☐

B/S E Eason #10558 7-20-18

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

JM Lt. Chris Mulligan, CCN 9407 5/24

Reviewer Signature — Date

For the Captain JM Lt. Chris Mulligan, CCN 9407 7/20/18

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

EOG-02564

Certificate of Training

This certifies that

Edward Eason BS10558

of

Broward Sheriff's Office

has successfully completed

Bloodborne Pathogen Awareness

on WebNetTraining.com

[redacted] Services

[redacted]

June 8, 2018
Training Date

EOG-02565

Proof of Completion
Fentanyl Safety for Law Enforcement - 1 hour

- Credit toward mandatory retraining hours = 1 hour
- Print, sign, and date this slide. Provide a copy to your agency's training designee.
- Click the Print Results Button to print. Or, click "File" then "Print" or click the printer icon on your toolbar or hold down the Control (Ctrl) Button and "P."
- When you sign and date the page after completion of this course, you are certifying that you are the person who completed this course and that you are entitled to receive credit--only you will receive credit for that training.
- FDLE **DOES NOT** enter the credit for each training course into the Automated Training Management System (ATMS). This procedure is the responsibility of each agency designee.
- Direct questions to the Bureau of Professional Development at 850-410-7373.

NOTE: To obtain an FDLE certificate of completion and receive credit, present this signed document to your agency training designee.

Deputy E. Eason #10558 [redacted]

Name and Date of Birth

s/ Edward Eason #10558 9-1-17

Signature and Date

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Edward Eason

has successfully completed

DUI Standardized Field Sobriety Testing
July 10 - 12, 2017
24 hours

RECEIVED
JUL 21 2017
HUMAN RESOURCES

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 12th day of July, 2017

Director

EOG-02567

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period	
			From:	To:
Edward Eason	10558	Deputy Sheriff	04/01/2016	04/07/2017

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.

Meets Expectations: Overall performance consistently meets the requirements for the position.

Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓
Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Eason is an experienced law enforcement officer and he uses his experience to make decisions effectively by weighing all legal and policy considerations and applications. Eason consistently strives to improve his performance. Eason takes charge of his scenes and is always willing to provide a helping hand to his fellow coworkers.

Deputy Eason during this rating period did an exceptional job when responding to a missing child. Eason responded to the neighboring park and interviewed other juveniles and received helpful information, which help lead law enforcement to find the child.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Eason will need to remain vigilant in patrolling his assigned zone and he will continue to work as a team player with the other members of Bravo Gold Shift.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason will be encouraged to attend training courses for career enhancement and to participate in the next sergeant promotional examination process.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

Sgt. Brian C. Miller 4643 — 5/10/17

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort, Check if documentation is attached: ☐

D/S Edward Eason — 5-11-17

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Michael Devita / 7523 — 5/10/17

Reviewer Signature — Date

Captain Jan Jordan #16931 — 5/11/17

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

RECEIVED
APR - 4 2017
HUMAN RESOURCES

Certificate of Appreciation

COPY

Presented by:

Broward Regional Health
Planning Council
&
Broward County Homeless
Initiative Partnership

This Certifies that

Deputy
Edward Eason

Has Been Honored for Participating in the
2017 Broward County Point-in-Time Count

Michael De Lucca, BRHPC President and CEO

Michael Wright, Homeless Initiative Partnership

Shira Fowlkes, Point-in-Time Count Coordinator

"Peace cannot be kept by force; it can only be achieved by understanding."

-Albert Einstein

EOC-02570

BSO Employee Performance Evaluation

RECEIVED
MAY 12 2016
HUMAN RESOURCES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff	4/1/2015	4/1/2016

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.
Meets Expectations: Overall performance consistently meets the requirements for the position.
Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓	
Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse→→

EOG-02571

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Eason is a seasoned deputy with a variety of experiences that make him an asset to the District. Eason completes well written reports that are clear and concise. His reports are written so detectives that are conducting a follow up can easily begin their investigation.

Deputy Eason is productive in traffic enforcement and focuses on educating and encouraging proper driving.

Deputy Eason successfully interviewed for the School Resource Officer (SRO) position and has been placed on the eligibility list.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Eason will continue to produce a solid work product in his reports and continue his traffic enforcement.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason is encouraged to attend technical courses that will aid him in his goal to become an SRO. He should also attend officer safety and tactical courses that are offered by the agency.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

Sergeant G. Mclamphy / 9496 — 5/10/16

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached: ☐

Edward Eason #10558 — 5-11-16

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. MICHAEL DEVITA #7523 — 5/11/16

Reviewer Signature — Date

Captain Jonathan Greenberg 13540 — 5/11/16

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

October 8, 2015

Edward Eason
Deputy Sheriff - DLE
Parkland District

Dear Deputy Eason:

It is with great pleasure and privilege that I present you with your Longevity Service award for 15 years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your longevity award proudly. Thank you for the great work you do every day.

Sincerely,

Scott J. Israel

Scott J. Israel
Sheriff

SJI/CEW/mb
cc: Employee Personnel File
Attachment

Certificate of Commendation

Deputy Edward Eason

in recognition of

15 Years of Service

to the Broward Sheriff's Office and the people of Broward County

Scott J. Israel

SCOTT J. ISRAEL, SHERIFF

October 8, 2015

EOC-02574

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Eason, Edward	10558	Deputy Sheriff	04/01/2014	04/01/2015

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

RECEIVED
JUN – 8 2015
HUMAN RESOURCES

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

LT. AIMEE BUSSO #8953

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Eason's is currently assignment to the City of Parkland as a School Resource Deputy, but for the majority of this evaluation period he was assigned to the Deerfield Beach District's Community Affairs Team as a community liaison. Deputy Eason worked hard and quickly adjusted to the Community Oriented Policing model. During Deputy Eason's time in the Community Oriented Policing unit he performed his new duties and responsibilities at an acceptable level. Deputy Eason arrived to work on time, displayed a professional appearance and always maintained a positive attitude. He used [redacted] and vacation time responsibly. Deputy Eason bought into the Sheriff's Office initiative to help the homeless and attended the week long Homeless Outreach Class. Deputy Eason also attended the Crime Prevention Through Environmental Design Class. Deputy Eason worked well with his colleagues and remained flexible, when he was given task with short deadlines. Deputy Eason's quick adjustments to the demands of the Community Affairs Team has made him a valuable asset. Deputy Eason worked within the guidelines of The Broward Sheriff's Office Policy and Procedures. Deputy Eason was reassigned to the City of Parkland as a School Resource Deputy, in January of this year. Sgt. Molamphy, his new supervisor, stated that Deputy Eason has been great with his transition as a School Resource Deputy and he continues to perform at a high level. No policy violations have been identified during this rating period.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is expected to continue to use the skills he learned as a Community Oriented Policing Deputy and apply those techniques to his new position as a School Resource Deputy. He is also expected to provide innovative ideas to develop cost effective programs to address the needs of the community he serves and the school he serves as a School Resource Deputy.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason is encouraged to continue to seek training and professional opportunities to enhance his skills and abilities as a Community Oriented Policing Deputy and School Resource Deputy.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. Warnell Phillips #11435 5/21/15

Evaluator Signature Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

Edward Lee #10557 5-29-15

Employee Signature Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. AIMEE RUSSO #8953 5/21/15

Reviewer Date

Capt. R. Schnakenberg #6280 6/2/15

Division Signature Date

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 03/14)

LT. AIMEE RUSSO #8953

EOG-02576

LT. DARRYL STALLINGS 9406 6/22/15

INTERNAL MEMO

Date: September 9, 2014

To: [redacted]
Deputy Edward Eason, CCN 10550
[redacted]
Deerfield Beach District

From: Captain Robert Schnakenberg 9/9/14
Deerfield Beach District

Subject: **Letter of Commendation**

Attached is a memo submitted by Sergeant Phillips nominating the Deerfield Beach Community Affairs Team for the Deerfield Beach District Employees of the Month for August 2014. During the month of August, you successfully organized, coordinated and participated in our annual National Night Out event, Back to School Fair, and a PAL Boxing Team tournament. Although these are some of the many successes of the Community Affairs Team throughout the year, your teamwork, selflessness and tireless efforts do not go unnoticed. You continue to dedicate and commit yourself to making positive changes in the Deerfield Beach community and in the lives of our youth.

In appreciation and recognition for all of your hard work and accomplishments, you are hereby selected as the Deerfield Beach District Employees of the Month for August 2014.

Congratulations on a job well done and keep up the good work!

RS/sp
Attachment
C: Lt. Eddie Rosende
Lt. Darryl Stallings
Sgt. Warnell Phillips
Human Resources
District File

8/28/14
Co-Chosen

INTERNAL MEMO

Date: August 15th 2014

To: Captain Schmakenberg

From: Sergeant Phillips CCN 11435

Subject: Letter of Commendation / Employees of the Month

I would like to take this opportunity to strongly recommend the Community Affairs Team for the Deputy of the Month Award for the Deerfield Beach District. I think the Community Affairs Team should be recognized for their hard work and dedication with building bridges and developing a stronger link with the entire Deerfield Beach Community. It wasn't long ago that only a handful of Law Enforcement Agencies really appreciated the benefits and strengths of building good positive relationships. The Community Affairs Team developed and encouraged an atmosphere of innovation, which is what made all the events very successful. The team had a willingness to accept ideas and allow its members to try something new and different. Whenever a member of the team proposes a new program or changes in a program the entire team becomes actively involved.

In the month of August the Community Affairs Team has stepped up to the challenge and exceeded all expectations as they successfully organized, coordinated and participated in three (3) high profile community events.

On August 2nd, members of the Community Affairs Team chaperoned Deerfield Beach District's Police Athletic League (PAL) boxers to the prestigious Ringside Boxing Tournament in Independence Missouri. This tournament attracted over 1700 amateur boxers from all 50 states and 15 other countries. There were only three (3) National Champions from the State of Florida and the Deerfield Beach PAL Boxers claimed two (2) of the championships. [redacted] (14yoa), won the 90 pound class, and [redacted] (15yoa), won the 125 pound class, their accomplishments have been recognized by Sheriff Israel and several local newspapers.

On August 5th, The Community Affairs Team hosted the Annual National Night Out Against Crime at Quiet Waters Park. The NNO is a unique crime and drug prevention initiative sponsored by the Broward Sheriff's Office Deerfield Beach District. Residents are encouraged to join with their neighbors to have a city-wide party to build neighborhood spirit and unity, which is the first defense against crime. The NNO event was expected to attract approximately 1200 participants. Well, this year's event attracted approximately 3000 residents and participants. There were over 30 vendors from local businesses and community organizations, which provided giveaways that, were raffled off throughout the night. The items included a home surveillance system, chiropractic pillow and free office visit, pet gift basket, numerous gift cards and six (6) bicycles for the kids. There were also activities for the children such as Paint the Fire Truck, Kid Challenge Obstacle Course, Extreme Rock Climbing Wall and other fun activities. This year's National Night Out Against Crime event was deemed one of the best ever. The feedback from participants, vendors and all parties associated

with this years' event was overwhelmingly positive. One participant described the event as "Awesome". This was further echoed by the many photos that were posted on the Broward Sheriff's Office Face Book page.

On August 9th The Community Affairs Team sponsored the Annual Back to School Fair at Westside Park. The Back to School Fair was designed with two (2) goals in mind. First, to help build self-esteem by providing back packs and school supplies to our school aged children, so they can start the school year off on a positive note. Secondly, to assist economically challenged parents by offsetting the cost of their children school supplies for the upcoming school year. The Community Affairs Team provided over 1200 back packs to school age students at this years event.

This year the initiative went a step further and supplied free food and healthcare screenings compliments of Holy Cross Hospital to the entire 1500 guest that attended. It also provided fun activities for the children, to include Paint the Fire Truck, Helicopter landing, BSO Bomb Squad and Kid ID Fingerprinting by Crime Stoppers. The Community Affairs Team through community outreach solicited the assistance of other community partners such as JM Family, Cox Media Group (WEDR, 99 Jamz and HOT 105), the Men of Delta Masonic Lodge 519, Kiwanis Club (East & West); Rotary Club Bartell Chiropractic, and SHL Pharmaceutical who help make this event a huge success.

This years' Back to School Fair experienced its largest turnout ever. It was estimated that approximately 1500 people participated in the event and 1200 back packs filled with school supplies were issued to school aged children. Sheriff Scott Israel, City Commissioners, Ben Preston and Joe Miller and State Representative Gwendolyn Clark-Reed offered encouraging words of support to the kids and complimented on the event's efficiency and organization.

The success of these events is the result of the Community Affairs Team coming together and truly working as a team. The Community Affairs Team's mantra "Together We Can Make It Happen" is a statement of the success that has been bestowed upon the Team. It is with great pleasure that I nominate The Community Affairs Team as Employees of the Month. The City of Deerfield Beach, Broward County Sheriffs Office and Deerfield Beach District Command should be very proud of the efforts, accomplishments and the example set forth by its Community Affairs Team.

Respectfully,
Sgt. W. Phillips CCN 11435

[redacted]
Dep. Eason, Edward CCN 10550
[redacted]

Sgt. Warnell Phillips #11435

CERTIFICATE OF RECOGNITION

Presented To

DEPUTY EDWARD EASON

Deerfield Beach District Employee of the Month

AUGUST 2014

Captain Robert Schnakenberg

EOG-02580

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff	04/01/2013	04/01/2014

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓		**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓	**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓	**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-02581

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Ed Eason always arrives early for shift and ready to work. He uses his Annual Leave responsibly [redacted]. Deputy Eason maintains a neat and professional appearance.

Deputy Eason takes the initiative to attack traffic problems within the district. His performance, combined with self initiated activity, is the best on his shift and among the highest in the district. Deputy Eason has demonstrated that his Customer Service skills exceed expectations even in a high demand district. He is C.I.T. certified and uses his skills to assist others. During this rating period, Deputy Eason has been involved with assisting the homeless, a high priority objective for the Broward Sheriff's Office. He also filled in as SRD at Park Trails Elementary at the beginning of the school year.

Deputy Eason is well organized and makes good decisions. He has flexed his schedule to assist the district by covering Bravo Shift while several deputies were out on injury. Deputy Eason is well liked by his peers and supervisors. He demonstrates his knowledge of policy and procedure while on calls and an patrol. Deputy Eason is an asset to the City of Parkland and the Broward Sheriff's Office.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

During the next rating period, I expect Deputy Eason to continue to perform at the high level he is capable of. He should continue to become more involved with the community.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

I recommend Deputy Eason continue to seek a position within Broward County Schools, as he became SRD Certified during this rating period. I also recommend that he seek a community involvement position to best his customer service skills.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

4-14-14

Evaluator Signature **Sgt. C. Calavetta** Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

Edward Eason #10558 4/15/14

Employee Signature Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

4/14/14

Reviewer **Lt. Jonathan Greenberg, #13540** Date

Captain Marvin Stoner #13487 04/14/14

Division Signature Date

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

DEPUTY SHERIFF OATH OF OFFICE

I, Edward J. Eason, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

Edward J Eason
DEPUTY'S SIGNATURE

1/7/13
DATE SIGNED

Edward J. Eason #10558
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me on 1/7/13 (Date) by EDWARD EASON (Name of Affiant) who is personally known X OR produced identification ____.
Type of identification produced: personally known

Dolores M. Regis
Signature of Notary Public State of Florida

NOTARY PUBLIC-STATE OF FLORIDA
Dolores M. Regis
Commission # EE081787
Expires: APR. 06, 2015
BONDED THRU ATLANTIC BONDING CO., INC.

Print, Type, or Stamp Commissioned Name of Notary Public

BSO AP#46a (Revised 01/13)

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff	04/01/2012	02/01/2013

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☐ Annual	☑ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓	**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-02584

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Performance Action Plan (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason is a veteran deputy sheriff who maintains a punctual and early attendance record during this rating period. He has consistently maintained a professional appearance in accordance to agency standards. His initiatives are commensurate with his peers in the district and he often performs traffic enforcement on a regular basis. His work performance meets the required knowledge and skills needed for his position and he seldom requires report corrections.

Deputy Eason has unique customer service skills that allow him to "connect" with citizens and address their needs. Citizens have complemented on his professionalism. He typically has shown a follow-up approach to on-going issues and takes district matters serious enough to maintain a proactive approach toward crime trends in order to resolve them. His interpersonal skills are above average and he maintains a great rapport with his shift deputies, usually helping junior deputies with questions and paperwork.

Deputy Eason provides good decision-making and officer safety. He maintains above-average organizational skills, coordinating his work activities with no late reports/paperwork and managing his time well. Additionally, he has demonstrated compliance with applicable policies and procedures, state statutes and technical knowledge for his position.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is expected to continue his current level of performance. He is further expected to increase his studies in the area of criminal investigations by utilizing recent case law, legal updates, Florida state statutes, the BSO Investigative Handbook, and applicable policies and procedures in order to assist him further with his professional development.

RECEIVED
FEB 26 2013
HUMAN RESOURCES

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason is encouraged to take Hostage Negotiations and the IPS Interviews and Interrogations course to assist him with his tactical and investigative development. He should also seek formal education in criminal justice studies.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. E. Rafailovitc #14627 2/17/13

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S E-Ea #1052 2/23/13

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Sgt [illegible] 7893 2-19-13

Reviewer **Date**

Chief Marvin Stoner # 13487 2/25/13

Division Signature **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

EOG-02585

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff / DLE	04/01/2011	04/01/2012

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓		**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-02586

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason began this rating period on a performance action plan focusing on work performance, customer service, critical thinking/decision making, planning and organizing, and policy and procedures. Deputy Eason showed improvement and met basic objectives. On-going guidance was provided throughout the year regarding thorough investigations and documentation, and providing the best possible resolutions to issues and citizen complaints. Attention to detail such as remembering to sign reports, list all impounded property, etc. was also emphasized.

Deputy Eason worked about fifty-six (56) fewer hours this rating period than last. He showed decreases in his total numbers of arrests, field interviews, and traffic citations (-56%, -33%, and -38% respectively). He documented no warning citations written in the last two (2) years.

Deputy Eason has shown recent interest in making sure tasks, projects, and other pending issues are successfully completed and keeps his supervisor apprised of his efforts.

Deputy Eason had no sick leave usage during the rating period and was always on time.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason will continue to focus on the basics of solid investigations, complete and accurate reporting, and delivery of exceptional police service to the community. Deputy Eason will refocus his efforts in the areas of lawful traffic and suspicious person stops. Performance will be reviewed on a bi-weekly basis with his supervisor.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason will review DLE standard operating procedures and training advisory bulletins (TAB) available on BSO Informant. He is encouraged to attend the "Legal Updates" course offered at the Broward Institute of Public Safety and "Attitude: Your Most Priceless Possession" offered by BSO.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. P. LaGana 9411 — 04/01/2012

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S Edward Eason — 4/10/12

Employee Signature — Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. ANGELO CEDENO — 4/10/12

Reviewer — Date

CHIEF O. LLERENA 8226 — 4/10/12

Division Signature — Date

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-02587

Major William Knowles

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff	04/01/2010	04/01/2011

Evaluation Type: (mark one) ☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr ☑ Annual ☐ Transfer ☐ Other (specify)

RECEIVED APR 29 2011 HUMAN RESOURCES

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.	✓		
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.	✓		

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.	✓		
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.	✓		
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.	✓		

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason consistently arrives to work early and prepared for duty. Deputy Eason maintains his assigned equipment to ensure operational readiness. Deputy Eason has displayed deficiencies in the areas of work performance, customer service, critical/decision making, planning and organizing and policies and procedures. His performance in these areas are clearly below the requirements for the position of Deputy Sheriff. As a result of his deficiencies Sergeant LaGana has developed a performance plan to enhance Deputy Eason's knowledge of basic law enforcement procedures, and to enhance his work performance, customer service, and critical thinking/decision making. Deputy Eason has been assigned to the Lauderdale by the Sea District for his entire career (10 years) as a Deputy Sheriff.

It is imperative that Deputy Eason improves on these performance areas in order to remain a Deputy Sheriff in Lauderdale by the Sea.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is required to think about, and analyze all calls for service. Deputy Eason must thoroughly investigate all calls for service regardless of their "priority" and make the appropriate decision and take the appropriate actions. He must seek assistance from his supervisors if help is needed. He is additionally required to "look beyond the stop" while conducting traffic enforcement, citizen "Terry" stops, in attempt to identify a legitimate criminal element in and around the Town of Lauderdale by the Sea. His performance will be reviewed on a bi-weekly basis by his shift supervisor to ensure compliance.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason will review basic law enforcement procedures and will receive remedial training in the specific areas of criminal procedures, legal guidelines, case law updates, policy and procedures, and criminal law to improve his current job performance.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☑

SGT. THOMAS PALMER / 8217 — 04/16/2011

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

E Eason — 4-20-11

Employee Signature — Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. ANGELO CEDENO — 4/16/11

Reviewer — Date

4.20.11

Division Signature CHIEF O. LLERENA 8225 — Date

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-02589

Major William Knowles

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

October 19, 2010

Deputy Edward Eason
Lauderale By The Sea

Dear Deputy Eason,

It is with great pleasure and privilege that I present you with your Longevity Service award for ten years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your longevity pin proudly. Thank you for the great work you do every day.

Sincerely,

Al Lamberti
Sheriff of Broward County

cc: Employee Personnel File
Attachment

Pride in Service with Integrity

Certificate of Commendation

Deputy Edward Eason

in recognition of

10 Years of Service

to the Broward Sheriff's Office and the people of Broward County

AL LAMBERTI, SHERIFF OF BROWARD COUNTY

October 19, 2010

EOG-02591

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • www.sheriff.org

Pride in Service with Integrity

RECEIVED
OCT 26 2010

October 13, 2010

[redacted]

Dear [redacted]

Thank you for taking the time to express your appreciation to the Broward Sheriff's Office regarding your recent experience with Deputy Edward Eason for his positive interaction in assisting you during the death of your husband. It is always a pleasure to hear that our deputies have performed particularly well.

Please accept our deepest condolences. We all feel a sense of loss when one of our brother officers passes away. We are all part of the same law enforcement family.

We are proud to know that we are exceeding the expectations of our community. A copy of your commendation will be placed in the deputy's personnel file.

Please do not hesitate to contact us if we can be of further assistance.

Sincerely,

Chief Oscar Llerena
Broward Sheriff's Office
Lauderdale-By-The-Sea District

cc: Lieutenant A. Cedeno
Deputy E. Eason
Personnel File [redacted]

people in these types of sad situations). This reflects the decency and high standards required of your men and women. My husband was a retired small town police officer who served with the same integrity. He would have been proud of this young officers demeanor, as am I. I salute you.

Sincerely,

[redacted]

EOG-02593

10-05-10

Attn. Sheriff

On Sept. 21st, I awoke in the morning to find that my husband had passed away during the night. The events following were horrendous, naturally. They were, however, made more tolerable by the presence of Deputy Sheriff Edward J. Eason. His kindness, compassion and calming demeanor enabled me to somewhat cope and regain control. Your department should be proud to have an officer of this character available to your

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EOG-02594

Pride in Service with Integrity

BROWARD SHERIFF'S OFFICE
HONORABLE SERVICE NOMINATION FORM

Date: January 5, 2010 Nominee: Deputy Edward J. Eason CCN: 10558

Classification: Deputy Sheriff

Assignment: DLE - Lauderdale by the Sea

Honorable Service For:
5 yrs ✓ 10 yrs____
15 yrs____ 20 yrs____
25 yrs____ Other/Specify____

Submitted By: Deputy Edward J. Eason CCN: 10558 Dist/Unit: Laud by the Sea

Supervisor: Sgt. Doug Brown 10925 Lt/Manager: LT. ANGELO CEDENO 1/21/10 Cmdr:

FORWARD TO HUMAN RESOURCES CHIEF O. LLERENA 8225

Human Resources Verification:

Employee has continuous service beginning 10/16/00; and a break in service from N/A to _____, if applicable.

Employee has acceptable evaluation scores: Yes ✓ No____
If "No," give dates of substandard evaluations: _____ _____
_____

Verified By: Pearl Richardson CCN: 15164 Date: 1/27/10

FORWARD TO INTERNAL AFFAIRS DIVISION

Internal Affairs Division Verification:

Disciplinary Record: Yes____ No____ Initial:_____ CCN:_____

Record Attached: Yes____ No____ Initial:_____ CCN:_____

Verified By:_____ CCN:_____ Date:_____

FORWARD TO AWARDS COMMITTEE CHAIRPERSON

Final Disposition - Honorable Service:

No Award:____ 5 yrs:____ 10 yrs:____ 15 yrs:____ 20 yrs:____ Other:_____

Date range for award from _____ to _____.

Date:_____ Awards Chairperson: _____

cc: Human Resources_____ NOMINEE SUBMITTER_____ NOMINEE _____FILE _____

BSO A#34 (Revised 07/03)

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Eason, Edward	10558	Deputy Sheriff	04/01/2009	04/01/2010

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓	

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-02596

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason consistently arrives to work early and prepared for duty. His uniform and equipment is maintained according to departmental standards to ensure operational readiness. Deputy Eason promotes good community policing skills, interacting well with the community. Deputy Eason needs to become more engaged with citizen contacts, looking towards potential criminal activity. Deputy Eason must not become lackadaisical in documentation of shift activity and potential events during his tour of duty.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is expected to maintain or increase his productivity during the next reporting period. He needs to look beyond the citation and become more proactive.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason is encouraged to enroll in search and seizure and the Florida Legal update classes that are offered locally to further enhance his job performance and skills.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. Dough 5/2/10
10925
Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

Edward Eason 5-3-10
Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. ANGELO CEDENO 5/2/10
Reviewer **Date**

5/2/10
CHIEF D. LLERENA 8225
Division Signature **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-02597

Major William Knowles

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Edward Eason	10558	Deputy Sheriff	04/01/2008	04/01/2009

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓		**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓		**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-02598

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason consistently arrives to work early and prepared for duty. Deputy Eason maintains his assigned equipment to ensure operational readiness. Deputy Eason promotes good community policing skills and interacts well with citizens, tourists and business owners. Deputy Eason is encouraged to suggest new ideas to address crime trends and community problems in his assigned 1301 zone and areas throughout the city. Deputy Eason is encouraged to "look beyond the stop" while conducting traffic enforcement and citizen stops to ensure all investigations are followed up thoroughly. This area is expected to improve as he gains additional experience.

Deputy Eason discusses decisions with peers and supervisors and avoids hasty decisions. During this reporting period Deputy Eason was nominated for the Life Saving Award for his participation in rescuing a drowning tourist. Deputy Eason was the first responder on scene and administered CPR. As a result of his immediate action the subject was revived and survived the drowning.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is encouraged pro-actively request to deploy resources to address crime and community problems in 1301 zone and throughout the city (i.e. increase bicycle patrol) within the next 30 days.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason has an interest in becoming a School Resource Deputy, and plans to re-apply for the position when available. Deputy Eason is expected to expand his horizons by seeking out training that enhances his current skills (i.e. Miranda, Economic Crimes, Case Law, etc...) during the next reporting period.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

8217

SGT. THOMAS PALMER / 8217 04/03/2009

Evaluator Signature Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☒

Edward Eason #10552 4-9-09

Employee Signature Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

4/6/9.

Reviewer LT. ANGELO CEDENO Date

Chief Scott A. Gooding 4/6/09

Division Signature Date

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-02599

Major [illegible] Knowles

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Edward Eason #10558	Deputy Sheriff	DLE/ Lauderdale-by-the-Sea
ANNIVERSARY DATE: April 1, 2009		**TODAY'S DATE:** 1/16/2009

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

SGT. THOMAS PALMER / 8217 — Edward Eason #10558

Signature of Supervisor CCN — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

SHERIFF'S POLICY MANUAL

Acknowledgement

My signature below acknowledges that I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with general orders and revisions.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

E Eason

SIGNATURE

E EASON 10558

NAME (PRINTED) AND CCN

10-6-08

DATE

YE

EOG-02601

BSO Employee Performance Evaluation

RECEIVED
APR 30 2008
MAJOR WILLIAMS

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Eason, Edward	10558	Deputy Sheriff	04/01/2007	04/01/2008

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Eason conforms to standards of dress and displays the appropriate image for his position a deputy sheriff. He is dependable and adjusts his schedule to meet the districts needs. Deputy Eason does not abuse his assigned equipment and adequately maintains his police vehicle meeting maintenance requirements. He promotes good community policing skills and interacts well with the community and business owners. He resolves problems that arise. He demonstrates a good working knowledge of the Sheriff's Police Manual. Deputy Eason maintains a vigilance of all sexual offenders residing in and immediately around the District.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Eason is expected to maintain his current job performance during the next reporting period.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Eason has show a strong interest in becoming a School Resource Deputy, and if the opportunity arose, would again apply for the position.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

3/31/08

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

4-27-08

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

3-31-08

Reviewer **Date**

Chief T. Gooding
Lauderdale-By-The-Sea
4/25/08

Division Signature **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-02603

Major William Knowles

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Edward Eason 10558	Deputy Sheriff	DLE/Lauderdale-By-The-Sea
ANNIVERSARY DATE: April 1, 2008		**TODAY'S DATE:** 1/4/2008

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Signature of Supervisor CCN Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02604

DEPUTY SHERIFF OATH OF OFFICE

I, Edward J. Eason, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

Edward J Eason
DEPUTY'S SIGNATURE

9-6-07
DATE SIGNED

Edward J. Eason A/10558
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me this 6 day of SEPTEMBER, 2007, by EDWARD J. EASON, who is personally known V OR produced identification ____.
Type of identification produced: ____.

Dolores M. Regis
Signature of Notary Public - State of Florida

NOTARY PUBLIC - STATE OF FLORIDA
Dolores M. Regis
Commission #DD644302
Expires: MAR. 12, 2011
BONDED THRU ATLANTIC BONDING CO., INC.

Print, Type, or Stamp Commissioned
Name of Notary Public

RECEIVED
APR 0 9 2007
MAJOR FRANK LIGHTBOURN

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION I: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☑

Employee Name: Eason (last) Edward (first) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: DLE - Lauderdale By The Sea

This employee is being evaluated from the period of 4/1/2006 (Month/Day/Year) to 4/1/2007 (Month/Day/Year)

EOG-02606

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☑ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02607

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Deputy Eason's uniform, grooming and hygiene are kept in compliance with agency policy. His appearance reflects the professional and public image required in this position.

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 **= Weighted Rating:** 15

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Eason is cooperative with his supervisors. He frequently changes his work hours to benefit the District.

WEIGHT: 10 x RATING (Circle One): O 1O 2O 3⊙ 4O 5 **= Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Eason follows policy and procedures regarding equipment care and maintenance. His patrol unit is kept current on scheduled maintenance and speedometer calibrations.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Eason communicates well with residences and business members of the community. He recently received a e-mail showing his willingness to assist the public. He places high priority on finding ways to communicate service.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Eason's reports have become more accurate and concise, with only a few grammatical or spelling errors. He has improved since the last reports period.

WEIGHT: 10 x RATING (Circle One): O1 O2 ⊙3 O4 O5 **= Weighted Rating:** 30

EOG-02608

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Deputy Eason demonstrates independent law enforcement actions, performing self-initiated capias arrests and updating the Warrant Tracking System without suggestions from supervisory staff.

WEIGHT: 15 x RATING (Circle One): O 1O 2⊙ 3O 4O 5 **= Weighted Rating:** 45

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Deputy Eason demonstrates the essential job functions adhering to state, local laws and departmental procedures.

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 **= Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Deputy Eason meets deadlines set by district administrators. He utilized all available resources to achieve results when dealing with calls or service and demonstrated forward thinking to achieve set goals.

WEIGHT: 15 x RATING (Circle One): O1O2 ⊙3 O4 O5 **= Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Eason has improved in this area. He makes rational decisions based on facts presented during an event.

WEIGHT: 15 x RATING (Circle One): O1 O2 ⊙3 O4 O5 **= Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Eason is safety conscious. He is aware of his surrounding during incidents and is aware of back-up locations and safety issues.

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 **= Weighted Rating:** 15

EOG-02609

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	15	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	45	Maintains Safety	15
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 330 ÷ 100 (Total Weights) = FINAL RATING: 3.30

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason conforms to standards of dress and displays the appropriate image for his position a deputy sheriff. He is dependable and adjusts his schedule to meet the districts needs. Deputy Eason does not abuse his assigned equipment and adequately maintains his police vehicle meeting maintenance requirements. He promotes good community policing skills and interacts well with the community and business owners. Deputy Eason has improved since the last reporting period.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

During the next reporting period, Deputy Eason will be encouraged to attend additional BSO classes to improve his proficiency.

EOG-02610

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Eason in encouraged to attend additional BSO training modules to enhance his performance.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Deputy Eason has expressed an interest in attending SRD schools.

SECTION V: Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☐

Sgt. Doug Brown 4/2/07
EVALUATOR SIGNATURE Date
Sgt. Doug Brown 10925

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Edward J Eason #10558 4-8-07
EMPLOYEE SIGNATURE Date

MAJOR FRANK LIGHTBOURN

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Caren Rollaccia 4-2-07
REVIEWER SIGNATURE Date
Executive Officer

Chief's Wording
Lauderdale-By-The-Sea 4/8/07
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy – Employee 2nd Copy – Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02611

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Eason, Edward	Deputy Sheriff	DLE / Lauderdale By The Sea
ANNIVERSARY DATE: April 1, 2007		**TODAY'S DATE:** 1/2/2007

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sgt [illegible] #10925 — Edward J Eason #10558

Signature of Supervisor CCN — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02612

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Edward J. Eason

has successfully completed

Narco-Terrorism
March 19 - 20, 2007
16 Hours

Given this 20th day of March, 2007

Director

EOG-02613

Received

APR 21 2006

Major Larry L. Rogers

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION I: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☑

Employee Name: Eason (last) Edward (first) ( ) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: DLE / Lauderdale By The Sea

This employee is being evaluated from the period of 4/1/2005 (Month/Day/Year) to 4/1/2006 (Month/Day/Year)

BSO AP#8-O (Revised 3/06)

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☑ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02615

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Deputy Eason conforms to the standards of professional dress but sometimes requires reminders regarding shoe polishing

WEIGHT: 5 x RATING (Circle One): O1 O2 ⊙3 O4 O5 = **Weighted Rating:** 15

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Eason is cooperative with Sergeants and above. He is willing to change his schedule to meet the needs of the District and Agency when asked.

WEIGHT: 10 x RATING (Circle One): O 1O 2O 3⊙ 4O 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Eason follows policy and procedures regarding equipment care and maintenance.

WEIGHT: 10 x RATING (Circle One): O1 O2 ⊙3 O4 O5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Eason displays a positive attitude towards the community and interacts freely with its citizens.

WEIGHT: 10 x RATING (Circle One): O1 O2 ⊙3 O4 O5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Deputy Easons writing proficiency has recently required corrections to reports submitted for review. Reports have either been misclassified or grammar errors have occurred.

WEIGHT: 10 x RATING (Circle One): O1 ⊙2 O3 O4 O5 = **Weighted Rating:** 20

EOG-02616

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Deputy Eason demonstrates independent law enforcement actions, performing self-initiated capias arrests and updating the Warrant Tracking System without suggestions from supervisory staff. Other initiative issues have been less productive with few on-view calls or self initiated arrests.

WEIGHT: 15 x RATING (Circle One): O 1O 2O 3⊙ 4O 5 **= Weighted Rating:** 60

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Deputy Eason demonstrates the essential job functions mostly adhearing to and supporting agency policies and procedures. He has challanged some supervisory direction given by acting supervisors causing some "rub" between policy, supervision and the emplovee.

WEIGHT: 5 x RATING (Circle One): O1⊙2 O3 O4 O5 **= Weighted Rating:** 10

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Deputy Eason meets deadlines set by district administrators and sergeants. He utilizes all available resources to achieve results when dealing with calls for service and sometimes thinks outside the box to achieve results.

WEIGHT: 15 x RATING (Circle One): O1O2⊙3O4O5 **= Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making.
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS:

Deputy Eason needs additional improvement in this area. He sometimes does not exercise careful deliberation before making decisions causing poor judgement calls.

WEIGHT: 15 x RATING (Circle One): O1⊙2 O3 O4 O5 **= Weighted Rating:** 30

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS:

Deputy Eason has improved in this area since the last reporting period. He is more concerned for officer safety and improved his handcuffing procedure. This area will still be monitored for adherence.

WEIGHT: 5 x RATING (Circle One): O1O2 ⊙3 O4 O5 **= Weighted Rating:** 15

EOG-02617

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	15	Quality of Reports	20	Judgment & Decision Making	30
Cooperation	40	Initiative	60	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	10		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 295 ÷ 100 (Total Weights) = FINAL RATING: 2.95

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason conforms to the standards of dress and conveys an appropriate image in accordance for this position. He can be depended upon to adjust his schedule needed to meet district needs. Deputy Eason does not abuse his assigned equipment and adequately maintains his marked vehicle meeting maintenance requirements. Deputy Eason promotes community policing and interacts well with the community. Minor writing errors have occurred and some reports have either been misclassified or contained grammar errors. Deputy Eason's judgement had improved over the last reporting period until recently. Deliberate careful decision making by the deputy will be closely monitored during the next reporting period

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

He is expected to improve his decision making process by taking careful deliberation before making decisions and have no counseling or other reports of deficiency during the next period.

EOG-02618

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Eason will be encouraged to attend additional BSO training modules in sink with his work assignment.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Deputy Eason has expressed an interest in attending SRD schools, this avenue will be explored for future assignments.

SECTION V: Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☐

Sgt. Doug Brown 10925 4-13-06
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

E. Eason #10558 4-18-06
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Caren Pollaccia Executive Officer 4-13-06
REVIEWER SIGNATURE Date

Chief Gooding Lauderdale-By-The-Sea 4/19/06
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy – Employee 2nd Copy – Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02619

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Eason, Edward	Deputy Sheriff	DLE / Lauderdale By The Sea
ANNIVERSARY DATE: April 1, 2006		**TODAY'S DATE:** 1/10/2006

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sgt Doug Brown 10925 — Dep. Edward J Eason #10558

Signature of Supervisor Sgt Doug Brown 10925 CCN — Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee — 1st Copy -Attach to Completed Annual Evaluation — 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02620

Emp #: 010558 EDWARD J EASON [redacted]

[redacted]

SSN #: [redacted]
DOB:
Hire: 10/16/2000
Perm: 10/16/2000

Loc: 3475
Stat: A Pos: 000052030 Job: 296 DEPUTY SHE
BU: PBA GR/ST: 15 /06 Org: 23475 LAUDERDALE

Rate: 25.3947 Per Sal: 2,031.58 Ann Sal: 52,821.08

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
10/06/00				0		/00		0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:		Job Desc??	
10/06/00				0		/00		0.0000	0.00	0.00
Action: NEW HIRE			Reason:				Title:		Job Desc??	
03/29/01	3475		PBA	52030	23475	15	/01	16.0938	1,287.50	33,475.00
Action: PROMOTION			Reason:				Title:	296	DEPUTY SHE	
04/07/01	3475		UNRO	22222	23475	10	/01	10.5866	846.93	22,020.18
Action: COLA			Reason:				Title:	439	CADET - DL	
10/06/01	3475		PBA	52030	23475	15	/01	16.5766	1,326.13	34,479.38
Action: COLA			Reason:				Title:	296	DEPUTY SHE	
04/06/02	3475		PBA	52030	23475	15	/02	17.5463	1,403.70	36,496.20
Action: ANNUAL INC			Reason:				Title:	296	DEPUTY SHE	
10/05/02	3475		PBA	52030	23475	15	/02	18.2482	1,459.86	37,956.36
Action: COLA			Reason:				Title:	296	DEPUTY SHE	
04/05/03	3475		PBA	52030	23475	15	/03	19.3151	1,545.21	40,175.46
Action: ANNUAL INC			Reason:				Title:	296	DEPUTY SHE	
10/01/03	3475		PBA	52030	23475	15	/03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:				Title:	296	DEPUTY SHE	
04/03/04	3475		PBA	52030	23475	15	/04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:				Title:	296	DEPUTY SHE	
10/02/04	3475		PBA	52030	23475	15	/04	22.0055	1,760.44	45,771.44
Action: COLA			Reason:				Title:	296	DEPUTY SHE	
04/02/05	3475		PBA	52030	23475	15	/05	23.2926	1,863.41	48,448.66
Action: ANNUAL INC			Reason:				Title:	296	DEPUTY SHE	
10/01/05	3475		PBA	52030	23475	15	/05	23.9914	1,919.31	49,902.06
Action: COLA			Reason:				Title:	296	DEPUTY SHE	
04/01/06	3475		PBA	52030	23475	15	/06	25.3947	2,031.58	52,821.08
Action: ANNUAL INC			Reason:				Title:	296	DEPUTY SHE	

PAY DATE APR 21 2006

SHERIFF'S POLICY MANUAL

RECEIPT

My signature below acknowledges my receipt of the 2005 edition of the Sheriff's Policy Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

E. Eason

SIGNATURE

Edward Eason

E EASON # 10558

NAME (PRINTED) AND CCN

11-16-05

DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS THROUGH THEIR CHAIN OF COMMAND TO HUMAN RESOURCES.

SHERIFF'S POLICY MANUAL

RECEIPT

My signature below acknowledges my receipt of the 2005 edition of the Sheriff's Policy Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

E. Eason
SIGNATURE

Edward Eason — EEASON # 10558
NAME (PRINTED) AND CCN

11-16-05
DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS THROUGH THEIR CHAIN OF COMMAND TO HUMAN RESOURCES.

RECEIPT

My signature below acknowledges my receipt of the 2005 Department of Law Enforcement Standard Operating Procedures. I have read this Standard Operating Procedures and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of this Standard Operating Procedures. I agree to be responsible for staying current with revisions and/or updates to the Standard Operating Procedures and deletion of any obsolete material therein.

I recognize that the Standard Operating Procedures is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that at any time the Department of Law Enforcement may alter, supplement, delete, or amend any portion of this Standard Operating Procedures at the Department of Law Enforcement Executive Director's sole discretion.

This Standard Operating Procedures is considered law enforcement sensitive and contains certain information that is exempt under Florida Public Records Law. Outside or public requests for information from this Standard Operating Procedures must be directed to the Office of the Inspector General for review and redaction, if necessary, prior to disclosure.

E Eason

SIGNATURE

E. EASON 10558

NAME (PRINTED) AND CCN

11-16-05

DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE STANDARD OPERATING PROCEDURES. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS TO HUMAN RESOURCES.

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
(954) 831-8900 • www.sheriff.org

November 3, 2005

Deputy Edward J. Eason
District XIII

Dear Deputy Edward J. Eason,

It is with great pleasure and privilege that I present you with your Uniformed Longevity Service Bar for five years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your ribbon bar proudly. Thank you for the great work you do every day.

Sincerely,

Ken Jenne
Sheriff

KJ/mb

cc: Employee Personnel File
Attachment

RECEIVED
SEP 2 1 2005
HUMAN RESOURCES

CERTIFICATE OF COMPLETION

Presented to

EDWARD EASON

CCN 10558

for attending

2005 Port Security In-Service Training – September 12, 2005

Chief Dan Cummings
Port Everglades

Port Everglades

EDG-02626
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LITHO. IN U.S.A.

RECEIVED
SEP - 6 2005
By

CERTIFICATE OF COMPLETION

Present to

Edward Eason

CCN 10558

for attending

Auto Theft Investigations

August 30, 2005

8 Hours

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

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All Rights Reserved
EOG 0082

LITHO. IN U.S.A.

The John Scott Dailey Florida Institute of Government at Florida Atlantic University

Certificate of Completion

Presented to

Edward Eason 10558

for participation at

Negotiation Skills
7 hours (.7 CEU's)

on

July 21, 2005

THE JOHN SCOTT DAILEY FLORIDA INSTITUTE OF GOVERNMENT

Allison Gober
Institute of Government

EOG-02628

JUN 2 0 2005

HUMAN RESOURCES

SHERIFF'S OFFICE
BROWARD COUNTY
SHERIFF KEN JENNE

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Flying Armed Training

June 14, 2005

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

2 Hours

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EOG-0150

LITHO. IN U.S.A.

RECEIVED
MAY 31 2005
HUMAN RESOURCES

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Time Management

Getting Ahead Without Getting Behind

May 17, 2005

7.5 Hours

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

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LITHO. IN U.S.A.

Received
APR 11 2005

Major Larry L. Rogers

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

RECEIVED
APR 13 2005
HUMAN RESOURCES

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: EASON (last) EDWARD (first) J (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: Department of Law Enforcement / District 13

This employee is being evaluated from the period of 4/1/04 (Month/Day/Year) to 4/1/05 (Month/Day/Year)

EOG-02631

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02632

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: When representing the agency, Deputy Eason conforms to proper standards of professional dress and conveys an appropriate image in accordance for his position as Deputy Sheriff.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 **= Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason is most cooperative with his supervisors. He can be depended upon to adjust his schedule if needed to meet shift or district needs. Deputy Eason needs to interact better with co-workers.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: Deputy Eason follows policy and procedure regarding equipment care and maintenance. Deputy Eason adequately maintains his marked vehicle meeting maintenance requirements.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason displays a positive attitude towards the community and interacts freely with the community and citizens. Deputy Eason also promotes the concept of community policing when dealing with the public. Though Deputy Eason does well in this area, there is still room for improvement.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason generally displays good writing proficiency which requires minor corrections to his reports. This is also an area that is expected to improve over the next rating period.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 30

EOG-02633

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: Deputy Eason has demonstrated independent law enforcement action, performing self-initiated capias arrests and updating the Warrant Tracking System without suggestions from supervisory staff. He looks for ways to incorporate new ideas when performing his job.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Deputy Eason performs and demonstrates essential job functions while adhering to and supporting agency policies and procedures. He keeps up to date with policy and procedures changes by learning and incorporating changes into day to day operations.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason fully accepts all responsibilities and meets deadlines set by district supervisors. He utilizes all available resources to achieve results when dealing with the calls for service. He is consistently punctual and effectively follows-up on his assignments.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: Deputy Eason needs improvement in this area. Deputy Eason sometimes does not exercise careful deliberation before making decisions. This area will be closely monitored by this supervisor during the next reporting period.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: Deputy Eason displays a good working knowledge of officer safety but the handcuffing of some People Management System arrestees is lackadaisical, causing concern for officer safety. This area will also be closely monitored by this supervisor during the next reporting period.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 15

EOG-02634

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	45	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 305 ÷ 100 (Total Weights) = FINAL RATING: 3.05

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason conforms to the standards of dress and conveys an appropriate image in accordance for his position. Deputy Eason can be depended upon to adjust his schedule if needed to meet district needs. Deputy Eason takes care of equipment and adequately maintains his marked vehicle meeting maintenance requirements. Deputy Eason displays a positive attitude towards the community and interacts freely with the community and citizens. He promotes community policing but there is room for improvement. Deputy Eason displays good writing proficiency but minor errors have been made and improvement is needed. He is self-initiating and meets deadlines set by district supervisors. Deputy Eason sometimes does not exercise careful deliberation before making decisions which will be closely monitored. Deputy Eason displays a good working knowledge of officer safety but this area will also be monitored during the next reporting period.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Eason will be expected improve his decision making process by taking careful deliberation before making decisions and having no counseling or other reports denoting a deficiency. Deputy Eason will also properly adhere to Policy and Procedure regarding safety practices and properly handcuff arrestees. These areas will be reviewed in six months by supervisory staff.

EOG-02635

CAREER DEVELOPMENT (identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Eason will be attending time management and Negotiations class and he has expressed an interest in attending Criminal Investigation classes.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

In the future, Deputy Eason is aspiring to become a detective within the agency.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

Sgt Douglas C Eason 3/30/05
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check If Documentation Attached** ☐

Edward Eason 4/6/05
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt K. Woodall 5885 Ken Woodall 4-4-05
REVIEWER SIGNATURE Date

Chief Gooding Lauderdale-By-The-Sea 4/6/05
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

BSO AP-8-O (Revised 3/01)

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Eason, Edward	Deputy Sheriff	Division Law Enforcement - District 13
ANNIVERSARY DATE: 04/01/05		TODAY'S DATE: 01/06/05

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sergeant Douglas C. Brown # 10925 — Signature of Supervisor — CCN

Deputy Edward Eason # 10558 — Edward Eason # 10558 — Signature of Employee — CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee — 1st Copy - Attach to Completed Annual Evaluation — 2nd Copy _ Supervisor's File

BSO AP-8-R (Revised 8/00)

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Warrant Narrative System

March 22, 2005

L.T. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

2 Hour

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EOG-02638

LITHO. IN U.S.A.

RECEIVED
MAR 16 2005
HUMAN RESOURCES

State of Florida

Department of Law Enforcement

Criminal Justice Information Services

Awards this certificate to

FDLE

EDWARD J EASON

As evidence of the successful completion of

FCIC Certification

Given this the 22 day of February, 2005.

This certificate expires two years from the date of issuance.

Commissioner, Florida Department of Law Enforcement

RECEIVED
MAR - 8 2005
HUMAN RESOURCES

Ken Jenne
Sheriff
Broward County
P.O. Box 9507
Fort Lauderdale, FL 33310

DATE: March 7, 2004

TO: [redacted]

FROM: Chief Scott A. Gooding
District 13/Lauderdale-By-The-Sea

SUBJECT: **LETTER OF RECOGNITION**

On February 28, I received a letter from Bonnie Thelen of the Sea Colony, Inc. expressing her appreciation for your efforts in the search for Mr. Gary Schreider who suffers with Alzheimer's disease. Your diligent effort and thorough search resulted in Mr. Schreider being returned safely to his family.

I want to take this opportunity to commend you for your professionalism and dedication to the community. You have brought credit to yourself and to District 13/Lauderdale-By-The-Sea.

SAG/dmr

cc: Human Resources
File

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Department of Law Enforcement

In-Service

February 28 & March 1, 2005

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

16 Hours

Includes (Tactical Shooting, Baton Training, Weapon Retention, Use of force, Defensive tactics, CPR/AED/BBP, Report Writing)

EOG-02641

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LITHO. IN U.S.A.

KEN JENNE
SHERIFF
Broward County
P.O. Box 9507
Fort Lauderdale, Florida 33310

DATE: January 18, 2005

MEMO TO: [redacted]
District 13- Lauderdale-by-the-sea

FROM: Peta-Gay Masters, Administrative Support Specialist Peta-Gay Masters
Bureau of Human Resources

RE: ***PUBLIC RECORDS REQUEST FOR EMPLOYEES PERSONNEL FILE FROM BSO RISK MANAGEMENT DEPARTMENT***

For your records and pursuant to Florida's Public Records Act, 119 of the Florida Statues, the above individual has requested and received a purged copy of your personnel file.

Thank you.

/pm

cc: Employee File

INTERNAL MEMO

Date: January 24, 2005

To: [redacted]

From: Chief Scott Gooding SAG

Subj: Letter of Appreciation

I would like to take this opportunity to personally commend you for the assistance you provided to vacationers, Mr. and Mrs. Paul Siciliano. Mr. and Mrs. Siciliano have written to me expressing their gratitude for the help you offered in finding their car.

It is always a pleasure to hear that you are exceeding the expectations of our community and giving residents and visitors a positive image of our Town.

SAG/dmr

cc: Human Resources
File

State of Florida

Department of Law Enforcement

Criminal Justice Information Services

Awards this certificate to

FDLE

EDWARD J EASON

As evidence of the successful completion of

FCIC Certification

Given this the 22 day of February, 2005.

This certificate expires two years from the date of issuance.

Commissioner, Florida Department of Law Enforcement

EOG-02644

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Domestic Violence / Juvenile Sex Offender

February 10, 2005

8 Hours

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training Division

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EOG-02645

LITHO. IN U.S.A.

SHERIFF'S OFFICE
BROWARD COUNTY
SHERIFF KEN JENNE

RECEIVED
DEC 22 2004
HUMAN RESOURCES

DATE: December 20, 2004

MEMO TO: Deputy Edward J. Eason

FROM: Chief Scott A. Gooding
Lauderdale-By-The-Sea

SUBJECT: **Employee of the Month – December 2004**

For the past several months you have consistently performed in an exemplary manner. You have been diligent in your pursuit of persons entered into the District TRAP Program and in the arrest of individuals identified as having active warrants issued. It is believed that your action has resulted in the reduction of petty type crimes in the district.

An example of your determination can be shown by your actions on November 16 2004. While patrolling the Town of Lauderdale-By-The-Sea you observed a blue Ford F-150 pickup truck that was driving erratically though the town. You followed the vehicle as it traveled south into the City of Fort Lauderdale. The driver, having observed you, made an evasive turn into the Winn Dixie parking lot, in an attempt to elude you. By radio you had learned that the driver, Jeffery Roberson was wanted for a vehicle burglary in the City of Oakland Park. You then conducted a felony stop and were able to take Roberson into custody without incident. Detective James Ramirez, on behalf of the Oakland Park District Criminal Investigations Unit has thanked you for your quick action that has resulted in Jeffery Roberson being charged with Burglary Conveyance, Grand Theft and two counts of Dealing in Stolen Property.

All of these actions demonstrate your untiring determination in the apprehension of the criminal element here in Lauderdale-By-The-Sea. This in turn helps make all of Broward County a safer place to live. Your above average performance is additionally demonstrated in your attendance record, your day-to-day conversations with peers and supervisors and your obvious enjoyment of your job.

Due to your professionalism and dedication to duty and attention to detail, several potentially violent criminals have been removed from our streets. It is for these reasons you have been selected as the Employee of the Month for Lauderdale-By-The-Sea for the month of December 2004.

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
(954) 831-8900 • www.sheriff.org

September 15, 2004

Ms. Ed Ventura
P.O. Box 70261
Fort Lauderdale, FL 33307

Dear Mr. Ventura:

You know how grateful I was to receive your thoughtful letter praising Deputies [redacted], Ed Eason, [redacted].

We are proud of our people at the Broward Sheriff's Office and it is a special treat to hear about those who have performed particularly well. I have forwarded a copy of your letter to the above employees with my thanks. I know it will make their day as it made mine.

We are constantly trying to do everything we can to exceed the expectations of the people whom we serve. I am so glad that for you we have succeeded. I hope we can continue to take the best care of every one that we serve.

Very truly yours,

KEN JENNE
Sheriff

KCJ/mvy
cc: Lt. Col. Danny Wright
[redacted]
Deputy Ed Eason
[redacted]
Human Resources

JUL 20

[redacted]

11/16/04

BROWARD SHERIFF OFFICE

4501 OCEAN DR

LAUDERDALE BY SEA

FLA 33308

DISTRICT 13

Dear Sir

I am a disabled senior citizen and veteran. On 10/17/03 I was assaulted by Kenneth Daver in Lauderdale by the sea.

On arrival at the scene Deputys Scott William and M. SOSA assted me until the E.M.S. ambulance showed up, transporting me to E.R, at Holy Cross Hospital.

Deputy William assigned Deputy E.O EASON AND Deputy Joseph CONA who eventually arrested Kenneth Daver

I would like to express my appreciation to these four deputys for their professional and compassionate performance, which

EOG-02648

on this day and age of the exception rather than the norm. Again my thanks to these four deputies for their assistance in my time of need.

Thank You

[redacted]

INTERNAL MEMO

Date: September 21, 2004

To: Personnel Assisting District 13/LBTS
Hurricane Frances

From: Chief Scott Gooding

Subj: Letter of Appreciation

I would like to take this opportunity to personally commend you for the assistance you provided before, during and after Hurricane Frances. Your commitment helped to ensure the safety of the residents of Broward County and our community.

Your service, cooperation and dedication reflect well on you personally and on the Broward Sheriff's Office.

SAG/dmr

[redacted]

Deputy Edward Eason

[redacted]

[redacted]

MICHIGAN STATE UNIVERSITY

School of Criminal Justice
East Lansing, Michigan

This certifies that:

Edward Eason

Has completed the following on-line safety training from "saferesponse.com":

Hazardous Materials Response - Awareness Level

As described in OSHA requirements on Hazardous Waste Operations and Emergency Response (29 CFR 1910.120)

8/11/2004
Completion Date

006100
Certificate Number

FIRE RESCUE HAZMAT MEDICAL

Emergency Response Solutions
Industrial Safety Consultants, Inc.

Dep.

Departmental Representative

EOG-02651

MICHIGAN STATE UNIVERSITY

School of Criminal Justice
East Lansing, Michigan

This certifies that:

Edward Eason

Has completed the following on-line safety training from "saferesponse.com":

Hazardous Materials Response - Awareness Level

As described in OSHA requirements on Hazardous Waste Operations and Emergency Response (29 CFR 1910.120)

8/11/2004
Completion Date

006100
Certificate Number

FIRE RESCUE HAZMAT MEDICAL

Emergency Response Solutions

Industrial Safety Consultants, Inc.

Dep.

Departmental Representative

EOG-02652

AUG 2 3 2004

CERTIFICATE OF COMPLETION

Presented to

Edward Eason

CCN 10558

for attending

Constructing Operational Plans

August 20, 2004

Lt John Lawless

Lieutenant John Lawless, Assistant Director
Training Division

4 Hours

EOG-02653
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LITHO. IN U.S.A.

KEN JENNE
BROWARD SHERIFF'S OFFICE
P.O. BOX 9507
FT. LAUDERDALE, FLORIDA 33310

DATE: April 22, 2004

TO: Deputy Edward Eason

FROM: Chief Scott Gooding
Lauderdale-By-The-Sea / District 13

SUBJECT: **Employee of the Month – April 2004**

On April 2, 2004 at about 3:14 p.m. an elderly female was robbed of her purse in front of the Walgreen's Drug Store on North Ocean Drive. The suspect grabbed the victim's purse and threw her to the ground. He then fled on foot from the location.

You immediately responded to the area and after getting a description of the suspect, you began a search for him on the beach in the general vicinity. While on the beach you observed a male fitting the description of the suspect. Your investigation revealed the subject was breathing heavy, pale in color and that his explanations did not match the true circumstances. His story of how long he had been in the sun wearing long pants was not consistent with his very pale skin and being a typical sunbather.

The suspect volunteered to meet with detectives for interview. No immediate arrest was made but further investigation developed a witness who was able to make a positive identification of the suspect you had located. A warrant for Robbery has been issued for this suspect.

Due to your quick response and observations a dangerous individual was identified and a crime was solved. You exhibited sound investigative skills and your familiarity with the district was pivotal in identifying this suspect. It is for these reasons you have been selected by the Lauderdale-By-The-Sea / District 13 Awards Committee as the Employee of the Month for the month of April 2004.

RECEIVED
MAY 06 2004
HUMAN RESOURCES

CERTIFICATE OF COMPLETION

Presented to:

DEPUTY EDWARD EASON

For attending
ATV Ridercourse Certification
MAY 4 TH 2004
4 hours

Deputy James Engle Lead Instructor
Deerfield Beach District ATV Unit

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RECEIVED
APR - 5 2004

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: EASON (last) EDWARD (first) J (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: Division of Law Enforcement / District 13

This employee is being evaluated from the period of 4/1/03 (Month/Day/Year) to 04/01/'04 (Month/Day/Year)

MB

EOG-02656

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02657

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Eason keeps his uniform clean and well pressed. His issued equipment is always maintained within BSO guidelines.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason works well with his fellow employees and supervisors. Deputy Eason displays a positive image when dealing with the public and command staff. He supports decisions made by command and follows them to their successful conclusion.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: Deputy Eason follows policy and procedure regarding equipment care and maintenance. Deputy Eason adequately maintains his marked vehicle meeting maintenance requirements.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason displays a positive attitude towards the community and interacts freely with the community and citizens. Deputy Eason also promotes the concept of community policing when dealing with the public. Deputy Eason interacts well with business owners and citizens in the community.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason's reports are clear, concise and accurate. The reports contain detail to successfully investigate or prosecute a case. Follow-up is seldom required by supervisory staff.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

EOG-02658

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: Deputy Eason has demonstrated independent law enforcement action. He demonstrating independent thinking when initiating approprate law enforcemnt action. He demonstrates the ability of being a self-starter with little or no direction.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Deputy Eason demonstrates knowledge of BSO Policy and Procedure and State Statutes during the reporting period.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason meets deadlines and can be counted upon to complete all neccssary paperwork and currently meets deadlines set by district supervisors and staff.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: Deputy Eason is confident of his abilities and judgment and has demonstrated this during non-emergency and emergency situations within the district. He appears to perform calmly under potentially stressful situations.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: Deputy Eason displays good officer safety techniques, performing as BSO policy requires.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

EOG-02659

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	45
Cooperation	30	Initiative	60	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 340 ÷ 100 (Total Weights) = FINAL RATING: 3.40

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason displays a good attitude towards the community, co-workers and supervisors. Deputy Eason has been a steady producer during this reporting period. Deputy Eason has demonstrated independent thinking when performing law enforcement actions. He is a self motivator always looking for criminal activity within the district. Deputy Eason displays a positive image to citizens and fellow employee. Deputy Eason is a well-rounded deputy and is constantly developing his skills as a deputy sheriff.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Eason will be expected to continue to perform at his present level or higher as measured by his daily activity reports.

EOG-02660

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy Eason has discussed attending available career development classes available.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
Detective Division

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check If Documentation Attached** ☐

Sgt Douglas C Brandt 3/30/04
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check If Documentation Attached** ☐

Edward J Eason 3/31/04
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt K. Woodall 5885 Ken Woodall 3-31-04
REVIEWER SIGNATURE Date

Chief Gooding Lauderdale-By-The-Sea 3/31/04
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02661

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

RECEIVED
APR - 5 2004

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Eason, Edward	Deputy Sheriff	Division Law Enforcement - District 13
ANNIVERSARY DATE: 04/01/03		**TODAY'S DATE:** 12/30/03

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvemént areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sergeant Douglas C. Brown # 10925 — Signature of Supervisor — CCN

Edward Eason #10558
Deputy Edward Eason # 10558 — Signature of Employee — CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy _ Supervisor's File

BSO AP-8-R (Revised 8/00)

State of Florida
Department of Law Enforcement
Criminal Justice Information Services

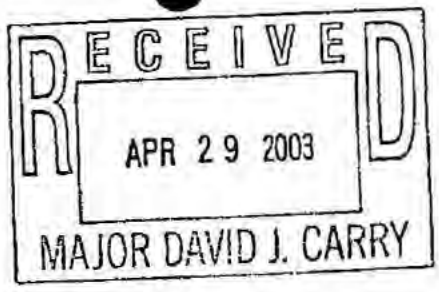
FDLE

Awards this certificate to

EDWARD J EASON

As evidence of the successful completion of
FCIC Certification
This certificate expires April 23, 2005

Commissioner, Florida Department of Law Enforcement



Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: EASON (last) EDWARD (first) J (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: Division of Law Enforcement / District 13

This employee is being evaluated from the period of 4/1/02 (Month/Day/Year) to 04/01/'03 (Month/Day/Year)

MB

EOG-02664

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02665

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Eason keeps his uniform clean and well pressed. His issued equipment is always maintained within BSO guidelines.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason works well with his fellow employees and supervisors. Deputy Eason consistently displays cooperation with the public and staff.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: Deputy Eason follows policy and procedure regarding equipment care and maintenance. Deputy Eason adequately maintains his marked vehicle meeting maintenance requirements.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason displays a positive attitude towards the community and interacts freely with businesses owners. Deputy Eason also promotes the concept of community policing when dealing with the public.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason generally displays normal writing proficiency, requiring some corrections to reports.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-02666

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: Deputy Eason has demonstrated independent law enforcement action, performing self-initiated arrests and completing individual tasks with little suggestion from supervision.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Deputy Eason demonstrates knowledge of BSO Policy and Procedure and State Statutes during the reporting period.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason meets deadlines set by district supervisors.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: Deputy Eason is confident of his abilities and judgment and has demonstrated this during non-emergency and emergency situations within the district. He appears to perform calmly under potentially stressful situations.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: Deputy Eason displays good officer safety techniques, performing as policy requires.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

EOG-02667

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	45	Maintains Safety	20
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 320 ÷ 100 (Total Weights) = FINAL RATING: 3.20

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason displays a good attitude towards the community, co-workers and supervisors. During this period Deputy Eason has improved his performance by utilizing investigative techniques to develop probable cause resulting in the arrest of misdemeanor and felony suspects.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Eason has recently completed Radar Training and will be expected to write radar citations in addition to his routine assignments.

EOG-02668

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Employee has shown an interest in traffic enforcement, having recently attended radar training. Deputy Eason should attend additional traffic related courses to enhance his overall job performance.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
None at present.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

3/31/03
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Edward Eason 3/31/03
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

3463 4/28/03
REVIEWER SIGNATURE Date

3463 4/28/03
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

BSO AP-8-O (Revised 3/01)

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Eason, Edward	Deputy Sheriff	Division Law Enforcement - District 13
ANNIVERSARY DATE: 04/01/03		**TODAY'S DATE:** 01/27/03

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. Youwill be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

Deputy Eason should increase his statisticts and become more proactive with his overall law enforcement activities.

Sergeant Douglas C. Brown # 10925 _____ Deputy Edward Eason # 10558 Edward Eason

Signature of Supervisor CCN Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy _ Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-02670

Pending

JEB BUSH
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

EDWARD EASON

ADVANCED TRAINING CERTIFICATE
RADAR SPEED MEASUREMENT FOR LAW ENFORCEMENT OFFICERS
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DARON D. DIECIDUE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

ROD CASWELL, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

March 7, 2003

[redacted]

03-2003-055-1

EOG-02671

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

RECEIVED
MAR 21 2003
HUMAN RESOURCES

Certificate of Achievement

Edward Eason

has successfully completed

Criminal Justice Standards and Training Commission
approved RADAR Speed Measurement Course
March 3 - 7, 2003

COMMUNITY BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 7th day of March, 2003

10558 [redacted]

Director

EOG-02672

Certificate of Appreciation

BUCKLE UP FLORIDA
There's Just Too Much to Lose

presented to

Deputy Edward Eason

Broward County Sheriff's Office District 13

For Outstanding Participation in the Labor Day 2002
Buckle Up Florida Enforcement Wave

Charlene Gornto LEL

Charlene Gornto - Law Enforcement Liaison - District IV

September 27, 2002

EOG-02673

RECEIPT

This shall acknowledge my receipt of the 2002 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

Edward Eason
SIGNATURE

E. EASON #1 0558
NAME (PRINTED) AND CCN

6/26/02
DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

EOG-02674

RECEIVED
APR 24 2002
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Eason (last) Edward (first) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: District XIII

This employee is being evaluated from the period of 4/1/01 (Month/Day/Year) to 4/1/02 (Month/Day/Year)

EOG-02675

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02676

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Eason is always neat and well groomed. It is apparent that this deputy makes the extra effort.

WEIGHT: 5 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 25

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason's interactions with his fellow deputies are improving. At times his actions are perceived by other deputies as trying to avoid the handling of a service call.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: All BSO equipment and assigned marked vehicle are up to office standards. Deputy Eason keeps his vehicle clean and organized.

WEIGHT: 10 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 50

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason's interactions with the general public are positive. This employee enjoys communicating with the shopkeepers and tourists during his patrols.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason's reports are average for a new employee. His reports are generally accurate with an occasional error.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-02677

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: During the month of March, Deputy Eason wrote forty-two tickets, eight F.I. cards, had one-hundred-ninety -four citizen contacts, and eight on-view calls. This catergory is in need of improvement. Although the listed numbers are good for any district, Deputy Eason needs to display some independent and individual tasks in the form of investigations and/or follow-ups on service calls. The extra effort is not being made.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Deputy Eason meets the requirements for this category by complying with all policies and procedures.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason can be counted upon to complete all necessary paperwork for operational plans, directed patrols and event reports. On ocassion, this deputy needs to be reminded to complete routine tasks.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: This employee's handling of routine situations is good. During the past eight months that Deputy Eason has been assigned to the Charlie shift, there have not been any emergencies that would put him under extremely stressful conditions, with the exception of the stabbing he handled and a recent bail out during a traffic stop.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: This employee practices safety measures on his service calls. Minor violations have been corrected during the past year.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	25	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	45	Maintains Safety	15
Operation & Care of Equipment	50	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 340 ÷ 100 (Total Weights) = FINAL RATING: 3.40

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason always arives early and is prepared for his shift.. This deputy always displays a positive and friendly attitude towards all that he comes in contact with during his shift. His progress has been good in most areas. However, as noted in the initiative catergory, the extra effort is not being made. All other areas should continue to improve.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

This employee has just completed his first year. Deputy Eason has been advised to seek out courses that will benefit him and the district. Improvement should be forth coming in all areas.

EOG-02679

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Any seminars that involve investigations.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
This employee needs to be assigned to a district that can offer more exposure, so he can learn and benefit.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

J Bruce 4/9/02
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

E. Eaves # 10558 4/15/02
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. Thomas R. Eastwood 4/15/02
REVIEWER SIGNATURE Date

3463 4/15/02
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02680

RECEIVED
JAN 15 2002
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Eason (last) Edward (first) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: District XIII

This employee is being evaluated from the period of 12/1/01 (Month/Day/Year) to 12/31/01 (Month/Day/Year)

EOG-02681

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02682

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Eason's uniforms and general attire are always above average.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason is in his fifth month as a law enforcement officer, since completing F.T.O. training. His interactions are good and average for a new employee.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: All BSO equipment and assigned marked vehicle are up to office standards. Deputy Eason keeps his vehicle extremely clean and organized.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason's contacts with the general public are positive, therefore creating a professional image for District XIII.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason's reports are continuing to improve. His reports are average for a five month employee.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-02683

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: This is Deputy Eason's fifth evaluation since being released from the FTO program. During the month of December, Deputy Eason wrote fifty tickets, had one hundred-ninety-four citizen contacts, three on-view calls and six F.I. cards.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Deputy Eason meets the requirements for this category by complying with all policies and procedures during this month.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason can be counted upon to complete all necessary paperwork for operational plans, directed patrols and event reports.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: During the month of December, Deputy Eason had one arrest, six F.I. cards and wrote fifty tickets. Deputy Eason has responded favorably in all routine situations thus far.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: Deputy Eason is average in this area for a first year employee.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 15

EOG-02684

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	45	Maintains Safety	15
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 315 ÷ 100 (Total Weights) = FINAL RATING: 3.15

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason is always early for work every day. This deputy should continue to improve in all areas. This supervisor will continue to work with this deputy to improve his overall job performance.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

This employee has just completed his fifth month since being assigned to Charlie shift in District XIII. This employee will continue to receive close supervision. Improvement should be forth coming in all areas.

EOG-02685

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
N/A

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

SGT. J Brown 1354 1/5/02
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Deputy E. Eason 10558 1/13/02
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Thomas R. Eastwood 1/9/02
REVIEWER SIGNATURE Date

S 3463 1/9/02
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-02686

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OCT 23 2001
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Eason (last) Edward (first) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: District XIII

This employee is being evaluated from the period of 9/1/01 (Month/Day/Year) to 9/30/01 (Month/Day/Year)

EOG-02687

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02688

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: This employee always presents himself in a professional manner.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason is a new to law enforcement. His interactions should improve over the next few evaluations.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: During a recent inspection, Deputy Eason vehicle was extremely neat and clean. Vehicle was up to date for maintenance.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason communicates a positive atmosphere when dealing with the public, promoting the Sheriff's Office.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason's reports are improving on a regular basis. However, there is still room for improvement, as content is lacking and essential elements are being left out. Reports should continue to improve. Deputy Eason will be attending the next available report writing seminar.

WEIGHT: 10 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 20

EOG-02689

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: This is Deputy Eason's second evaluation since being released from the FTO program. Deputy Eason's initiative should increase over the next few months. During the month of September, Deputy Eason wrote thirty-one tickets.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 40

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: This deputy adheres to all policies and procedures.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason needs to improve in this area However, in time this employee should improve as he gains more experience and exposure.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: During the month of September, Deputy Eason made two capias arrests, maintaining control during the situation, in a professional manner.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: While answering service calls, Deputy Eason maintains officer safety.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

EOG-02690

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	15	Quality of Reports	20	Judgment & Decision Making	45
Cooperation	30	Initiative	40	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 285 ÷ 100 (Total Weights) = FINAL RATING: 2.85

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason is showing improvement in all categories. This employee is public relations oriented and promotes a positive image. However, there is still room for improvement in all catergories as noted in this evaluation. This employee's reports are also in need of improvement as noted earlier and in last month's evaluation. Deputy Eason has submitted the necessary paperwork to attend the next report writing seminar. This supervisor will continue to work with this deputy to improve his overall job performance.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

This employee has just completed his second month's performance as a Deputy Sheriff. Close supervision and a report writing seminar should improve his performance in several areas.

EOG-02691

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy will be attending the next available report writing seminar.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

[signature] 10/10/01
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Deputy E. Eason 10/14/01
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt Thomas R. Eastwood 10/18/01
REVIEWER SIGNATURE Date

Chief Shawn Stanton 10/19/01
DIVISION SIGNATURE Date

Distribution:
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EOG-02692

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Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Eason (last) Edward (first) (middle)

CCN: 10558 Rank or Position: Deputy Sheriff

Assignment: District XIII

This employee is being evaluated from the period of 10/1/01 (Month/Day/Year) to 10/31/01 (Month/Day/Year)

EOG-02693

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-02694

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: This Deputy is always well groomed and presents himself in a professional manner.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Eason is in his third month as a law enforcement officer. His interactions are average for a new employee and should continue to improve over the next few months.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: During a recent inspection, Deputy Eason vehicle was extremely neat and clean. Vehicle was up to date for maintenance.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Eason conducts a foot patrol at the district's downtown area on a daily basis. While on patrol this deputy communicates a positiveimage to the public.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Eason's reports are improving on a regular basis. As indicated during the last evaluation, Deputy Eason was to attend the next available report writing seminar. On October 24th accomplished this task. Improvement in content, detail, and structure should continue to be noted during the next evaluation period.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-02695

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: This is Deputy Eason's third evaluation since being released from the FTO program. Deputy Eason's initiative is improving each month. During the month of October, Deputy Eason wrote twenty-five tickets, filed five F.I. cards, and handed out one-hundred-thirty-nine watch cards.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 40

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: During this rating period, this deputy failed to take the approciate action involving an aggravated battery. Deputy Eason did not fully investigate the crime as he should have. Even though the report was an on- view call by the deputy, Deputy Eason's classification was incorrect and no immediate follow-up was conducted. This situation was soon rectified, shortly thereafter. This short coming is directly related to inexperience and has been corrected.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Eason needs to improve in this area and is about average for someone with three months experience. However, in time, this employee should improve as he gains more experience and exposure.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: During the month of October, Deputy Eason made a capias arrest, maintaining control during the situation, in a professional manner. This deputy thus far, has been observed to keep a cool and calm composure in situations, that he has encountered.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: In situations thus far observed, Deputy Eason has maintained officer safety.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

EOG-02696

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	40	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 300 ÷ 100 (Total Weights) = FINAL RATING: 3.00

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Eason continues to show improvement in all categories. This employee recently attended a report writing class. His reports are showing some improvement, and should continue during the next few months. Deputy Eason is public relations oriented and promotes a positive image. However, there is still room for improvement in all categories as noted in this evaluation, as it should be for a three month employee.
This supervisor will continue to work with this deputy to improve his overall job performance.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

This employee has just completed his third month's performance as a Deputy Sheriff. This employee will continue to receive close supervision. Improvement should be forth coming in all areas.

EOG-02697

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
N/A

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

J. Bank 1354 11-6-01
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Edward Eaton #10558 11-10-01
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Thomas R. Enterline 11-9-01
REVIEWER SIGNATURE Date

Chief Dawn Stanton 11/9/01
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

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Processed by (Please Initial):	

EOG-02698

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954)-831-8900

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SEP 14 2001
HUMAN RESOURCES

DEPUTY SHERIFF'S OATH OF OFFICE
STATE OF FLORIDA

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and State of Florida; that I am duly qualified to hold office under the Constitution of the state; and I will well and faithfully perform the duties of Deputy Sheriff of Broward County, on which I am now about to enter. So help me God.

Edward J Eason
DEPUTY'S SIGNATURE

09/13/01
DATE SIGNED

Edward John Eason 10558
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 09/13/01 **(date) by** Edward John Eason **(name of affiant), who is personally known to me or has produced** BSO I.D Card **as identification.**

SEAL

Susanna G. Arnold
NOTARY PUBLIC, State of Florida

BSO AP# 46a (New 10/98)

Susanna G. Arnold
MY COMMISSION # DD016185 EXPIRES
August 9, 2005
BONDED THRU TROY FAIN INSURANCE, INC.

SHERIFF'S OFFICE
BROWARD COUNTY
SHERIFF KEN JENNE

Employee Of The Month

Presented To

Deputy Edward Eason

August 14, 2001

In recognition of your quick action on
July 15, 2001 in the evacuation of the residents of
5200 North Ocean Boulevard during a very dangerous fire.

Chief Diann Stanton, Commander District XIII

Lieutenant Thomas Eastwood

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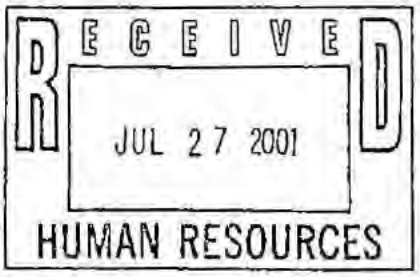
LITHO. IN U.S.A.

EOG-02700

Ken Jenne
Sheriff of Broward County
Post Office Box 9507
Fort Lauderdale, FL 33310



Date: July 27, 2001

Memo to: [redacted]
DLE – District 13

From: Kathy Moniz, TAC
Communications Division

Subject: **FCIC CERTIFICATION**

Enclosed please find your certificate for successfully completing the FCIC Certification class. Your score is indicated on the back of the certificate.

Copies of your certificate have been made and forwarded to Human Resources, the Training Division and for your division employee file.

If you have any questions, or if I can be of further assistance, please do not hesitate to contact me at 321-4313.

/km
Attachment

cc: [redacted]
Training Division
Division Employee File
Tac File

State of Florida

Department of Law Enforcement

Criminal Justice Information Services

FDLE

Awards this certificate to

EDWARD EASON

As evidence of the successful completion of

FCIC Certification

Given this the **05** *day of* **July** **2001**

This certificate expires two years from the date of issuance.

James T. Moore

Commissioner, Florida Department of Law Enforcement

15451

EOG-02702

JEB BUSH
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

RECEIVED
JUN 12 2001
HUMAN RESOURCES

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

hereby awards to

EDWARD JASON

BASIC RECRUIT CERTIFICATE
CERTIFICATE OF COMPLIANCE
LAW ENFORCEMENT OFFICERS
730 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

PATRICK M. KELLY, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

ROD CASWELL, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

June 7, 2001

[redacted]

19725

<CTRL-W> -- save/end	<ESC> -- abandon operation
arrows -- position cursor	<CTRL-Y> -- delete a field
<Enter> -- move to next field	<BACKSPACE> -- previous field

Date : 09/13/94

First Name : EDWARD M.I.: J Last Name : BASON

ALIAS:
FIRST NAME : Last Name :

SSN : [redacted] DOB : [redacted] CJTC# : 0-628-22

SEX : M Certified : N RACE : W

TESTING INFORMATION

TABE	1st	10/25/99	12.9 READ	12.9 MATH	12.9 LANG	PHYSICAL : 06/10/00
	2nd	/ /	.0	.0	.0	SWIM : 10/25/99

TEST % : 8.00 DATE : / / ND : .0 DATE : / /

DENISE BEAULIEU • MANAGER
INSTITUTE OF PUBLIC SAFETY
TESTING CENTER
3501 DAVIE ROAD, BLDG. 22
DAVIE, FL 33314-1604

CERTIFICATION OF GENERAL ORDER 98-21
HARASSMENT POLICY

I, the undersigned employee, hereby acknowledge I have read the above-referenced General Order and I understand the contents contained therein. I also acknowledge I have discussed and clarified any concerns I have with my supervisor and/or the appropriate Human Resources representative.

Edward J. Eason	10558	Edward J Eason	10/16/00
Employee's Name (Please Print)	**CCN**	**Employee's Signature**	**Date**
ANTHONY J. JACKSON	8877		
Employee's Supervisor (Please Print)	**CCN**	**Supervisor's Signature**	**Date**

RECEIVED
OCT 27 2000
PERSONNEL DIVISION

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

LOYALTY OATH

I, Edward John Eason, a citizen of the State of Florida and of the United States of America, or a United States National or alien authorized to work, and being employed by or an officer of the Sheriff of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

Edward J Eason
EMPLOYEE'S SIGNATURE

October 16, 2000
DATE SIGNED

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on October 16, 2000 (date) by Edward John Eason (name of affiant), who is personally known to me or has produced [redacted] as identification.

Driver's License

Signature

SEAL

ANTHONY J. JACKSON
MY COMMISSION # CC 759258
EXPIRES: July 14, 2002

Print Name Anthony J. Jackson

Title NOTARY PUBLIC

Commission Number #CC759258

Revised 01/93

EOG-02706

FDLE AUDIT

NAME Edward Eason CCN 10558 DATE OF HIRE 10/16/00

SSN [redacted] POSITION D/S - DLE

	IN FILE
BIRTH CERTIFICATE	X
HIGH SCHOOL DIPLOMA (or college trans. with 30 credits or more)	X
FINGERPRINTS/FBI RESPONSE MEMO ON FILE (Form CJSTC 62)	X
FDLE REGISTRATION (Form CJSTC 60)	X
BACKGROUND INVESTIGATION (Form CJSTC 77)	X
TEA (Form CJSTC 65)	X
PHYSICIAN'S ASSESSMENT (Forms CJSTC 75 & 75A)	X
DRUG SCREENING RESULTS	X
AFFIDAVIT OF APPLICANT (Form CJSTC 68)	X
COMPLETION OF BASIC RECRUIT TRAINING	X
ACCEPTABLE SCORE ON OFFICER CERTIFICATION EXAM.	X
MILITARY, AFFIDAVIT/DD-214	N/A
NAME CHANGE	N/A

DATE OF FDLE AUDIT 02/04/04 SUBMITTED BY: INITIALS _____

05/14/9912:13 PM

FDLE CJSTC INSPECTION CHECKLIST

NAME	HIRED DATE	POSITION	SOCIAL SECURITY
Edward Eason		DLE	[redacted]

COMMENTS

	CHECK IF IN FILE	
BASIC EXAM	✓	
AFFIDAVIT	✓	
REGISTRATION CJSTC 60	✓	
BIRTH CERTIFICATE	✓	
NAME CHANGE	N/A	
H.S. DIPLOMA	✓	
MILITARY DD214	N/A	
FINGERPRINTS	✓	
PHYSICAL	✓	
DRUG SCREEN	✓	
TEA	✓	
BASIC TRAINING	✓	
BG INV RPT - CJSTC 77	✓	

6/4/01

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Edward Eason			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education :

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	10/16/00			Y	11/9/00

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$0	$0	$0

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
This officer has no certificates on record.					

Exam

Exam_Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	3/28/01	1	Pass	Pass	Pass	Pass	Pass	Pass	

Training

Start Date	End Date	Sequence	Title	Grade	Hours Taught
10/25/00	3/21/01	03-2000-002-7	Certificate Of Compliance-Law Enforcement	P	730

Edward Eason [redacted]

FDLE
Florida Department of Law Enforcement

Affidavit of Applicant

CJSTC 68

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

1. SSN: [redacted]

2. Applicant's name: Eason (Last) Edward (First) J (MI)

3. Employing agency: Broward Sheriff's Office

PLEASE READ CAREFULLY BEFORE SIGNING

I fully understand that in order to qualify for employment as a law enforcement, correctional or correctional probation officer, I must comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of the United States.
3. Be a high school graduate or equivalent.
4. Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

In addition, I attest to the following:

Yes	No	
☑	☐	I understand that by executing this document I am attesting that I have met the qualifications as specified and I have provided documentation of proof of my qualifications to the above listed employing agency.
☑	☐	To the best of my knowledge and belief, my certification is currently valid, and my separation from any previous criminal justice employment was not undertaken while under investigation.
☑	☐	To the best of my knowledge and belief, I am not under investigation by any local, state or federal agency or entity for any wrongdoing, either criminal, civil or administrative.
☐	☑	I have been certified as a criminal justice officer in the State of Florida.
☑	☐	I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

NOTICE: **This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.**

I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.

Edward J Eason — *Applicant's signature*

10 - 16 - 00 — *Date signed*

STATE OF FLORIDA, COUNTY OF Broward, The foregoing instrument was acknowledged before me this 16-10-00 (date) by [redacted], who is personally known to me or who has produced [redacted] (type of identification) as identification and who did (did not) take an oath.

Anthony J. Jackson — Notary's signature

Anthony J. Jackson — Notary's name

Human Resources Specialist — Notary's title or rank

#CC759258 — Serial number, if any

ANTHONY J. JACKSON
MY COMMISSION # CC 759258
EXPIRES: July 14, 2002

Effective 1/1/1992 | Original - Agency | Copy - FDLE | Revised 1/21/1999

(*NOTE: Private Correctional facilities must submit original)

EOG-02710

Affidavit of Applicant
CJSTC 68

Use this form to verify your compliance with employment requirements of section 943.13, Florida Statute

General Instructions

1. Type or print in black ink.
2. Use capital and small letters to write names, addresses and titles.

How to Complete Each Item

1. **SSN.** Enter your social security number. Enter number as in this example: 000-00-0000.

2. **Applicant's name.** Enter your legal name. Enter last and first. If you have a middle initial, enter it as above (MI).

3. **Employing agency.** Enter your employing agency's name.

You must complete the remainder of this affidavit in the presence of a notary public.

Applicant's signature. Enter your signature on the signature line.

Date signed. Enter the date on which the affidavit was signed.

Enter agency's county: **County of _____.**

Enter applicant's name: **by _____ who is personally known or who has produced....**

Upon witnessing your signing of this affidavit, a notary public will complete the notary block, entering the same date that you signed the affidavit.

Criminal justice agencies shall maintain this affidavit within their personnel files. Private correctional agencies must send this completed affidavit stapled to the **Registration of Employment, Affidavit of Compliance (CJSTC 60) to:**

Criminal Justice Professionalism Program
P.O. Box 1489
Tallahassee, Florida 32302-1489

FDLE
Florida Department of Law Enforcement

Fingerprint Notification Form

CJSTC 62

1. SSN: [redacted]

2. Name: **Eason, Edward**

NOTICE

Section 943.13(5), F.S., requires that a Fingerprint Notification form be submitted to the Criminal Justice Standards and Training Commission upon receipt of notification of the Officer's processed fingerprints.

3. Agency ORI:
FL0060000

4. Agency Name:
Broward County Sheriff's Office

5. Employment Date:
10/16/00

6. Employment Type:
Full-Time Law Enforcement

7. **If no criminal record was found:**
Enter the search completion date located at the left-hand side of the FBI Civil Applicant Response memo.

If a Florida criminal record was found (*single state offenders only*):
Enter the stamped date on the backside of the returned fingerprint card attached to the rap sheet.

If a National criminal record was found (*multi-state or unknown offenders*):
Enter the Julian date (must be converted to a calendar date for ATMS2) from the top right corner of the returned fingerprint card attached to the rap sheet.

(Date) **11/9/00**

8. Donald Moscarra
Agency Administrator's Signature

9. 12/22/00
Date Signed

Effective 1/1/1992

FDLE
Florida Department of Law Enforcement

REGISTRATION of EMPLOYMENT
Affidavit of Compliance

CJSTC 60

1. SSN: [redacted]

2. NAME: Eason, Edward

3. DATE OF BIRTH: [redacted]

4. ETHNIC GROUP OR RACE: White

5. SEX: Male

6. EDUCATION:

Note: To receive educational salary incentive, complete the Higher Education Report Form (CJSTC 63).

7. AGENCY ORI: FL0060000

8. AGENCY NAME: Broward County Sheriff's Office

9. EMPLOYMENT DATE: 10/16/2000

10. EMPLOYMENT TYPE: Full-Time , Law Enforcement

11. If officer completed auxiliary training, does agency have proof of required high liability training on file?

YES ☐ Date: NO ☐

12. Is this officer employed under a TEMPORARY EMPLOYMENT AUTHORIZATION?

YES ☑ NO ☐

(If YES, complete form CJSTC-65).

13. Is this officer requesting an EQUIVALENCY OF TRAINING?

YES ☐ NO ☑

(If YES, complete form CJSTC-76).

14. Does your agency have the results of this officer's fingerprint card processing on file?

YES ☐ Date: NO ☑

Note: If yes, please indicate the date that you received the fingerprint card results from the FDLE/FBI.

15. Does your agency have on file the seven (7) panel controlled substance screening results as required in Rule 11B-27.00225?

YES ☑ NO ☐

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13 (1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06 F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

Diana M. Viscarra
Agency administrator's signature

10/18/00
Date signed

Recruitment & Assessment Manager
Agency administrator's title

STATE OF FLORIDA, COUNTY OF Broward *. The foregoing instrument was acknowledged before me this* 10/18/00 *(date) by* Diana M. Viscarra *who is personally known to me or who has produced* _____ *(type of identification) as identification and who did (did not) take an oath.*

_____
Notary's signature

HEATHER ALEXIS DENOBRIGA
Notary's name

HEATHER ALEXIS DENOBRIGA
MY COMMISSION # CC 759256
EXPIRES: July 14, 2002

CC759256
Serial number, if any

(Seal)

Effective 11/1/1995

FDLE
Florida Department of Law Enforcement

Temporary Employment Authorization Statement

CJSTC 65

Name: **Eason, Edward**
SSN: [redacted]
Date: **10/16/2000**
Employing Agency: **Broward County Sheriff's Office**

Total authorized positions:
Total positions filled:
Total population served:

Law Enforcement ☑ Correctional ☐ Correctional Probation ☐

The above referenced individual has been temporarily employed or appointed under the provisions of Section 943.131, F.S., and complies with the qualifications for employment or appointment as outlined in Section 943.13(1)-(8), F.S. The temporary employment is required due to the following circumstances which constitute a critical need:

The individual will be enrolled in the next approved training program within the geographic area, or assigned state training program for a state officer, or is currently enrolled in an approved training program. The individual is or will be attending an approved training program at:

It is acknowledged that the individual may function as a law enforcement, correctional or correctional probation officer for a period of time not to exceed 180 days during which time the officer will be attending a basic recruit training course. The officer will be adequately supervised by a certified law enforcement, correctional or correctional probation officer of the same discipline. This officer will not be allowed to carry a firearm until such time he/she has completed firearms training.

Signature of Agency Administrator

Instructions to Employing Agency: This form is to be completed by and retained in the files of the employing agency with other required documents outlined in Section 943.13(1)-(8), F.S.

Effective 1/1/1992

FDLE
Florida Department of Law Enforcement

Employment Background Investigative Report

CJSTC 77

FORM FIELDS ARE ACTIVATED ONLY WHEN THIS DOCUMENT IS PROTECTED FOR FORMS. Use tab or arrow keys to move from field to field. Instructions for completing each field will appear in the STATUS BAR at the bottom of the screen.

SSN: [redacted] Name: **EASON,, Edward J.**

Agency ORI: FL **0060000** Agency Name: **Broward Sheriff's Office**

Select the type of discipline for which your agency is employing officer: **Law Enforcement**

RESULTS

MANDATORY CHECKS *(Select SATISFACTORY or UNSATISFACTORY)*

Neighborhood: **SATISFACTORY**
Previous Employment (see box at right): **SATISFACTORY**
FCIC Record: **SATISFACTORY**
NCIC Record: **SATISFACTORY**
Local Law Enforcement: **SATISFACTORY**
Military History: **SATISFACTORY**
Controlled Substances: **SATISFACTORY**

FDLE was contacted on **08/10/00** for facts/reasons applicant separated from previous criminal justice employments.

MANDATORY CONTACT WITH FDLE FOR EACH APPLICANT.

RECOMMENDED
Job Related Psychological Examination: **SATISFACTORY**
Polygraph Examination: **SATISFACTORY**

APPLICANT ADMITS TO
Having previously committed an act which constitutes a felony or misdemeanor even if previously not detected, not arrested or not prosecuted including, but not limited to, theft, possession of illegal drugs, fraud, etc. **NO**

CURRENT/RECENT ILLEGAL USE OF CONTROLLED SUBSTANCE (Indicate type and date last used)
Type: **None** Date Last Used:

INVESTIGATIVE FINDINGS (Please describe any unsatisfactory findings, admitted acts, and other drug use below.)

Rule 11B-27.0011, FAC, requires applicant's moral character be carefully examined before hiring. If the background investigation establishes that the applicant has a significant history of prior unlawful conduct, the Commission recommends not hiring the applicant.

R. [illegible] 9201 — 081000

Signature and Attestment of Background Investigator *(Date Signed)*

I hereby verify, based on the above factors considered by this agency, that the applicant is of good moral character as required by s.943.13(7), Florida Statutes.

[signature] — 10/18/00

Signature of Employing Agency Administrator or Designee (Required) *(Date Signed)*

ORIGINAL APPROVED

RECEIVED
JUN 12 2000
HUMAN RESOURCES

VR 115 (Rev. 3/92) 250m

DOCUMENT NO. T 343905

THE CITY OF NEW YORK

DEPARTMENT OF HEALTH
VITAL RECORDS
CERTIFICATION OF BIRTH

This is a certification of name and birth facts on file in the Bureau of Vital Records, Department of Health, City of New York.

DATE OF BIRTH [redacted] CERTIFICATE NO. [redacted]

BOROUGH BROOKLYN DATE FILED [redacted] DATE ISSUED 04-02-93

NAME EDWARD JOHN EASON ***

SEX MALE

MOTHER'S MAIDEN NAME [redacted]

FATHER'S NAME [redacted]

DEPARTMENT OF HEALTH THE CITY OF NEW YORK

Earlene Price

EARLENE PRICE
CITY REGISTRAR

Do not accept this transcript unless it bears the raised seal of the Department of Health. The reproduction or alteration of this certification is prohibited by Section 3.21 of the New York City Health Code.

EOG-02716

TO - 01 DT: 06 006 BROWARD SCHOOL: 1901 GRADUATION SUMMARY SR
GRADE LEVEL: 12 PREPARED DATE: 06/08/2000 CURRENT DISTRICT: 06 BROWARD Pa
FL STUDENT ID: [redacted] SSN: [redacted] CURRENT SCHOOL: 1901 PIPER HIGH

LEGAL NAME: EASON, EDWARD (954) 572-1900

****** C U M U L A T I V E S U M M A R Y ******

AS OF: 06/08/2000

SUBJECT AREA	TOTAL TO DATE	TOTAL NEEDED	TOTAL REMAINING
ENGLISH (EN)	4.00	4.00	0.00
MATHEMATICS (MA)	4.00	3.00	0.00
SCIENCE (SC)	3.00	3.00	0.00
AMER HISTORY (AH)	1.00	1.00	0.00
WORLD HISTORY (WH)	1.00	1.00	0.00
ECONOMICS (EC)	0.50	0.50	0.00
AMER GOVERNMENT (AG)	0.50	0.50	0.00
VOCATIONAL/ (VO/	6.00		
PERFORM FINE ART PF)	0.00	1.00*	0.00*
LIFE MGMT SKILLS (LM)	0.50	0.50	0.00
PHYSICAL ED (PE)	0.50	0.50	0.00
FOREIGN LANGUAGE (FL)	1.50		
LANGUAGE ARTS (LA)	0.00		
SOCIAL STUDIES (SS)	0.00		
ELECTIVE (EL)	4.50	10.00	0.00
ESE (EX)	0.00		
COMPUTER ED (CE)	1.00		
CREDITS, CUMULATIVE:	28.00	25.00	0.00

* TOTALS INCLUDE VOCATIONAL & PERFORM FINE ARTS*

GPA	GPA
DISTRICT: 2.2586	STATE: 2.1552

COMMUNITY SERVICE HOURS: 0 REQUIREMENT M

CERTIFIED BY:

Nancy A Baker
SIGNATURE

Registrar 6/8/00
TITLE DATE

DISTRICT GRADING SCALE:

GRADES INCLUDED IN GPA -

GRD	EQUIVALENT	QTY PTS	GRD	EQUIVALENT	QTY PTS
A	= 94 - 100	4.00	C	= 77 - 80	2.00
A-	= 90 - 93	3.50	C-	= 73 - 76	1.50
B	= 85 - 89	3.00	D	= 70 - 72	1.00
B+	= 81 - 84	2.50	F	= BELOW 70	0.00

GRADES NOT INCLUDED IN GPA -
P = PASSING

FLAGS NOT INCLUDED IN GPA =
U = AUDIT
X = EXCLUDE FROM STATE AND DISTRICT GPA
Y = EXCLUDE FROM STATE GPA COMPUTATION
Z = EXCLUDE FROM LOCAL GPA COMPUTATION

EOG-02747

TO - DISTRICT: 0000006 BROWARD SCHOOL: 1901 COMMENTS FILE: SR
GRADE LEVEL: 12 PREPARED DATE: 06/08/2000 CURRENT DISTRICT: 06 BROWARD P
FL STUDENT ID: [redacted] SSN: [redacted] CURRENT SCHOOL: 1901 PIPER HIGH

LEGAL NAME: EASON, EDWARD (954) 572-1300

---------- STATE DEFINED COURSE FLAGS ----------

VOCATIONAL SUBSTITUTION COURSES-
4=JOURNALISM SUB FOR PRAC ARTS 0=JROTC SUB FOR PRACTICAL ARTS I=COMP ED SUB FOR PRACTICA
2=SUB FOR BUS ED I 1001440 3=SUB FOR BUS ED I 1001440/II 1001450 4=SUB FOR MA I 1205540
5=SUB FOR MA I 1205380/II 1205390 6=SUB FOR GEN SCI 2002310 7=SUB FOR ANAT PHYSIO 2000
8=SUB FOR PRE ALGEBRA 1200300 A=JROTC CST GD SUB FOR SCIENCE B=JROTC AIR FORCE SUB FOR
K=JROTC NAVY SUB FOR SCIENCE D=JROTC ARMY SUB FOR LIFE MGMT Q=JROTC MARINE SUB FOR LIF

LEP INSTRUCTION-
M=HOME LANGUAGE INSTRUCTION B=HOME LANGUAGE &/OR ESOL INSTRUCTION (ELEMENTARY SELF-CONTAINED
O=ESOL INSTRUCTION

---------- GENERAL COMMENTS ----------

DISTRICT FLAGS: U = AUDIT,
V = HONORS COURSE - ADDITIONAL 1.0 QUALITY POINT PER SEMESTER
C = ADVANCED PLACEMENT OR I/B COURSE - ADDITIONAL 2.0 QUALITY POINT PER SEM.
ACCREDITED BY THE SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS (SACS).
. ONE CREDIT = A MINIMUM OF 150/135 HOURS OF BONAFIDE INSTRUCTION.
. A MINIMUM 1.5 STATE GPA IS REQUIRED TO GRADUATE.
. SSAT (FCAT) = STATE STUDENT ASSESSMENT TESTS REQUIRED FOR GRADUATION
. CLASS RANK IS COMPUTED ON ALL DISTRICT ATTEMPTS. FINAL CLASS RANK IS
DETERMINED ON COMPLETION OF THE SECOND SEMESTER OF THEIR SENIOR YEAR.

---------- CATEGORY B INFORMATION ----------

WITHDRAWAL-DATE: 06/18/1993 CODE: W06

HOME LANGUAGE SURVEY DATE: 10/11/1991 COUNTRY OF BIRTH: US UNITED STATES
NATIVE LANGUAGE: EN ENGLISH PRIMARY HOME LANGUAGE: EN ENGLISH

HEALTH EXAMINATION, SCHOOL ENTRY: Y SCHOOL ENTRY HEALTH EXAMINATION CERTIFIED.

EOG-02718

TO = DISTRICT: 0000006 BROWARD SCHOOL: 1901 COURSE INFORMATION FILE: SR
GRADE LEVEL: 12 PREPARED DATE: 06/08/2000 CURRENT DISTRICT: 06 BROWARD
FL STUDENT ID: [redacted] SSN: [redacted] CURRENT SCHOOL: 1901 PIPER HIGH

LEGAL NAME: EASON, EDWARD (954) 572-1300

DISTRICT: 06 SCHOOL: 1901 PIPER HIGH
YEAR: 1991-1992 GRADE LEVEL: 11

T	COURSE#	COURSE TITLE	SUBJECT AREA	CRSE FLAG	GRD	CREDIT ATT.	CREDIT EARN
S	8815130	FINANCIAL INTERN	VO		C	1.00	1.00
1	0708340	SPANISH I	FL		B	0.50	0.50
1	1001370	ENG III	EN		C	0.50	0.50
1	1206310	GEOMETRY	MA		B	0.50	0.50
1	2003340	CHEMISTRY I	SC		C	0.50	0.50
1	2100320	ADV AMER HISTORY	AH	V	B	0.50	0.50
1	8815110	FINANCIAL OP	VO	V	B	0.50	0.50
1	8815140	FINANCIAL ACCTG	VO		B	0.50	0.50
2	0708340	SPANISH I	FL		B	0.50	0.50
2	1001370	ENG III	EN		C	0.50	0.50
2	1206310	GEOMETRY	MA		C	0.50	0.50
2	2003340	CHEMISTRY I	SC		C	0.50	0.50
2	2100320	ADV AMER HISTORY	AH	V	C	0.50	0.50
2	8815110	FINANCIAL OP	VO	V	C	0.50	0.50
2	8815140	FINANCIAL ACCTG	VO		B	0.50	0.50
		CREDIT, TERM:				8.00	8.00

GPA GPA
DISTRICT-TERM: 2.1250 CUM: 2.2571
STATE-TERM: 1.9375 CUM: 2.1739

1991-1992 ANNUAL DAYS-PRESENT: 180 ABSENT: 0
SUMMER TERMS DAYS-PRESENT: 0 ABSENT: 0
ACADEMICALLY PROMOTED

DISTRICT: 06 SCHOOL: 1901 PIPER HIGH
YEAR: 1992-1993 GRADE LEVEL: 12

T	COURSE#	COURSE TITLE	SUBJECT AREA	CRSE FLAG	GRD
1	0708350	SPANISH II	FL		B
1	1001400	ENG IV	EN		B
1	1200330	ALGEBRA II	MA		B
1	2102320	ADV ECONOMICS	EC	V	C
1	8815120	FINANCIAL PLAN	VO	V	B
1	8815150	FINANCIAL COMPUTING	VO		B
2	0708350	SPANISH II	FL		P
2	1001400	ENG IV	EN		C
2	1200330	ALGEBRA II	MA		C
2	2106320	ADV AMER GOVT	AG	V	B
2	8815120	FINANCIAL PLAN	VO	V	B
2	8815150	FINANCIAL COMPUTING	VO		C

CREDIT, TERM: 6

GPA GPA
DISTRICT-TERM: 2.3333 CUM: 2.2586
STATE-TERM: 2.0833 CUM: 2.1552

1992-1993 ANNUAL DAYS-PRESENT: 180 ABSENT:
SUMMER TERMS DAYS-PRESENT: 0 ABSENT:
ACADEMICALLY PROMOTED

EOG-02719

0000006 BROWARD SCHOOL: 1901 COURSE INFORMATION FILE: SR
PREPARED DATE: 06/08/2000 CURRENT DISTRICT: 06 BROWARD P
[redacted] SSN: [redacted] CURRENT SCHOOL: 1901 PIPER HIGH

IN, EDWARD (954) 572-1300

HOOL: 1901 PIPER HIGH DISTRICT: 06 SCHOOL: 1901 PIPER HIGH
1992 GRADE LEVEL: 11 YEAR: 1992-1993 GRADE LEVEL: 12

	SUBJECT AREA	CRSE FLAG	GRD	CREDIT ATT.	CREDIT EARN
E TITLE					
CIAL INTERN	VO		C	1.00	1.00
SH I	FL		B	0.50	0.50
II	EN		C	0.50	0.50
TRY	MA		B	0.50	0.50
STRY I	SC		C	0.50	0.50
RLD HISTORY	AH	V	B	0.50	0.50
CIAL DP	VO	V	B	0.50	0.50
CIAL ACCTG	VO		B	0.50	0.50
SH I	FL		B	0.50	0.50
II	EN		C	0.50	0.50
TRY	MA		C	0.50	0.50
STRY I	SC		C	0.50	0.50
RLD HISTORY	AH	V	C	0.50	0.50
CIAL DP	VO	V /	C	0.50	0.50
CIAL ACCTG	VO		B	0.50	0.50
CREDIT, TERM:				8.00	8.00

GPA GPA
2.1250 CUM: 2.2391
1.9375 CUM: 2.1739

S DAYS-PRESENT: 180 ABSENT: 0
YS-PRESENT: 0 ABSENT: 0
MOTED

T	COURSE#	COURSE TITLE	SUBJECT AREA	CRSE FLAG	GRD
1	0708350	SPANISH II	FL		B
1	1001400	ENG IV	EN		B
1	1200330	ALGEBRA II	MA		B
1	2102320	ADV ECONOMICS	EC	V	C
1	8815120	FINANCIAL PLAN	VO	V	B
1	8815150	FINANCIAL COMPUTING	VO		B
2	0708350	SPANISH II	FL		F
2	1001400	ENG IV	EN		C
2	1200330	ALGEBRA II	MA		C
2	2106320	ADV AMER GOVT	AG	V	B
2	8815120	FINANCIAL PLAN	VO	V	B
2	8815150	FINANCIAL COMPUTING	VO		C
CREDIT, TERM:					6

GPA GPA
DISTRICT-TERM: 2.3333 CUM: 2.2586
STATE-TERM: 2.0833 CUM: 2.1552

1992-1993 ANNUAL DAYS-PRESENT: 180 ABSENT:
SUMMER TERMS DAYS-PRESENT: 0 ABSENT:
ACADEMICALLY PROMOTED

EOG-02720

4) 13

FDLE
Florida Department of
Law Enforcement

Application for OFFICER CERTIFICATION

CJSTC 59

1. SSN: [redacted]

2. *Name: **Eason, Edward**

*Applicant's name must match Birth Certificate or proof of citizenship. Supporting documentation of name change must be maintained on file.

3. Date of Birth: [redacted]

4. Agency ORI: **FL0060000**

5. Agency Name: **Broward County Sheriff's**

6. Employment Date: **10/16/00**

7. Certification Type: **Law Enforcement**

Edward J Eason
Applicant's Signature Date

The following are requirements for certification as an officer:

- ☑ Minimum age of 19
- ☑ U.S. Citizenship
- ☑ High School Graduate or Equivalent
- ☑ Fingerprints/FBI Response Memo on File (Form CJSTC-62)
- ☑ Background Investigation (Form CJSTC-77)
- ☑ Physician's Assessment (Form CJSTC-75)
- ☑ Drug Screening Results
- ☑ Affidavit of Applicant (Form CJSTC-68)
- ☑ Completion of Basic Recruit Training
- ☑ Acceptable Score on Officer Certification Examination
- ☑ Military; Affidavit/DD-214

I hereby attest that I have collected, verified and have on file documentation, open for Commission inspection, that the applicant has met the provisions of Section 943.13(1)-(10), F.S. or any rule adopted pursuant thereto.

Diana M. Viscarra
Diana M. Viscarra, Selection & Assessment Manager, Agency Administrator Date signed 6/7/01

STATE OF FLORIDA, COUNTY OF Broward. *The foregoing instrument was acknowledged before me this* 6/7/01 *(date) by* Diana M. Viscarra, *who is personally known to me or who has produced* _____ *(type of identification) as identification and who did (did not) take an oath.*

Notary's signature
Notary's name

HEATHER ALEXIS DENOBRIGA
MY COMMISSION # CC 759256
EXPIRES: July 14, 2002

(Seal)

Application Number	NOTE	CJSTC USE ONLY
32762	**This form should ONLY be submitted after above documentation is on file, including processed fingerprints/FBI response memo.**	Kathy Myers Field Rep Review date: 6-7-01

Effective 4/1/1999

Sheriff Scott Israel

INTERNAL MEMO

Date: December 13, 2018

To: Daniel Losey, Director
Professional Standards Committee
Department of Professional Standards

From: Sergeant Hector Oliva 10526
Division of Internal Affairs

Subject: **ADMINISTRATIVE APPEAL**
IA Case# 2018-0041
Deputy Edward Eason, CCN 10558

On February 28, 2018, this case was assigned to me by Executive Lieutenant Barry Lindquist, CCN 13979, from the Division of Internal Affairs. During this investigation, several witnesses were interviewed and evidence was analyzed, which is documented within my investigative report. The following is a summary of my investigation, based on the evidence as it was presented to me:

- On February 14, 2018, suspect Nikolas Cruz committed a mass shooting at Marjory Stoneman Douglas High School, where 17 students and teachers were murdered.
- A criminal investigation was immediately initiated and any incidents where law enforcement personnel had contact with or obtained information about Cruz, were reviewed.
- A suspicious incident call handled by Deputy Edward Eason on February 5, 2016, was identified as one of those calls.
- A review of the CAD notes revealed that Deputy Eason spoke with the caller, [redacted], who stated that her son showed her online posts made by Nikolas Cruz where he stated that he was going to shoot up his school. Additionally, the posts depicted a photograph of a firearm. The posts were deleted and no longer available at the time of Eason's response.
- Deputy Eason indicated in the CAD notes that no threats were noted and that the information he obtained from [redacted] was forwarded to Deputy Scot Peterson (MSDHS School Resource Officer).

- On February 16, 2018, BSO Homicide Detectives interviewed Deputy Eason in reference to the criminal investigation and asked him about the February 5, 2016, incident. Eason replied that he did not remember any details about that call due to it being from 2 years prior.
- On February 16, 2018, BSO Homicide Detectives interviewed Deputy Peterson in reference to the criminal investigation and asked him about the February 5, 2016, incident. Peterson was asked if he was provided any information by Deputy Eason, in reference to the information obtained during his investigation, and Peterson replied that he did not recall that.
- On February 17, 2018, [redacted] was interviewed by BSO Criminal Investigations Detectives in reference to her being the complainant of the February 5, 2016, incident. [redacted] advised that she spoke with Deputy Eason in depth about the questionable online posts made by Nikolas Cruz. [redacted] added that she wanted to know how Cruz purchasing a gun could be prevented, but she was told by Eason that there was nothing that could be done at that time.
- On February 27, 2018, Communications Operator III Ramos, provided me with a sworn statement, due to having received the 9-1-1 call from [redacted] on February 5, 2016. Ramos stated that he did not remember speaking with [redacted] or entering the call.
- On February 28, 2018, Communications Operator III Benson, provided me with a sworn statement, due to having dispatched the call entered by Operator Ramos to Deputy Eason. Benson stated that she did not remember dispatching the call to Eason.
- On February 28, 2018, [redacted] provided me with a sworn statement, due to being the complainant of the February 5, 2016, incident. [redacted] stated that she wanted the deputy to do something, but she realized that there was nothing she could do based on the circumstances at that time. [redacted] confirmed that she told Deputy Eason that the posts she had reported depicted a firearm, not a BB gun as documented by Eason in his CAD notes.
- [redacted] stated that the online posts contained a picture of a firearm, coupled with a statement by Cruz stating that he could not wait to turn 18 so that he could buy that gun, and another post about Cruz stating that he wanted to shoot up a school. [redacted] also confirmed that she told Deputy Eason that she wished to remain anonymous, and that she was very happy with the service that Eason provided that day.
- On February 28, 2018, Deputy Seward provided me with a sworn statement, due to being the OIC (Officer in Charge) of the Parkland District on February 5, 2016. Seward stated that he did not recall anything about the incident.
- On February 28, 2018, Lieutenant Devita provided me with a sworn statement, due to being the Executive Officer of the Parkland District on February 5, 2016. Devita stated that Eason did take some steps to investigate and noted the information in the CAD notes, but an Incident Report with some additional investigative steps would have been prudent and a much better decision for Eason at that time.
- On March 15, 2018, Information Technology Manager Marsal provided me with a sworn statement, due to providing me with Deputy Eason's email history from the timeframe around

February 5, 2016. The email history was obtained in an attempt to locate communication between Eason and Deputy Peterson about the information gathered during the February 5, 2016, incident. A check of those emails did not reveal any communication between Eason and Peterson.

- Deputy Peterson's February 2016 School Resource Officer Monthly Report was obtained and reviewed, but there was no information listed about Nikolas Cruz or any other details about the February 5, 2016, incident.
- A review of the February 5, 2016, incident on Evidence.com did not reveal any BWC videos attached to that case number. I reviewed the BWC database and determined that Deputy Eason was not issued a BWC until August 8, 2016.
- I asked former Deputy Peterson to provide me with a voluntary witness statement and he replied that he would need to consult with his attorney prior to providing that statement. Peterson never responded back to me and a certified letter sent to his residence was returned, due to being unclaimed.
- I asked [redacted], to provide me with a voluntary witness statement, but he declined to do so.
- On May 17, 2018, I conducted a sworn, Garrity interview with Deputy Eason and when I asked him about what he recalled about the February 5, 2016, call he handled, he stated, "I don't recall anything about that call from February 2016."
- Deputy Eason stated that calls like that were frequent and that threats made through social media calls were very common. I followed up by specifically asking him if those calls included threats made against schools or threats of shootings, and he replied, "Well, with weapons in general, yes, pretty common on social media."
- I asked Deputy Eason to walk me through how he would normally handle a similar call where potential violence was threatened or questionable statements were made by a student and he replied, "I'd make contact with the complainant, find out what information they have and what evidence they have supporting the facts that they're telling me, and from there, depending on the evidence, conduct an investigation, talking to all the parties, notifying other people involved -- in this case, notifying the SRO at the school."
- I asked Deputy Eason if he would normally complete an incident report for a similar incident, and he replied, "With no credible threat and an anonymous caller, a caller who wanted to remain anonymous, usually no."
- I asked Deputy Eason how he forwarded the information to Peterson, and he replied, "Well, it's a small district. I could drive to his school, talk to him in person, or if I was at the station, a lot of times they would come in, the SRO's to complete paperwork or print out paperwork, especially towards the end of the week. I might have saw him in person and explained to him then what's going on."
- I asked Deputy Eason why he did not complete an incident report for the call, and he stated,

"Well between, there was no credible threat, no evidence of a credible threat, and the caller wanted to remain anonymous due to being, you know, a close neighbor and a prior history with the family."

- I asked Deputy Eason if he thought it would have been reasonable to document the information he obtained in an incident report, and he replied, "With the information at that point, no."
- I asked Deputy Eason how he would handle a similar situation in the future and he stated, "Well, with everything going on in the media now, you know, we do event reports on that."
- Deputy Eason confirmed that now, because the Parkland incident shooting happened, he would complete an incident report, as a precaution.
- Deputy Eason was asked what he considered a credible threat and Eason replied, "A credible threat if there's evidence supporting the carry-out of a threat. Like, if somebody says, 'You know what? I have a gun,' you know -- boyfriend, girlfriend, it happens all the time. They say, 'I'm gonna come to your house and shoot you,' that's a credible threat. If someone comes there saying, you know, that, you know, 'I'm in fear,' but they didn't make a threat. They said, 'You'll be sorry.' That's kind of vague. But you have to have, you know, a cre-, you have to have an apparent ability to do so, and the item to carry out the crime or the incident."
- I viewed Deputy Eason's personal phone records from the timeframe around February 5, 2016, and confirmed that he did not have any telephone call or text contact with Deputy Peterson for the two week period after that date. Eason declined to provide me with a copy of the records, due to privacy concerns.

CC:
Lieutenant Barry Lindquist

Sheriff Scott Israel

DATE: August 30, 2018

MEMO TO: Captain Christopher Mulligan
Parkland District/DLE

FROM: Daniel Losey, Director
Professional Standards Committee
Department of Professional Standards

SUBJECT: **DIVISION OF INTERNAL AFFAIRS CASE # 2018-0041**
ACKNOWLEDGMENT OF FINAL DISPOSITION

A final disposition of IA Case # 2018-0041 has been affirmed by the Sheriff's designee. Attached to this memorandum is a copy of the action to be imposed against **Deputy Edward Eason, CCN 10558**. The discipline for Deputy Eason is: SPM 2.4 DLE SOP 3.6.1(B) Reporting requirements

Three Day (24 hours) Suspension

After signing, please give a copy of this memo, with attachment, to the employee and forward <u>THIS ORIGINAL MEMO ONLY</u> to the Department of Professional Standards for filing even if the employee intends to appeal. Please provide verification of served discipline within 30 days after appeal time has expired (if applicable), in one of the formats indicated below:

__X__ **Suspension**: Please have timekeeper print the PeopleSoft Timecard Report for the employee indicating TRC code SNP for the day(s) of suspension and forward a copy to the Department of Professional Standards.

____ **Written Reprimand**: Forward this memo to the Dept. of Professional Standards.

Lt. C. Calavetta #9913 _____ 9-4-18
Received by Supervisor **Date**

D/S Edward Eason #10558 _____ 9-4-18
Received by Employee **Date**

_____ _____
Dates Suspension Served **Date**

DL/dda
Enc

EOG-02726

Sheriff Scott Israel

DATE: August 30, 2018

MEMO TO: Colonel John Dale, Executive Director
Department of Professional Standards

FROM: Daniel Losey, Director
Professional Standards Committee
Department of Professional Standards

SUBJECT: **Division of Internal Affairs Case # 2018-0041**
Final Disposition

On 06/20/2018, the Professional Standards Committee reviewed IA Case # 2018-0041. The Committee **sustained** the following allegations involving **Deputy Edward Eason, CCN 10558**, and recommended disposition as indicated:

Allegations: SPM 2.4 Meeting BSO Standards, to wit: DLE SOP 3.6.1 (B) Reporting Requirements

Subsequently, the Professional Standards Committee recommended:

3 Day Suspension

On 08/15/2018, Deputy Edward Eason and his representative attended a Pre-Disciplinary Conference. Deputy Eason had an opportunity to provide documents, information and testimony related to this case. The final recommendation is as follows:

__X__ Professional Standards Committee recommendation

___ Command recommendation

Upon your approval, the final action will be imposed.

8/30/18

APPROVED **DATE** **NOT APPROVED**
Colonel John Dale **Colonel John Dale**
Dept. of Professional Standards **Dept. of Professional Standards**

DL/dda

cc: Major Nathan Osgood, Patrol Region North/DLE
Captain Christopher Mulligan, Parkland/DLE
Deputy Edward Eason, Parkland/DLE
Andi Nelson, Esq., IUPA

Sheriff Scott Israel

INTERNAL MEMO

Date: August 30, 2018

To: Colonel John D. Dale, Executive Director
Department of Professional Standards & Investigations

From: Director Daniel Losey, Chairman
Department of Professional Standards Committee

Subject: **Deputy Edward Eason, 10558**
IA Case # 2018-0041
Pre-Disciplinary Conference

Explanation:

On February 21, 2018, BSO Internal Affairs began an investigation regarding Deputy Edward Eason, CCN 10558, handling of an incident on February 5, 2016.

On February 5, 2016, Deputy Eason was dispatched to call a complainant who alleged that her son advised her that another juvenile posted a photo of himself, with a gun, on Instagram. The juvenile posted that he was going to shoot his school. After calling the complainant Deputy Eason did not complete an Incident Report but made certain entries into the CAD (Computer Added Dispatch) notes more specifically, Deputy Eason noted that a female caller, who wanted to remain anonymous, reported that a kid named Nikolas Cruz from Douglas High School, had knives and a BB gun in his Instagram photos. Deputy Eason went on to note that there were no threats and the information was forwarded to School Resource Deputy Peterson at the school.

The result of the Internal Affairs Investigation alleged that Deputy Eason violated SPM 2.4, Meeting BSO Standards; to wit: DLE SOP 3.6.1 (B) Reporting Requirements.

On June 20, 2018, this investigation was presented to the members of the Professional Standards Committee for their recommendation. The members of the Professional Standards Committee recommended that the allegation be Sustained and that Deputy Eason receive a Three (3) Day Suspension.

After reviewing all of the above information I also reviewed Deputy Eason's disciplinary history. Significantly, in 2010 Deputy Eason was suspended for One (1) Day for his failure to properly follow upon a call for service. Later in 2010 Deputy Eason was suspended for Two (2) Days for his failure to properly handle another call for service. Specifically, Deputy Eason failed to complete an Incident Report when a report was necessary.

Sheriff Scott Israel

INTERNAL MEMO

Date: August 30, 2018

To: Colonel John D. Dale, Executive Director
Department of Professional Standards & Investigations

From: Director Daniel Losey, Chairman
Department of Professional Standards Committee

Subject: **Deputy Edward Eason, 10558**
IA Case # 2018-0041
Pre-Disciplinary Conference

Explanation:

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On February 5, 2016, Deputy Eason was dispatched to call a complainant who alleged that her son advised her that another juvenile posted a photo of himself, with a gun, on Instagram. The juvenile posted that he was going to shoot his school. After calling the complainant Deputy Eason did not complete an Incident Report but made certain entries into the CAD (Computer Added Dispatch) notes more specifically, Deputy Eason noted that a female caller, who wanted to remain anonymous, reported that a kid named Nikolas Cruz from Douglas High School, had knives and a BB gun in his Instagram photos. Deputy Eason went on to note that there were no threats and the information was forwarded to School Resource Deputy Peterson at the school.

The result of the Internal Affairs Investigation alleged that Deputy Eason violated SPM 2.4, Meeting BSO Standards; to wit: DLE SOP 3.6.1 (B) Reporting Requirements.

On June 20, 2018, this investigation was presented to the members of the Professional Standards Committee for their recommendation. The members of the Professional Standards Committee recommended that the allegation be Sustained and that Deputy Eason receive a Three (3) Day Suspension.

After reviewing all of the above information I also reviewed Deputy Eason's disciplinary history. Significantly, in 2010 Deputy Eason was suspended for One (1) Day for his failure to properly follow upon a call for service. Later in 2010 Deputy Eason was suspended for Two (2) Days for his failure to properly handle another call for service. Specifically, Deputy Eason failed to complete an Incident Report when a report was necessary.

In Consideration of all of the particular facts in this case and Deputy Eason's prior disciplinary history I concur with the recommendation by the Professional Standards Committee.

DL/dda

PRE-D MEMO: X Yes __ No 3:00pm

Pre-Disciplinary Conference

The following is a Pre-Disciplinary conference for **Deputy Edward Eason, CCN 10558** regarding Division of Internal Affairs case number **2018-0041.** Today's date is **August 15th, 2018** and the time is **3:00pm.**

I, **Director Dan Losey**, will be conducting this hearing and present also are ANDI NELSON, CAPT. J. JORDAN, SGT. OLIVA, SGT. KEARNEY, LT. B. LINDQUIST

1. Did you or your representative have access to the Internal Affairs Investigative Report and the entire case file? ~~NO~~ YES

2. Do you understand the factual nature of the allegations and the discipline recommended? **(SPM 2.4 Meeting BSO Standards, to wit: DLE SOP 3.6.1(B) Reporting Requirements; 3 Day Suspension)**

3. Do you have any additional witnesses whose version of the events should be considered? YES

4. Any additional document(s) or other matters which should be considered? NO (Identify each document and matter and their importance).

5. Do you have any complaints concerning the investigation or disciplinary process? NO (Have employee identify each complaint and basis for such).

6. Would you like to make any additional statements, comments or explanation that need to be considered prior to the final determination of disciplinary action? YES

This pre-disciplinary conference concludes on **August 15th, 2018 at** _____.

DISCIPLINARY RECOMMENDATION

X **Concur**

___ **Not Concur; Recommended Discipline:** _____.

Director Dan Losey _____ (Initial)

Morales-Neloms, Olga

From: Andi Nelson <anelson@iupa.org>
Sent: Wednesday, July 25, 2018 9:13 PM
To: Morales-Neloms, Olga
Cc: Mendia, Betzaida
Subject: Re: IA CASE# 2018-0041

Good evening, ladies:

Olga, Deputy Eason is requesting a Pre-D conference.

Betsy, can I please pick up a copy of his file at your earliest convenience.

Thank you!

Andi Nelson
Business Agent
International Union of Police Associations
900 S. State Road 7
Plantation, Florida 33317
Cell: 954-560-5976
Office: 954-960-3257
Fax: 754-200-8802
anelson@iupa.org

This electronic message transmission contains information that may be confidential or privileged. The information is intended solely for the recipient and use by any other party is not authorized. If you are not the intended recipient, any disclosure, copying, distribution or use of this information is prohibited. If you have received this electronic transmission in error, please notify Andi Nelson immediately by telephone at (954) 560-5976.

On Jul 25, 2018, at 1:41 PM, Morales-Neloms, Olga <Olga_Morales-Neloms@sheriff.org> wrote:

> <image001.gif>
> Deputy Eason,
>
> On 06/20/2018, the Professional Standards Committee reviewed **IA Case # 2018-0041**, in which you were the subject employee. The Committee made the following recommendations:
>
> Allegation:
> SPM 2.4 Meeting BSO Standards; to wit: DLE SOP 3.6.1(B) Reporting Requirements – **Sustained**
>
> Recommended Discipline: **Three Day (24 hours) Suspension without Pay**
>
> Per SPM, you are entitled to a pre-disciplinary conference regarding the above case. Your union representative or you may respond via email if you wish to request or waive your hearing. You must respond in writing. If you are requesting a hearing and would like a copy of your investigative report, you will need to email the records custodian for

Morales-Neloms, Olga

From:	Morales-Neloms, Olga
Sent:	Wednesday, July 25, 2018 1:41 PM
To:	Eason, Edward
Cc:	Jordan, Jan; Zlochower, Andrea; Cirminiello, Jeffrey; Andi Nelson (anelson@iupa.org); Achilarre, Joe; Corbett, Kevin; Lindquist, Barry
Subject:	IA CASE# 2018-0041
Importance:	Low

Deputy Eason,

On 06/20/2018, the Professional Standards Committee reviewed **IA Case # 2018-0041**, in which you were the subject employee. The Committee made the following recommendations:

Allegation:
SPM 2.4 Meeting BSO Standards; to wit: DLE SOP 3.6.1(B) Reporting Requirements – **Sustained**

Recommended Discipline: **Three Day (24 hours) Suspension without Pay**

Per SPM, you are entitled to a pre-disciplinary conference regarding the above case. Your union representative or you may respond via email if you wish to request or waive your hearing. You must respond in writing. If you are requesting a hearing and would like a copy of your investigative report, you will need to email the records custodian for the Division of Internal Affairs, Betzaida Mendia, and she will advise you when to pick it up. Their office is located at the Public Safety Bldg., 1st floor. If you have any other questions, please call the office.

Thank you,

Olga Morales-Neloms
Administrative Assistant to Director Daniel Losey
Dept. of Professional Standards
P: 954-327-3912
F: 954-321-4352

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

This email communication and any attachments may contain confidential and privileged information for the sole use of the designated recipient(s). Any unauthorized review, use, disclosure, or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Daniel Losey 18395
Recording Date: 08/15/2018	Recording Time: 15:28
Transfer Date: 08/22/2018	Transfer Time: 12:28
Transferred by: (Name) (CCN) Olga Morales-Neloms 13701	Device ID# Olympus Digital Recorder
1. MD5 ID# (If Applicable)	14AEBF3A872105BCC5EFDF5AAEB73BBB
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☐ YES ☐ NO
Additional Information	
Pre-Discipline Conference Deputy Edward Eason, CCN 10558	

Signature: Olga Morales-Neloms CCN# 13701 Date 08/22/2018

BSO CRI#47 (New 05/10)

NOTICE OF NONDISCLOSURE AND CONFIDENTIALITY

I, **Andi Nelson, IUPA** ("Recipient") acknowledge this Notice of Nondisclosure and Confidentiality from the Broward Sheriff's Office for the purpose of preventing unauthorized disclosure of Confidential Information related to pending Internal Affairs Case Number:

IA2018-0041.

1. All contents of this package are to be treated as **Confidential Information**. Recipient is not authorized to disseminate or copy any of this material without approval from the Director, Division of Internal Affairs.

2. This material is to be utilized solely for the purpose of case review for the employee's Pre-Disciplinary Conference. This case is to be considered an **Open and Active** investigation until such time that a final disposition has been determined and approved by the Sheriff or designee.

3. Any willful unauthorized disclosure of this material or compromise as to confidentiality, except to the employee's legal counsel or other representative, is subject to the provisions set forth in FS 112.533.

ANDI NELSON
Recipient's Signature

7/31/18
Date

Rhonda Belanger DiBiase CCN 18511
BSO Witness

7/31/18
Date

Date Received: February 23, 2018
IA Case #: IA2018-0041

BROWARD SHERIFF'S OFFICE
PERSONNEL COMPLAINT CONTROL FORM

COMPLAINANT INFORMATION

Complainant: SPM

NATURE OF COMPLAINT

How Received: BSO Initiated
Location of Incident: 6166 NW 80th Terrace Parkland FL 33076
Date of Incident: 02/05/16
Time of Incident: N/A

Remarks:

On February 5, 2016, Deputy Eason responded to [redacted], in reference to a complaint made by a third party that Nikolas Cruz planned to shoot up the school (17-1602-000212). Per the complainant, Nikolas Cruz had posted a picture on Instagram of him in possession of a firearm. This was reported to be a one month time delay and it did not specify which school. Per CAD entry, Deputy Eason made contact with an anonymous female who reported that Nikolas Cruz from Douglas High School has knives and a BB gun in his Instagram photos. Deputy Eason wrote that no threats were noted and he forwarded the information to the SRD Deputy Scot Peterson, CCN 4308.

On February 17, 2018, Detectives Kami Floyd, CCN 17022, and Bruce Link, CCN 10154, obtained a sworn statement from the caller [redacted]). She advised that her son saw the Instagram post which had a picture of a gun and stated that something similar to "I am going to get this gun when I turn 18 and shoot up the school." Per [redacted], Deputy Eason had contacted Ms. Cruz who stated that Nikolas Cruz did not have anything like that on his Instagram page. [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show Deputy Eason. Deputy Eason coded the call "Bravo" and did not prepare an incident report.

EMPLOYEE INVOLVED/ALLEGATIONS

CCN: 10558 **Name: Edward J. Eason** **Race/Sex: White / Male**
Duty Status: On Duty **Dept: Operations Administration/Parkland**

Charge: SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1(B) Reporting Requirements

Person Receiving Complaint: Lt. Barry Lindquist, Executive Officer, Division of Internal Affairs

Follow-up Assigned To: Sergeant Hector Oliva, Division of Internal Affairs

Assigned By: Lt. Barry Lindquist, Executive Officer, Division of Internal Affairs **Date Assigned: Feb. 28, 2018** **Results Due By: June 28, 2018**

EOG-02736

SEND ORIGINAL TO INTERNAL AFFAIRS

Sheriff Scott Israel

DATE: February 28, 2018

TO: Deputy Edward J Eason, CCN10558
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer
Division of Internal Affairs

SUBJECT: INTERNAL AFFAIRS CASE # IA2018-0041

This memorandum will serve as notification that you are under investigation by the Division of Internal Affairs, pursuant to case # IA2018-004, for the following allegation:

SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1(B) Reporting Requirements

Please be advised that the case has been assigned to Sergeant Hector Oliva, Division of Internal Affairs, telephone (954) 321-1100.

While under investigation, you may not disclose any information regarding this case to anyone except your attorney/representative and the investigator assigned. (See Sheriff's Policy Manual 5.2.1 Internal Investigations)

You will be afforded all rights as stated in the Sheriff's Policy Manual, applicable collective bargaining agreement, and law to include, but not limited to, F.S.S. 112.532.

Copy: File

Sheriff Scott Israel

RAA-18-008

Date: February 22, 2018

To: Deputy Edward Eason, CCN 10558
DLE/Parkland District

From: Captain Joseph Achilarre
Division of Internal Affairs

Subject: ***RESTRICTED ADMINISTRATIVE ASSIGNMENT***

Effective immediately, you are placed on restricted administrative assignment pursuant to Internal Affairs Case **#Not Yet Assigned** for the following allegation:

SPM 2.4 Meeting BSO Standards

You are directed to contact **the office of Internal Affairs at 10:00 am** on **February 23, 2018**, at **954/321-1100** for notification of your assignment while on restricted duty.

While on restricted administrative assignment, you will surrender your BSO ID card, any other symbol of authority, and any BSO issued weapons. In addition, you are precluded from driving any BSO vehicle. You are prohibited from entering any BSO facility, except where assigned, without the approval of Internal Affairs.

During this investigation, you may not discuss this Internal Affairs case with anyone except your attorney/representative and the assigned investigator.

RECEIVED BY: Edw Eas 10558 2-22-18
Employee CCN Date

cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Jim Polan, Executive Director, Department of Law Enforcement
Major Nathan Osgood, Patrol Region North
Captain Jan Jordan, Parkland District
Human Resources

Sheriff Scott Israel

RTD-18-015

DATE: June 21, 2018

TO: Deputy Edward Eason, CCN 10558
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer
Division of Internal Affairs

SUBJECT: **RETURN TO FULL DUTY WORK STATUS**
CASE #IA2018-0041

This memorandum will serve as notification that you are returned to full duty work status, effective immediately.

You are directed to report to: **Lt. Chris Mulligan** at the **Parkland District** on **Thursday, June 21, 2018,** for assignment.

RECEIVED BY: E. Eason 10558 6/21/18
Employee CCN Date

cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Jim Polan, Executive Director, Department of Law Enforcement
Major Nathan Osgood, Patrol Region North
Lt. Chris Mulligan, Parkland District
Human Resources

Sheriff Scott Israel

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☐ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
#2018-0041	2/25/18	IA	Administrative
NCIC/FCIC Agency:		Agency Case #	

Suspect:	Address:	Race/Sex	DOB
Suspect:	Address:	Race/Sex	DOB
Found By:	Address:	Race/Sex	DOB
Owner/Claimant: BSO / Deputy Edward Eason CCN 10558	Address:	Race/Sex:	DOB:
Victim's name (if applicable):	Address:	Telephone #	

Item Number	Number of Items	DESCRIPTION
3	1	BSO ID card
		Nothing Follows

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351.

Signature

I hereby acknowledge the above list represents all property impounded by me:

CCN: 10526 District: PLE Division: IA

(Impounding Officer's) Signature:

Printed Name: Sgt. H. Oliva 10526

RECEIVED BY:	REASON:	DATE	TIME:
E. EASON E. Eason	Returned to Employee	6/21/18	1030

Court Case #

CURRENCY:

Verified By/CCN:

Signature:

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual.

ACE #

BSO RP#54 (Revised 01/11)

EVIDENCE CONFISCATION

EOG-02740

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☐ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
#18078-0041	02/22/18	IA	Administrative

NCIC/FCIC Agency:

Agency Case #

Suspect:	Address:	Race/Sex	DOB
Suspect:	Address:	Race/Sex	DOB
Found By:	Address:	Race/Sex	DOB
Owner/Claimant: BSO / Deputy Eaton CCN 10558	Address:	Race/Sex:	DOB:
Victim's name (if applicable):	Address:	Telephone #	

Item Number	Number of Items	DESCRIPTION
2	46	Winchester 9mm Luger Bullets
		Nothing Follows

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351.

X E Eaton #10558
Signature

I hereby acknowledge the above list represents all property impounded by me:
CCN: 10526 District: DLB Division: IA

(Impounding Officer's) Signature: _____

Printed Name: Sgt. Hector Oliva

RECEIVED BY:	REASON:	DATE	TIME:
E Eaton E E	Returned to Employee	6/21/18	1030

Court Case #

CURRENCY:

Verified By/CCN: _____

Signature: _____

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual.

ACE #

BSO RP#54 (Revised 01/11)

EOG-02741

EVIDENCE CONFISCATION

Sheriff Scott Israel

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☐ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
#2018-0041	2/22/18	IA	Admin
NCIC/FCIC Agency:		Agency Case #	

Suspect:	Address:	Race/Sex	DOB
Suspect:	Address:	Race/Sex	DOB
Found By:	Address:	Race/Sex	DOB
Owner/Claimant: Deputy Edward Eason	Address: CCN, 10558	Race/Sex:	DOB:
Victim's name (if applicable):	Address:	Telephone #	

Item Number	Number of Items	DESCRIPTION
1	1	Blu Radar Logi Stem

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351.

E. Eason #10558
Signature

I hereby acknowledge the above list represents all property impounded by me:

CCN: 13979 District: DLE Division: IA

(Impounding Officer's) Signature:

Printed Name: Lt. M. Lindquist

RECEIVED BY:	REASON:	DATE	TIME:
E. EASON E Eason #10558	Returned to Employee	6/21/18	1030

Court Case #

CURRENCY:

Verified By/CCN:

Signature:

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual.

ACE #

BSO RP#54 (Revised 01/11)

EVIDENCE CONFISCATION

EOG-02742

BROWARD COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS
INVESTIGATIVE REPORT

IA #: 2018-0041
DATE: May 30, 2018

INVESTIGATION INITIATION DATE:	February 23, 2018
PERIOD TOLLED:	N/A
180th DAY:	August 22, 2018
INVESTIGATOR:	Sergeant Hector Oliva, CCN 10526
COMPLAINANT:	Sheriff's Policy Manual
SUBJECT EMPLOYEE:	**Edward Eason, CCN 10558**
SHERIFF'S POLICY:	1. SPM 2.4, Meeting BSO Standards; to wit: DLE SOP 3.6.1(B), Reporting Requirements
COMMAND:	Department of Law Enforcement / Parkland District
DATE OF HIRE:	October 16, 2000
RANK:	Deputy Sheriff / DLE
DATE OF MOST RECENT PROMOTION:	N/A
PROBATION STATUS:	N/A
BARGAINING UNIT:	International Union of Police Associations (IUPA)

EOG-02743

INTRODUCTION:

On February 5, 2016, Deputy Eason responded to [redacted], in reference to a complaint made by a third party that Nikolas Cruz planned to shoot up a school (17-1602-000212). Per the complainant, Nikolas Cruz had posted a picture on Instagram of him in possession of a firearm. This was reported to be a one month time delay and it did not specify which school. Per CAD entry, Deputy Eason made contact with an anonymous female who reported that Nikolas Cruz from Douglas High School has knives and a BB gun in his Instagram photos. Deputy Eason wrote that no threats were noted and he forwarded the information to the SRD Deputy Scot Peterson, CCN 4308.

On February 17, 2018, Detectives Kami Floyd, CCN 17022, and Bruce Link, CCN 10154, obtained a sworn statement from the caller [redacted] She advised that her son saw the Instagram post, which had a picture of a gun and stated that something similar to "I am going to get this gun when I turn 18 and shoot up the school." Per [redacted], Deputy Eason had contacted Ms. Cruz, who stated that Nikolas Cruz did not have anything like that on his Instagram page. [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show Deputy Eason. Deputy Eason coded the call "Bravo" and did not prepare an incident report.

ALLEGATION(S):

1. It is alleged that on February 5, 2016, Deputy Edward Eason did not complete an Incident Report regarding an unusual circumstance in which the caller was concerned for the safety of life, in violation of SPM 2.4, Meeting BSO Standards; to-wit: DLE SOP 3.6.1 (B), Reporting Requirements.

THE FOLLOWING SHERIFF'S POLICIES SHOULD BE CONSIDERED WITH RESPECT TO THE ALLEGATION(S):

1. SPM 2.4, Meeting BSO Standards

A. Employees will perform their duties properly and assume the responsibilities of their position.

- DLE SOP 3.6.1, Incident Report / Supplement

B. Unless unusual circumstances are present, and no violations of law/criminal activity exist, the following types of incidents will not require an Incident Report:

1. Animal Complaint Complaints of barking, injured, or loose animals (including reptiles)
2. Police

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3. Civil Assistance/Civil Matters
4. Traffic (Noncriminal)
5. Open Door/Window: No evidence of entry
6. Emergency Messages
7. Alarm
8. Bar/Business or Other Sensitive Area Check
9. Foot Patrol
10. Disabled Vehicle
11. Complaint Refusal/Lack of Information/No Violation Observed; Canceled by complainant in noncriminal calls; complainant is Gone on Arrival (GOA) and there is no indication of a crime or suspicious/unusual circumstance; false reports; wrong or no such address; no violation or unusual circumstance observed; etc.
12. Off-Duty Assist
13. Field Contact
14. Crash Investigation: Settled on the scene

INVESTIGATION:

On February 21, 2018, this case was assigned to me by Executive Lieutenant Barry Lindquist, CCN 13979, from the Division of Internal Affairs.

I obtained and reviewed the Incident Details in reference to Incident Number L17160205000212. The incident date is listed as February 5, 2016, at 11:44:50 hours. The incident is classified as a Suspicious Incident. The call was received by Communications Operator III George Ramos, CCN 17444. Communications Operator III Jamie Benson, CCN 5328, dispatched the call and assigned it to Deputy Edward Eason, CCN 10558 (17B3). The comments in the call summary state the following:

11:44:50 hours – The complainant's son told her that the neighbor's son said on Instagram that he was going to shoot his school and there are pictures of the juvenile with guns. The complainant advised this happened about a month ago. The complainant advised that the juvenile subject was expelled from Westlake Middle School and now goes to another school, possibly a high school but the name is not known. The complainant advised that the subject lives 3 houses down from hers, on the opposite side of the street. The complainant is not home at this time. Have a unit call her. (Entered by Communication Operator George Ramos)

11:45:12 hours – (Communications Operator Jamie Benson dispatches the call to 17B3/Deputy Eason. The incident signal is updated from "Information" to "Suspicious Incident")

11:46:28 hours – (17B3/Deputy Eason advises that he's en route to the Parkland District Office to call the complainant)

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11:51:00 hours – (17B3/Deputy Eason advised that he has arrived at the Parkland District Office)

12:43:24 hours – (Deputy Eason entered the following comment into the CAD notes) The female, who wanted to remain anonymous, reported that a kid named Nikolas Cruz from Douglas High School, has knives and a BB gun in his Instagram photos. No threats were noted and information was forwarded to SRD (School Resource Deputy) Peterson at the school.

12:59:00 hours – (Deputy Eason adds the following comment into the CAD notes) The photos were posted over a month ago.

The disposition for the call is B (Bravo) – No written report.

I obtained and reviewed the sworn, recorded witness statement taken by Sergeant Jonathan Brown, CCN 11100, of the BSO Criminal Investigations Division Homicide Unit, from Deputy Eason. The statement was taken at the Public Safety Building on Friday, February 16, 2018, in reference to criminal case 17-1802-000525, as part of a criminal investigation regarding the shooting at Marjory Stoneman Douglas High School (MSDHS) which involved the subject, Nikolas J. Cruz, white male, date of birth September 24, 1998. The following is a synopsis of the statement:

Deputy Eason advised that he has worked for the Broward Sheriff's Office for approximately eighteen years. Eason added that he had been assigned to the Parkland District for approximately five years as a road patrol deputy, and as a SRD (School Resource Deputy) periodically. Eason explained that he was last an SRO at West Glades Middle School, where he was assigned for the first two months of the 2017-2018 school year. Eason stated that on February 5, 2016, he was assigned to the Parkland District as a road patrol deputy. Eason confirmed that he wore a uniform, drove a marked unit, and he was dispatched to calls via the radio and the computer CAD system.

Sergeant Brown explained to Deputy Eason that there was a lot of material that was being investigated regarding the criminal investigation of the shooting incident at MSDHS. Brown advised that the investigation was very in-depth and encompassed a lot. Brown further explained the purpose of the statement was to go back and figure out what happened in Cruz's history.

Sergeant Brown asked Deputy Eason if he remembered a call he received on February 5, 2016 at approximately 11:44 AM, while showing him the CAD notes to refresh his memory, and Eason replied, "I do not." Brown asked if Eason did not remember the call at all, and Eason replied that it had been over two years ago and he did not remember. Brown further asked if the CAD notes refreshed his memory and Eason replied, "No." Eason advised that he received between one and twelve to fifteen calls on any given day in Parkland.

Sergeant Brown asked Deputy Eason if he knew the SRD (School Resource Deputy) at MSDHS and Eason replied that he did and identified the SRD as Deputy Scot Peterson, CCN 4308. Eason stated that he knew Peterson for approximately five years and Eason had assisted Peterson on various calls

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at the school. Eason advised that road patrol received many calls involving the school and deputies usually contacted Peterson immediately if there was a call regarding the school. Eason added that the contact was to let Peterson know and to assist him in handling issues at the school.

Sergeant Brown read the CAD comments to Deputy Eason and asked Eason if he received calls like that frequently, where the caller provided information about a student or an incident related to the school. Eason replied that over the years, he had received dozens of calls like that, directly or indirectly. Eason stated that if any information was obtained from a caller, regarding the school, he would usually call the SRD and give them the information. Eason added that the SRD could then conduct an investigation at their school. Eason advised that Deputy Peterson was very interested with anything related to his school. Eason stated that in the case of the February 5, 2016, call, he did not recall, but he would have called him, to notify him and give him the information received. Eason advised that on that occasion, the caller wished to remain anonymous. Brown asked Eason again if he remembered that particular call, and Eason replied, "No, I don't." When asked by Brown what Peterson did with the information he was provided by deputies, Eason replied he would do an investigation at the school and handle it with the school board. Brown asked Eason how he regularly notified a SRD of any information obtained and Eason replied that it was usually a phone call, usually while he was still on the dispatched call. Eason advised that he also emailed Peterson in the past, but he did not remember emailing him on that occasion. Brown asked Eason what Peterson's usual response was to any information provided and Eason replied that he wanted the information and he was usually very interested in those details. Eason added that Peterson had a good relationship with the students and staff, he wanted the information and would follow up with that information later.

Sergeant Brown asked Deputy Eason if he ever met or knew of Nikolas Cruz, and Eason replied that he did not, that he knew of. Brown asked Eason if he remembered talking to anyone about the call and he replied, "I don't remember anything about the call." Brown asked Eason if he would ever do some follow-up for a call after providing information to Deputy Peterson, and Eason replied that it was rare, but he would do something off campus to assist, if Peterson needed him to. Eason added that Peterson had never reached out to him for that type of assistance.

It should be noted that prior to concluding the statement, Sergeant Brown asked Deputy Eason if he had provided the statement on a voluntary basis, and Eason's response was, "Yes." Eason also confirmed that he had not been coerced or persuaded in any way, to provide the statement.

[End of synopsis]

I also obtained and reviewed the sworn, recorded witness statement taken by Detective Jeffrey Curtis, CCN 15795, of the BSO Criminal Investigations Division Homicide Unit, from Deputy Scot Peterson. The statement was taken at the Public Safety Building on Friday, February 16, 2018, in reference to criminal case 17-1802-000525, as part of a criminal investigation regarding the shooting at Marjory Stoneman Douglas High School (MSDHS) which involved the subject, Nikolas J. Cruz, white male, date of birth September 24, 1998. Also present was

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Detective John Curcio, CCN 16048. The following is a synopsis of the portion of the statement that is relevant to my investigation:

Deputy Peterson confirmed that he knew Deputy Eason, and that Eason was a Parkland deputy. Detective Curtis asked Peterson if he recalled Eason telling him or talking to him about contact Eason made with a person that lived a couple of houses away from Nikolas Cruz, concerning suspicious online posts, and Peterson replied, "No." Curtis elaborated that he would have learned about that incident in February 2016, and Peterson replied, "I don't recall, I don't recall that."

[End of synopsis]

I obtained and reviewed the sworn, recorded witness statement of [redacted]. The statement was taken by Detective Bruce Link, CCN 10154, of the BSO Criminal Investigations Division Special Victims Unit. This statement was taken on February 17, 2018, at [redacted] home residence, located at [redacted], in the City of [redacted], in reference to criminal case 17-1802-000525, as part of a criminal investigation regarding the shooting at Marjory Stoneman Douglas High School (MSDHS) which involved the subject, Nikolas J. Cruz, white male, date of birth September 24, 1998.. Also present was Detective Kami Floyd, CCN 17022, of the BSO Criminal Investigations Division Special Victims Unit. The following is a synopsis of the statement:

[redacted] confirmed that she made the 9-1-1 call on February 5, 2016 at 11:44 AM, in reference to case number 17-1602-000212. Detective Link read [redacted] the CAD comments of the call and she confirmed that the synopsis was correct and she remembered making the call. When asked what prompted her to make the call, [redacted] replied that her son showed her an Instagram or Snapchat that Nikolas Cruz had written where he stated that he was going to get a gun and shoot up the school. [redacted] stated that after seeing that, she called 9-1-1, and a deputy came out to her home. [redacted] added that she told the deputy what she knew about Nikolas, and she recalled that the deputy went down to the Cruz residence to speak with Nikolas and his mother. Link asked [redacted] if she knew who Nikolas was prior to her son showing her the post and she replied that she knew Nikolas since he was a baby. [redacted] stated that the deputy walked to the nearby Cruz residence and Nikolas' mother told him essentially that Nikolas was a great kid and he would never post anything like that on Instagram. [redacted] added that she did not take a picture of the online post and her son did not save it, so there was no record of it. [redacted] further added that it was one of those posts that would show up then disappear a short time later, but she reiterated that she saw it herself. [redacted] described the post as also showing a picture of a gun and something to the effect that Nikolas was going to get that particular gun when he turned 18 years old, and shoot up the school. [redacted] recalled that the deputy came back to her residence and told her that the post was protected by the First Amendment right of free speech. [redacted] stated that she asked if she could stop Nikolas from buying a gun when he turned 18 years old, but the deputy responded that his right to later purchase a firearm was protected by his Second Amendment rights and there was basically nothing that could be done at that time. [redacted] stated that after speaking with the deputy and realizing nothing could be done, the deputy left.

Detective Link asked [redacted] if she had any interaction with Cruz's family after that and she replied that she was in fear of Nikolas Cruz and she also kept her kids away from him. [redacted] added that she kept her distance, but she'd wave and try to keep Nikolas calm, because he'd been so destructive through the years. [redacted] further added that Nikolas had destroyed her property, hurt her children, and hurt her dog, so she kept away from him. [redacted] confirmed for Detective Link that her son, [redacted], was the person that showed her Nikolas' post, and that [redacted] was [redacted] at that time. [redacted] advised that her son had been attending Center Academy, a private school in the area, and she believed that Nikolas was attending Stoneman Douglas High School at the time. [redacted] confirmed that the picture of the gun in the post looked like a picture that Nikolas found online, and she also confirmed that Nikolas was absolutely the person that had made the online post. [redacted] confirmed again that it came from his Snapchat or Instagram account, and that she did not take a picture of the post.

[End of synopsis]

On February 23, 2018, I contacted Lt. Michael Devita, CCN 7523, and requested the daily roster for Deputy Eason's shift from February 5, 2016 (Bravo Shift/6:00 AM-6:00 PM). I received the Parkland District Payroll/Daily Roster via email and saw that Eason was assigned the call sign of 17B3 that day. I also saw that Deputy Richard Seward, CCN 11290, was the OIC (Officer in Charge) that day due to the only sergeant assigned to the shift, Sergeant Jeanne Tedesco, CCN 10385, being absent on annual leave and Restricted Administrative Assignment.

On February 27, 2018, I met with Communications Operator III George Ramos, CCN 17444, at the South Regional Dispatch Site in Pembroke Pines, FL and obtained a sworn, recorded employee witness statement in reference to this incident. The following is a synopsis of his statement:

Operator Ramos confirmed that he has been employed by BSO since October 2014, and he has been assigned to the South Regional Dispatch Site for approximately 3 years. Prior to starting the statement, I showed Ramos the CAD notes for case number 17-1603-000212, handled by Deputy Eason, to help refresh his memory. I asked Ramos if he recalled the incident relating to the CAD notes and he replied, "Not particularly, no." I asked Ramos if he had any independent recollection of taking that call, and he replied, "No." I asked Ramos if it was accurate to say that he did take the 9-1-1 call that day, which was listed in the CAD notes, and he replied, "Yes." Ramos also confirmed that the comments written in the call did look like comments that he would have written. I asked Ramos to explain the process when he put that information into the system and he explained that he would take the information from the caller, enter the notes into the system, and the dispatcher would be responsible for dispatching it to the deputy. Ramos confirmed the dispatcher in this case that was responsible for dispatching the call to the deputy, was Operator Jamie Benson. I asked Ramos if it was unusual for him to receive calls like the one documented in the CAD notes, and he replied that it was not unusual. Ramos added that calls about threats made against people and schools are common. I asked Ramos if the call he received, based on the CAD notes, was anything that he would have notified a supervisor about and he replied, "No." Ramos also confirmed that the CAD

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notes stated that the deputy handled the incident over the phone, as requested by the caller.

[End of synopsis]

On February 28, 2018, I met with Communications Operator III Jamie Benson, CCN 5328, at the North Regional Dispatch Site in Coconut Creek, FL and obtained a sworn, recorded employee witness statement in reference to this incident. The following is a synopsis of her statement:

Operator Benson confirmed that she has been employed by BSO for 29 years, and she has been assigned to the North Regional Dispatch Site for approximately 4 years. Prior to starting the statement, I showed Benson the CAD notes for case number 17-1603-000212, handled by Deputy Eason, to help refresh her memory. I asked Benson if she had any recollection of that incident, and she replied, "No, not at all." Benson stated that her dispatch site handled calls from all over Broward County. I asked Benson if it was unusual for her to receive calls like the one documented in the CAD notes, and she replied that now it was common, but it was not common in 2016. I asked Benson if the call she dispatched, based on the CAD notes, was anything that she would have notified a supervisor about and she replied, "Now in 2018, definitely, but 2016, it was delayed, it was second, third hand from a friend or neighbor. No, unless it was in progress."

[End of synopsis]

On February 28, 2018, I met with civilian witness [redacted], at her place of employment, located at [redacted] and obtained a sworn, recorded witness statement in reference to this incident. The following is a synopsis of her statement:

[redacted] confirmed that she recalled providing BSO Detectives with a sworn statement on February 17, 2018, in reference to the criminal investigation of the Parkland shooting. I asked [redacted] on record if it was possible that she mixed up some facts during her first statement, due to statements she made to me over the phone about the deputy possibly never having gone to Nikolas Cruz's residence. [redacted] explained during that phone call that she had mixed up different responses by BSO deputies, due to having called them more than once for issues with Cruz. [redacted] replied that she remembered the deputy responding to her home on February 5, 2016, but she did not think the deputy went to the Cruz residence. [redacted] recalled that she was really afraid and she remembered the deputy telling her there was nothing he could do. [redacted] recalled that she called 9-1-1 and the deputy responded out to her home. I asked [redacted] to tell me again what happened on that date and she replied that when the deputy arrived, she told him what her son had shown her in reference to the online post and she also told the deputy the history of Nikolas Cruz (in reference to the issues she'd had with him over the years). [redacted] stated that she hoped that the deputy could prevent Cruz from being able to buy a gun when he turned 18, but the deputy replied that he did not have the power to do that. [redacted] added that she was "kinda pleading with him to help," but the deputy told her the law, which she understood, that Nikolas was not an immediate danger, because

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he was only 17 and did not own any firearms at the time. [redacted] added that she understood the deputy's explanation. [redacted] further added she remembered the deputy asking her if she wanted him to go by the nearby Cruz residence, but she did not remember if the deputy ever went there.

I asked [redacted] to clarify for the record why she had called for a deputy to respond to her residence, and she replied that her son had shown her an online post made by Nikolas Cruz that said that he couldn't wait to turn 18 to buy a gun, with a stock photo of a gun attached. [redacted] added that Nikolas also made an online post that said something about wanting to shoot up the school. When I asked, [redacted] clarified that it was two separate online posts made by Nikolas and that they were not posted on the same day. [redacted] advised that she did not call to report the posts until she spoke with co-workers about them and they urged her to call the police to report it. [redacted] stated that the first post from Nikolas about purchasing a gun happened a while prior to her calling the police, but the second post about shooting up the school occurred approximately one to two days prior to her calling the police. I asked [redacted] what the deputy told her when he showed up and she replied that she asked him about the Baker Act. [redacted] explained that she specifically asked if Nikolas could be Baker Acted and the deputy replied that the Baker Act would only apply if Nikolas was an immediate threat to himself or others. [redacted] added that because this was a threat made in advance and essentially an empty threat because Nikolas did not have the means to shoot anyone, [redacted] felt that the deputy did all he could do in that situation. [redacted] confirmed that she told the deputy that she wished to remain anonymous. [redacted] added that the deputy asked her if she wanted him to speak with Nikolas' family, but she replied that she did not remember what she specifically told him. [redacted] stated that she wanted the deputy to do something, but he had already told her that there was nothing he could do in that situation.

[redacted] confirmed that the deputy was very courteous, she felt that he listened to her situation, and she was very happy with the service he provided that day. I asked [redacted] if she felt that the deputy handled the situation properly, she replied, "I do, yeah, for sure." [redacted] confirmed that the deputy identified himself when she spoke with him, but she did not remember his name because of the time delay. I read [redacted] the comments entered in the CAD notes by Deputy Eason, to confirm their accuracy based on [redacted] recollection, and she was sure that the photo posted by Nikolas was that of a real gun, not a BB gun, as listed by Eason in the notes. She added that it wasn't a gun belonging to Nikolas, it was a picture of a gun, similar to one found in an internet search. I asked [redacted] if that post with the gun was made approximately one month prior, as stated by Eason in the CAD notes, and she replied that it was "somewhere around there." I asked [redacted] if she had anything to add in reference to her interaction with the deputy, and she replied that it was the law that was frustrating. [redacted] added that she thought the deputy did a good job and, "For what he had to deal with, I thought he did a good job." I asked [redacted] if she ever demanded or requested a police report from the deputy, and she replied, "No, I didn't." I asked [redacted] if the deputy provided her with a case number, and she first replied that he did not, but changed her response to, "But then again, it's two years ago. I could have, I don't remember." I asked [redacted] how many times she had called 9-1-1 for any issues related to Nikolas Cruz, and she replied that she remembered a total of three occasions. [redacted] explained that two were for this incident, and a rock throwing incident between Nikolas and her son several years prior. [redacted] added that the third incident was related to

her son's vehicle being damaged by a rock, and she suspected that Nikolas was the culprit. However, [redacted] stated that she could never prove that Nikolas was the person that caused the damage. I asked [redacted] again if it was possible she might have confused some of the details of this call with the previous rock throwing incident, and she replied, "Yes."

[End of synopsis]

After meeting with [redacted], I conducted a search of Instagram and Snapchat in an attempt to locate the posts made by Nikolas Cruz that had been viewed by [redacted] and her son, but I confirmed that those posts were no longer available.

On February 28, 2018, I met with Deputy Richard Seward, CCN 11290, at the Peppertree Plaza, located at 5438 West Sample Road in Margate, FL, and obtained a sworn, recorded employee witness statement in reference to this incident. The following is a synopsis of his statement:

Deputy Seward confirmed that he has been a law enforcement officer for the last 30 years. Seward has been employed with BSO for approximately 17 years, and prior to that he was a City of North Lauderdale police officer for approximately 13 years, before the city police department was absorbed by BSO. Seward also confirmed that he has been assigned to the Parkland District since March of 2013. On record, I confirmed with Seward that prior to initiating my statement, I had shown him the Parkland District Payroll/Daily Roster for February 5, 2016, in an effort to refresh his memory. Seward confirmed that the shift supervisor, (now retired) Sergeant Jeanne Tedesco, CCN 10385, was on Restricted Administrative Assignment at that time and she was not working that day. Seward also confirmed that he was the OIC (Officer in Charge) that day, in lieu of Sergeant Tedesco. I asked Seward if that was a duty that he regularly had in the district, and he replied that he typically filled in for the extra 4 hours on Tedesco's 8 hour days. Seward also confirmed that he supervised that shift as the OIC for approximately 1 year due to Tedesco's restricted status. I asked Seward what his duties were as the shift OIC, and he replied his responsibilities were conducting roll calls and "handling" the radio. I asked Seward if he also completed supervisory paperwork or reviewed reports as part of his OIC duties, and he replied that he did not. Seward added that he may have possibly completed a Supervisory Use of Force Report, but he definitely did not review the Incident Reports of other deputies. On record, I confirmed with Seward that prior to initiating my statement I had shown him the CAD notes for case number 17-1602-000212, from February 5, 2016, in an effort to refresh his memory. I asked Seward if he remembered that particular call being broadcast over the radio, and he replied, "I do not. No recollection." I asked Seward if anything about the call stuck out in his memory after reading the call notes, and he replied, "No sir." I asked Seward if Deputy Eason had ever talked to him about that call, and he replied that he did not.

[End of synopsis]

On February 28, 2018, I met with Lieutenant Michael Devita, CCN 7523, at the BSO Parkland District Office in Parkland, FL and obtained a sworn, recorded employee witness statement in

reference to this incident. The following is a synopsis of his statement:

Lieutenant Devita confirmed that he has been employed by BSO for almost 25 years and he has been assigned as the Parkland District Executive Lieutenant since February of 2015. Devita also confirmed that he was the District Executive Lieutenant on February 5, 2016. On record, Devita confirmed that he had provided me with a copy of the Parkland District Payroll/Daily Roster for February 5, 2016, after I previously requested it from him. Devita confirmed that Sergeant Tedesco was on Restricted Administrative Assignment that day and thus, Deputy Seward was the OIC (Officer in Charge) for the shift. I asked Devita if the usage of OIC's was common in the Parkland District, and he replied that they were, because each shift was only assigned one sergeant. Devita added that Seward was chosen as an OIC due to his vast experience, police knowledge, and his influence on the squad. Devita further stated that Seward was seen as an older brother by the deputies on the shift and Seward was used as an OIC often. Devita stated that Seward's position as an OIC had the same responsibilities as the shift sergeant. I asked Devita if that included reviewing reports, and he elaborated that he did not allow OICs to review or approve reports. Devita reasoned that he felt that responsibility should remain with a sergeant, even if it was the criminal investigations sergeant and not the regular shift sergeant.

On record, I confirmed with Lieutenant Devita that prior to initiating my statement I had shown him the CAD notes for case number 17-1602-000212, from February 5, 2016, in an effort to refresh his memory. I asked Devita his opinion, on whether or not an Incident Report should have been completed by Deputy Eason, based on the information available in the CAD notes. Devita replied that the comments typed by the 9-1-1 call taker were very disturbing, but he was trying to look at that call from a frame of mind prior to the recent shooting incident. Devita stated that it appeared that Eason went through some investigative steps and he indicated that he notified the school resource deputy at Stoneman Douglas High School, after Eason discovered that Nikolas Cruz was a student there. Devita added that there was certainly no harm in Eason writing a report, and it was Devita's personal policy for a deputy to write a report if they were on the fence about completing one. Devita stated that in that instance, the complainant wanted to remain anonymous, which presented some difficulty with completing an accurate report. Devita added that he was having a hard time indicating if Eason absolutely should have written a report in that instance. Devita further added that Eason did take some steps to investigate and noted the information in the CAD notes, but an Incident Report with some additional investigative steps would have been prudent and a much better decision for Eason at that time. Devita stated that Eason trying to make contact with Cruz or his parents to explain a public concern, would have likely been outlined in such a report and it would have shown a little more diligence in the deputy's actions. Devita advised he would expect to see that effort, but it was hard to say when Eason did not have a cooperative reporting person that wished to have their information in the report. Devita added that it presented some problems for the deputy in this case. Devita stated that to be fair, without using hindsight, he would like to have seen more of an investigative effort on the part of Eason, and that would've been outlined in a report. Devita added that he did not feel like Eason "shrugged" his duties that day either. Devita further added that if he had seen the CAD notes two weeks after the call took place, he would understand why a report would not have been completed, due to the complainant wanting to remain anonymous and the

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Instagram posts no longer existing. I advised Devita that this situation needed to be looked at from the perspective of two years prior, without hindsight, and Devita agreed while stating, "That's why I'm trying to be fair here." Devita added that we had all felt this tragedy and we have to keep a level head and look at things as they were back then.

[End of synopsis]

On February 23, 2018, I called Deputy Eason's IUPA representative, Andi Nelson, and requested that she ask Eason if he would voluntarily attempt to obtain a copy of his February 2016 cellular phone bill. I advised Nelson that it could be beneficial for Eason to provide evidence of any communication between him and Deputy Peterson during that timeframe, to further that Eason had notified Peterson of the information he obtained during case number 17-1602-000212.

On March 1, 2018, I obtained and reviewed Deputy Eason's archived BSO emails from Information Technology Manager Guillermo Marsal, CCN 8029. I examined the emails in their entirety and determined that there had been no email communication between Eason and Deputy Peterson, in reference to the information obtained by Eason from case number 17-1602-000212. Additionally, there were no emails that mentioned Nikolas Cruz, or any other information about him.

On March 2, 2018, I obtained and reviewed Deputy Peterson's School Resource Officer Monthly Report for February of 2016. Peterson did not note any information obtained from Deputy Eason about Nikolas Cruz or any of the information gathered during case number 17-1602-000212.

I conducted a search of all the calls received or initiated in the Parkland District on February 5, 2016, between the hours of 6:00 AM and 6:00 PM (Deputy Eason's shift). A review of those calls determined that the district received or initiated eleven service calls during that twelve hour time period. A review of those individual calls revealed that Deputy Eason responded to a total of three documented calls during his shift that day. All three of those calls (case numbers 17-1602-000212, 17-1602-000213, and 17-1602-000216) were handled by Eason and coded out B-Bravo, indicating that a written report was not completed. Additionally, a review of the Parkland District Payroll/Daily Roster indicated that 7 deputies were working on road patrol on February 5, 2016, for all or some of the hours of the 6:00 AM to 6:00 PM shift. It should be noted that another deputy was also working that shift, however, he was on light duty and was working at the front desk of the Parkland District.

I searched Evidence.com for case number 17-1602-000212, but no video evidence existed. I examined the current list of BSO deputies that had been issued body worn cameras (BWC), and determined that Deputy Eason was issued his BWC on August 8, 2016, approximately six months after the date of [redacted] call.

On March 15, 2018, I met with Information Technology Manager Guillermo Marsal, CCN 8029, at the Division of Internal Affairs and obtained a sworn, recorded employee witness statement in reference to this incident. The following is a synopsis of his statement:

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Guillermo Marsal confirmed he was the Network Manager of Operations for the Broward Sheriff's Office for the last 21 years, and he has been employed by the agency for approximately 22 years. Marsal also confirmed that he previously received my request for Deputy Eason's archived emails from the timeframe around February 5, 2016, and that he was able to successfully provide me with that information. Marsal stated he provided me with Eason's archived emails from the time frame I requested (February 5, 2016 and the following 30 days), as well as Eason's current emails. Marsal explained that the files were called "PSD files" and they were copies made from previous tape or disc backups. I asked Marsal to explain the email archiving process utilized at BSO and he advised that all employee emails are backed up every evening at 8:00 PM, where they remain indefinitely. Marsal further explained that backups completed within the last 60 days can be accessed on disc, and any emails older than 60 days old can be accessed from quarterly tape backups. Marsal confirmed that the historical emails he retrieved at my request were taken from a tape backup, due to the approximate 2 year delay. I asked Marsal if there was any way that emails could have been sent or received that would not have been archived, and he replied that it was possible. However, Marsal explained that it in order for any emails to not have been archived, there was a specific process that needed to be completed. Marsal further explained that the employee would have to delete the email from their Inbox or Sent mailbox, and then also delete it from the Deleted Items mailbox before 8:00 PM (for each individual email) in order for it to not be archived.

[End of synopsis]

On April 6, 2018, I called former Deputy Peterson, and requested that he provide me with a witness statement for my investigation. Peterson stated that he would need to consult with his attorney prior to providing me with a voluntary statement. I advised Peterson to consult with his attorney and to please call me to confirm whether or not he would be providing me with a statement. After not hearing back from Peterson, on April 10, 2018, I sent him a certified letter again requesting that he provide me with a voluntary statement. On May 14, 2018, I received the certified letter back from the U.S. Post Office, due to the letter being unclaimed.

On April 6, 2018, I called [redacted] to request that her son [redacted], provide me with a witness statement. [redacted] did not answer, so I left a voicemail advising her of my request. It should be noted that I called [redacted] because I did not have a contact phone number for [redacted]. After not hearing back from [redacted], I called her again on April 13, 2018, and May 3, 2018, and also left her voicemails on those occasions. On May 15, 2018, I received a call back from [redacted], when she advised me that she would ask [redacted] to call me, but she added that he was apprehensive about providing me with a witness statement. On May 16, 2018, [redacted] called me and declined to provide me with a statement.

On May 17, 2018, I obtained a sworn, recorded Garrity statement from Deputy Edward Eason, CCN 10558, at the Division of Internal Affairs. Also present was Sergeant Al Rengifo, CCN 9981, from the Division of Internal Affairs, and Eason's representative, Andrea Nelson, from the International Union of Police Associations (IUPA). The following is a synopsis of his statement:

At the beginning of the statement, I advised Deputy Eason on the record, that his previous statement to homicide detectives was only 2 days after the Marjory Stoneman Douglas High School shooting incident. (I further advised him that it was assumed that he had not been given ample opportunity to refresh his memory about the call he handled 2 years earlier, prior to that statement.) I further advised him that because he'd now had time to think about that call and potentially refresh his memory, there would be no issues regarding a Truthfulness charge, relating to the statement he previously provided, if he now recalled details about the call he handled on February 5, 2016. I then asked Eason, "Having had time to refresh your memory, do you now recall any details of the call that you handled that day on February 5, 2016, case number 17-1602-000212?" and he replied, "No sir." I then asked Eason what he did recall about that call, if anything, and he replied, "I don't recall anything about that call from February 2016." After Eason stated that he did not recall the incident at all, I provided him a copy of the complete CAD notes from that incident. The CAD notes depicted all of the call's notes, including the following notes added by Eason:

Time: 12:43:24.000 Console: 00 Operator: Eason, Edward
FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.

I asked Deputy Eason to confirm that he had written those notes and he stated, "My name is on the notes," and he added, "It appears that I wrote it, yes." I advised Eason to explain his comments, due to that being the only record of what transpired on the call, and Eason read the notes out loud, verbatim. I asked Eason what his notes meant to him, and he replied that he responded to a call, there was no evidence of a credible threat, and he relayed that information to the Stoneman Douglas School Resource Officer, Deputy Scot Peterson. I asked Eason if calls like that were frequent or if it was an unusual call, and he replied, "Frequent." I asked Eason how often he received calls like that, and he replied that threats made through social media calls were very common. I followed up by specifically asking him if those calls included threats made against schools or threats of shootings, and he replied, "Well, with weapons in general, yes, pretty common on social media." I asked him to specify if those calls were involving students from Stoneman Douglas High School and he replied, "From that school and outside of school, maybe graduated already."

I asked Deputy Eason to walk me through how he would normally handle a similar call where potential violence was threatened or questionable statements were made by a student and he replied, "I'd make contact with the complainant, find out what information they have and what evidence they have supporting the facts that they're telling me, and from there, depending on the evidence, conduct an investigation, talking to all the parties, notifying other people involved -- in this case, notifying the SRO at the school." I asked Eason if he normally notified the SRO at the school of a similar call, if the school was in Parkland, and he replied, "Yes." I further asked him if he would also notify the SRO of a school outside of Parkland, and he also replied, "Yes." I asked Eason if he would notify a supervisor for a similar call, and he replied, "If there's no evidence supporting a threat, a credible threat, I might, I might not, depending on the case." Eason added that it would be case by case for notification of a supervisor. I asked Eason if he would normally complete an incident report for a

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similar incident, and he replied, "With no credible threat and an anonymous caller, a caller who wanted to remain anonymous, usually no." I reminded Eason that he documented in his notes that he forwarded the information obtained in the call to SRD Scot Peterson and that an archive I obtained of his BSO emails did not reveal any communication with Peterson, about this incident. I asked Eason how he forwarded the information to Peterson, and he replied, "Well, it's a small district. I could drive to his school, talk to him in person, or if I was at the station, a lot of times they would come in, the SRO's to complete paperwork or print out paperwork, especially towards the end of the week. I might have saw him in person and explained to him then what's going on."

I reminded Deputy Eason that I had previously requested that he voluntarily provide me with his personal cellular phone records, to determine if he had any communication with Deputy Peterson via telephone calls or texts, after obtaining the information from [redacted]. Eason advised that he was able to obtain the records, but he did not bring them with him. Eason stated that he had already reviewed the records and they did not document any telephone communication between him and Peterson in February 2016. Eason elaborated that if anything was work related, he would usually use the phone at the Parkland District Office to make telephone calls. Eason confirmed that he would provide me with those historical phone records through his representative, on a later date. I reminded Eason that providing me with those records was voluntary, and he confirmed that he understood.

I asked Deputy Eason why he did not complete an incident report for the call, and he stated, "Well between, there was no credible threat, no evidence of a credible threat, and the caller wanted to remain anonymous due to being, you know, a close neighbor and a prior history with the family." I asked Eason if he thought it would have been reasonable to document the information he obtained in an incident report, and he replied, "With the information at that point, no." I asked Eason how he would handle a similar situation in the future and he stated, "Well, with everything going on in the media now, you know, we do event reports on that." (I asked Eason to answer the same question, but in a theoretical world where the Parkland shooting did not happen and he replied, "It wouldn't have changed anything from what happened two years ago, if there was no incident at the high school.") Eason confirmed that now, because the Parkland incident shooting happened, he would complete an incident report, as a precaution.

Sergeant Rengifo asked Deputy Eason what he considered a credible threat and Eason replied, "A credible threat if there's evidence supporting the carry-out of a threat. Like, if somebody says, 'You know what? I have a gun,' you know -- boyfriend, girlfriend, it happens all the time. They say, 'I'm gonna come to your house and shoot you,' that's a credible threat. If someone comes there saying, you know, that, you know, 'I'm in fear,' but they didn't make a threat. They said, 'You'll be sorry.' That's kind of vague. But you have to have, you know, a cre-, you have to have an apparent ability to do so, and the item to carry out the crime or the incident." Rengifo also asked Eason if he had ever been assigned to an investigative unit within BSO, and Eason confirmed that he had not. I asked Eason if he recalled ever dealing with Nikolas Cruz before or after the call he responded to on February 5, 2016, and Eason replied, "Not that I recall, no." I asked Eason if he recalled meeting [redacted] in person or handling the call over the telephone, and he replied, "I don't recall. Yeah,

so, it was, it was a long time ago."

IUPA representative Nelson stated that she would provide me with news articles relevant to this case, that she requested that I add to my report. I confirmed that I would add the articles if she sent them to me. Nelson also confirmed that she would send me Eason's historical phone records via email, at a later date.

[End of synopsis]

On May 25, 2018, I contacted IUPA representative Nelson, who requested that I disregard her previous request to attach news articles to my report, which were relevant to this case. On May 30, 2018, Deputy Eason responded to the Division of Internal Affairs and physically showed me his historical phone records from February 2016. I confirmed that the records indicated that Eason did not contact Deputy Peterson with his personal cellular phone, for a three day timeframe after the February 5, 2016, call for service. Eason declined to provide me with a copy of the mentioned historical phone records for my case file, due to privacy concerns.

BRIEF:

- On February 14, 2018, suspect Nikolas Cruz committed a mass shooting at Marjory Stoneman Douglas High School, where 17 students and teachers were murdered.
- A criminal investigation was immediately initiated and any incidents where law enforcement personnel had contact with or obtained information about Cruz, were reviewed.
- A suspicious incident call handled by Deputy Edward Eason on February 5, 2016, was identified as one of those calls.
- A review of the CAD notes revealed that Deputy Eason spoke with the caller, [redacted], who stated that her son showed her questionable online posts made by Nikolas Cruz that depicted a firearm. The posts were deleted and no longer available at the time of Eason's response.
- Deputy Eason indicated in the CAD notes that no threats were noted and that the information he obtained from [redacted] was forwarded to Deputy Scot Peterson (MSDHS School Resource Officer).
- On February 16, 2018, BSO Homicide Detectives interviewed Deputy Eason in reference to the criminal investigation and asked him about the February 5, 2016, incident. Eason replied that he did not remember any details about that call due to it being from 2 years prior.
- On February 16, 2018, BSO Homicide Detectives interviewed Deputy Peterson in reference to the criminal investigation and asked him about the February 5, 2016, incident. Peterson was asked if he was provided any information by Deputy Eason, in reference to the information obtained during his investigation, and Peterson replied that he did not recall that.
- On February 17, 2018, [redacted] was interviewed by BSO Criminal Investigations Detectives in reference to her being the complainant of the February 5, 2016, incident. [redacted] advised that she spoke with Deputy Eason in depth about the questionable online posts made by Nikolas Cruz. [redacted] added that she wanted to know how Cruz purchasing a gun could be prevented, but she was told by Eason that there was nothing that could be done

at that time.

- On February 27, 2018, Communications Operator III Ramos, provided me with a sworn statement, due to having received the 9-1-1 call from [redacted] on February 5, 2016. Ramos stated that he did not remember speaking with [redacted] or entering the call.
- On February 28, 2018, Communications Operator III Benson, provided me with a sworn statement, due to having dispatched the call entered by Operator Ramos to Deputy Eason. Benson stated that she did not remember dispatching the call to Eason.
- On February 28, 2018, [redacted] provided me with a sworn statement, due to being the complainant of the February 5, 2016, incident. [redacted] stated that she wanted the deputy to do something, but she realized that there was nothing she could do based on the circumstances at that time. [redacted] confirmed that she told Deputy Eason that she wished to remain anonymous, and that she was very happy with the service that Eason provided that day.
- On February 28, 2018, Deputy Seward provided me with a sworn statement, due to being the OIC (Officer in Charge) of the Parkland District on February 5, 2016. Seward stated that he did not recall anything about the incident.
- On February 28, 2018, Lieutenant Devita provided me with a sworn statement, due to being the Executive Officer of the Parkland District on February 5, 2016. Devita stated that Eason did take some steps to investigate and noted the information in the CAD notes, but an Incident Report with some additional investigative steps would have been prudent and a much better decision for Eason at that time.
- On March 15, 2018, Information Technology Manager Marsal provided me with a sworn statement, due to providing me with Deputy Eason's email history from the timeframe around February 5, 2016. The email history was obtained in an attempt to locate communication between Eason and Deputy Peterson about the information gathered during the February 5, 2016, incident. A check of those emails did not reveal any communication between Eason and Peterson.
- Deputy Peterson's February 2016 School Resource Officer Monthly Report was obtained and reviewed, but there was no information listed about Nikolas Cruz or any other details about the February 5, 2016, incident.
- A review of the February 5, 2016, incident on Evidence.com did not reveal any BWC videos attached to that case number. I reviewed the BWC database and determined that Deputy Eason was not issued a BWC until August 8, 2016.
- I asked former Deputy Peterson to provide me with a voluntary witness statement and he replied that he would need to consult with his attorney prior to providing that statement. Peterson never responded back to me and a certified letter sent to his residence was returned, due to being unclaimed.
- I asked [redacted] son, [redacted], to provide me with a voluntary witness statement, but he declined to provide me with a statement.
- On May 17, 2018, I conducted a sworn, Garrity interview with Deputy Eason and when I asked him about what he recalled about the February 5, 2016, call he handled, he stated, "I don't recall anything about that call from February 2016."
- Deputy Eason stated that calls like that were frequent and that threats made through social media

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calls were very common. I followed up by specifically asking him if those calls included threats made against schools or threats of shootings, and he replied, "Well, with weapons in general, yes, pretty common on social media."

- I asked Deputy Eason to walk me through how he would normally handle a similar call where potential violence was threatened or questionable statements were made by a student and he replied, "I'd make contact with the complainant, find out what information they have and what evidence they have supporting the facts that they're telling me, and from there, depending on the evidence, conduct an investigation, talking to all the parties, notifying other people involved -- in this case, notifying the SRO at the school."
- I asked Deputy Eason if he would normally complete an incident report for a similar incident, and he replied, "With no credible threat and an anonymous caller, a caller who wanted to remain anonymous, usually no."
- I asked Deputy Eason how he forwarded the information to Peterson, and he replied, "Well, it's a small district. I could drive to his school, talk to him in person, or if I was at the station, a lot of times they would come in, the SRO's to complete paperwork or print out paperwork, especially towards the end of the week. I might have saw him in person and explained to him then what's going on."
- I asked Deputy Eason why he did not complete an incident report for the call, and he stated, "Well between, there was no credible threat, no evidence of a credible threat, and the caller wanted to remain anonymous due to being, you know, a close neighbor and a prior history with the family."
- " I asked Deputy Eason if he thought it would have been reasonable to document the information he obtained in an incident report, and he replied, "With the information at that point, no."
- I asked Deputy Eason how he would handle a similar situation in the future and he stated, "Well, with everything going on in the media now, you know, we do event reports on that."
- Deputy Eason confirmed that now, because the Parkland incident shooting happened, he would complete an incident report, as a precaution.
- Deputy Eason was asked what he considered a credible threat and Eason replied, "A credible threat if there's evidence supporting the carry-out of a threat. Like, if somebody says, 'You know what? I have a gun,' you know -- boyfriend, girlfriend, it happens all the time. They say, 'I'm gonna come to your house and shoot you,' that's a credible threat. If someone comes there saying, you know, that, you know, 'I'm in fear,' but they didn't make a threat. They said, 'You'll be sorry.' That's kind of vague. But you have to have, you know, a cre-, you have to have an apparent ability to do so, and the item to carry out the crime or the incident."
- I viewed Deputy Eason's personal phone records from the timeframe around February 5, 2016, and confirmed that he did not have any telephone call or text contact with Deputy Peterson for the two week period after that date. Eason declined to provide me with a copy of the records, due to privacy concerns.

END OF REPORT.

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I, THE UNDERSIGNED, DO HEREBY SWEAR OR AFFIRM, UNDER PENALTY OF PERJURY, THAT TO THE BEST OF MY PERSONAL KNOWLEDGE, INFORMATION, AND BELIEF, I HAVE NOT KNOWINGLY OR WILLFULLY DEPRIVED, OR ALLOWED ANOTHER TO DEPRIVE, THE SUBJECT OF THE INVESTIGATION OF ANY OF THE RIGHTS CONTAINED IN ss. 112.532 AND 112.533, FLORIDA STATUTES.

THE UNDERSIGNED INVESTIGATOR ACKNOWLEDGES THAT THE FOREGOING REPORT CONSISTING OF **19** PAGES, EACH OF WHICH HAS BEEN INITIALED BY THIS INVESTIGATOR, IS A TRUE AND ACCURATE REPRESENTATION OF THE INVESTIGATION CONDUCTED.

Sgt. Hector Oliva #10526 — 5-31-18

INVESTIGATOR — CCN — DATE

THE FOREGOING REPORT HAS BEEN REVIEWED AND APPROVED BY:

Lt. Barry Lindquist CCN 13979 — 5/31/18

REVIEWING SUPERVISOR — CCN — DATE

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AXON

Report generated by:

User	Oliva, Hector (10526)
Username	holiva
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	May 16, 2018 6:56 PM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
046f107da329423d833e251d916a845f	17-1802-000525	17-1802-000525 Deputy Scott Peterson.doc	Curcio, John (16048)	Pereira, Duane (17563)	25 Apr 2018 14:29:31	25 Apr 2018 14:29:31	-	BWC: Administrative,DOC: Transcript	Active (Restricted)
92db3e01442a440385fee2a26e048057	17-1802-000525	17-1802-000525 Deputy Scott Peterson.doc	Curcio, John (16048)	Mcclure, Kevin (9171)	22 Feb 2018 12:22:31	20 Feb 2018 15:56:21		BWC: Administrative,DOC: Transcript	Active (Restricted)
abc7645fa36e496f9cd0e98c4788c1e0	17-1802-000525	Deputy Scott Peterson	Curtis, Jeffrey (15795)	Curtis, Jeffrey (15795)	16 Feb 2018 17:02:15	16 Feb 2018 14:02:49	1h 0m	Audio: Transcribe: Yes,Audio: IC: Felony,Audio: Class: Homicide	Active (Restricted)

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Alright today is Friday February 16th, (2016) at 1302 hours. It's going to be a recorded statement with Deputy Scot Peterson.

Q. What's your CCN?
A. 4308

Q. Um... present in these statement myself, Detective Jeffrey Curtis 15795 of the Broward Sheriff's Office and John Curcio, what's your CCN?

Q. 16048

Q. Alright. Um... it's in reference to the homicide investigation at the Marjory Stoneman Douglas High School in Parkland, Florida that occurred on February 14th, 2018. That case number is 17-1802-000525. Um... Deputy Peterson you understand what perjury means?
A. Yes

Q. Raise your right hand. Do you solemnly swear to tell the truth, the whole truth, nothing but the truth?
A. I do

Q. Alright lower your hand. Just state your first name, your last name for the record?
A. Scot, S-C-O-T, Peterson, P-E-T-E-R-S-O-N.

Q. Alright um...we're here to talk about the... the homicide investigation but um... we want to know some history. From our understanding I guess you've had some previous encounter with a Nikolas Cruz is that correct?
A. Yes

Q. Okay.

Q. Alright, first off how... how long have you worked for the Sheriff's Office?
A. Since 1985

Q. Alright. And how long have you been and SRO?
A. At Douglas...

Q. No in... in general.
A. Um... um... 28 years.

Q. Alright we'll won't...
A. Around 28, 29 years

Q. Alright. And now at Douglas how long?
A. Ah... approximate 8 years

Q. Okay. And obviously the incident we're going to talk to you that day, today you were on duty as a Sheriff's ah... SRO ah... at the school?
A. Yes

Q. And you were dressed in the same class, what is that a class B or class A?
A. B

Q. B, uniform that you got on today.
A. Yes

Q. Okay. You remember approximately what your shift was at the beginning of that day? What... what it started as? What time?
A. It started at ah... 0700.

Q. Okay. Alright I guess the easiest way, well not the easiest way but the chronological easiest way is to start off with that day and then we'll go back into you know background and history like that. Alright that day ah... seven o'clock anything at the school ah... first off just educate us on the school policy from the beginning. What time does the student's start arriving to the school?
A. They start arriving at the school probably around seven in the morning, classes don't start till 7:40 so

Q. Okay. Alright and once um... and again I've never been a SRO but I... I spent some time at Plantation High years ago. Um... is there ah... there's not gate completely around Stoneman Douglas, that has to be opened or... or the parking lot is gated.
A. Yes the parking lots are gate, the senior lot not the front...the east side is open

Q. Okay
A. Cause that's for the public and parents to drop off

Q. Okay. So is there a... a time frame when the gate on... on the parking lot side or the parking side is actually opened ah...
A. Yes the senior lot is guarded. There's ah... ah... a security out there to make sure only seniors get in.

Q. Okay.
A. On the... on the north end.

Q. Okay
A. In the morning.

Q. But in the... in the when the school is not open is that... is that like a locked gated parking lot? Or is it...
A. I'm... I'm not sure when it... if the school is closed at night I'm not I... I... I believe they shut, closed all the gates.

Q. Okay
A. You know at the close...at the end of the night.

Q. Alright but bottom line is that east side is an open area. There's... there's no wall or gate or any... (unintelligible)
A. No it's open.

Q. It's... it's... open access other than I think it's berm.
A. Exactly

Q. Okay. Alright um... the... the beginning of the day occurs is there anything unusual as far as ah... any drills or anything like
A. (Unintelligible talking over each other)

Q. In the morning, like say let's talk be... between seven o'clock and noon anything?
A. We actually had a fire drill in the morning.

Q. Okay. And about what time was that?
A. It... um... it could've been around ten o'clock but ah... I'm not sure

Q. Okay
A. Of the exact time because I'm the one who sets the alarm off.

Q. Okay. And again not having any knowledge about what the procedure is when a fire alarm or... or drill occurs tell me what... what the school, what... what the procedure is for the students?
A. Yeah there's... there's an evacuation where they have certain zones where because of the... the size of the campus they have several zones where the kids are directed with the teachers to go into those zones.

Q. Okay. Now...
A. And they... and they all evacuate on a fire drill and go to those areas.

Q. Okay. Now if... if indeed the alarm gets set off on a fire drill or ah... and they're in their classrooms are the students taught to leave on their own to get out or is it like when they're little kids where they all got to line up and the teacher kind of leads them out or is everybody just said get to that... get that zone when the fire alarm is pulled? If... if you know

A. No to the best of my knowledge I'm not sure what their exact procedure is when they are actually are leaving.

Q. Okay.

A. The classroom.

Q. Okay. Alright so you had that and how long about does the fire drill normally take. Is... is?

A. They have a new procedure in place so it... it now is probably took 15, 20 minutes because they now check each of the zones and talk three's like... like a team leader in each one and they make sure everyone is accounted for. So they're new procedure that the school just started this year, it is now a longer processes because they have to go to each the... the assistant principal is on a radio talking to each zone to see if everyone is present.

Q. Okay.

A. So it became a lot longer process

Q. Okay. Alright, so that fire ah... exercise occurs before lunch. Um... lunch time on the campus is... is... are the students free to leave the campus for lunch?

A. No

Q. Okay. So they... they have to stay on campus. Um... alright let's talk about no other significant offense... events occurred at the school and before lunch other than that drill was there any altercations, anything reported suspicious activity anything like that? Before lunch that you're aware of?

A. No. Not that I am, that I'm aware of.

Q. Okay. Alright so now after lunch occurs um... and we're getting towards the... the time frame of the incident, if you can kind of take me back and what we have I believe is a campus diagram since, it's been years since I been up there as well. This is kind of... help me out there

Q. That's the whole campus

Q. Yeah I want whole campus

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A. Yeah this is...

Q. Well it's...
A. This would be heading east.

Q. Okay. So that's west...
A. West, north and south

Q. Okay. Alright, alright so take me back and as you can tell me exactly kind of where you were and when things started happening and...and how you learned about events unfolding.
A. Um... I was over... I was over in building one because I was actually in an investigation cause I... I had... I had a possession of a counterfeit driver's license.

Q. Okay.
A. A... a girl um... I guess they... they... the security had... had ah... found some girls in the parking lot I guess at during lunch time they were in an unauthorized area and ah... school security. I wasn't involved but I guess they searched the vehicle and one of the girls had a counterfeit driver's license I guess out on... out on like in the... in the interior of the car

Q. Okay.
A. So they brought it to me because they... they... they brought me the counterfeit driver's license.

Q. Okay
A. You know to go deal with the girl

Q. Okay.
A. Because she was in possession with a counterfeit driver's license so ah... a matter of fact I was actually um... before this incident occurred. I was... I was trying to get some notes and ah... we had the school call the father and the father was on the way to come to the school to talk me regarding the counterfeit driver's license.

Q. Okay.
A. So I was waiting for the father in building one pretty much for the... for the father to get there.

Q. Okay. Now building one is that where you have an office?
A. Yes, yes I have an office, yes this is building one, I'm sorry is administration building.

Q. Okay. The girl who was the student, who was involved in this investigation do you remember her name?
A. Ah... it's... it's something [redacted] her last name I... I... I'm not sure it was [redacted] or something...

Q. Okay. What we'll... we'll do it is
A. I have it

Q. Once you're leaving we'll... you have to get ah... give you a cell phone, we just need to know her name so that we can you know interview her as far as that investigation. Alright....
A. But just so that you know though they sent her to class, they gave me the thing and we called the father cause I was going to bring them both into the... the father and the daughter together. So I didn't actually

Q. Okay
A. Talk to her at that point yet. I... they just gave me the driver's license.

Q. Alright. And again we just
A. Right

Q. Need to know her specific name
A. No problem.

Q. Alright, so you're in building one and what happens from there?
A. Ah... it was about, two... It was... I know it was... near the end of the day, 2:20, 2:25. I'm...

Q. And what... what... what times does the day end?
A. It ends... kids are... kids leave, last bell, dismal I believe is 2:40

Q. Okay
A. Or 2:39... I believe it's 2:40 though

Q. Okay
A. I... right at that point about.

Q. Alright so it's getting towards the end of the day
A. This... this was kind of towards the end of the day. I was waiting you know, I was taking some notes, waiting for the father to show up and ah... over eh school radio

Q. Okay
A. Ah... one of our security guards ah... Drew Mardina, he... he went over the

air and stated hey I think I hear a firecracker in the 1200 building.

Q. Okay. Now let's cover your... your radio situation, you have a radio that's assigned to you by the Sheriff's Office and you have a radio that's assigned from the school. Who all has access to the radios from the school? What... who... who at the school has radios?
A. (Sighs) mostly it's ah... is the school administration, Principal, the assistant Principals, ah... security ah... basically the... which is the security specialist and ah... the monitors, all the security monitors have a radio

Q. Okay.
A. And then you have various custodial

Q. Okay
A. And you know P.E. teachers and... staff

Q. Are you all on the same channel?
A. Yes

Q. Okay so everybody is on a one channel system. Okay so he says what... what building did he hear the firecrackers?
A. 1200 building

Q. Which is where? Over here.
A. This one

Q. So that's towards the... the north end of the campus.
A. Completely on the north end of the campus, yes

Q. Okay. Alright so what happens from there?
A. So when he sits there and... right when I heard it, I... I run out of my door and at the same time Mr. Greenleaf who is our security specialist who is right adjacent on the other side, he comes running out of this door.

Q. Okay. So let me slow you down a second. When you....
A. So I have my own door where I can get out.

Q. And your door is on the...
A. In...

Q. West side of the building, your fingers correct? Is it on this side of the building?
A. Yes. It's, yeah it's on the... yeah it would've been... it's on the northwest

corner, building one

Q. Okay
A. On the last office right there

Q. And what's the gentleman's name that...
A. And Calvin Greenleaf...

Q. Okay
A. Whose our secure... he's on the... his office is adjacent, right across the hall from mine on this side.

Q. Okay. Alright
A. He has no access out.

Q. Okay. So what.... Go ahead, start.
A. Okay. So I... I run out, when I heard fire, when I heard hey ah... we heard a firecracker in the 1200 I run out of my office and then as I'm running out, Cal... Calvin Greenleaf look... runs out. A lot of time if there's a gold cart right here, we'll just jump on a golf cart and take off.

Q. Right
A. You know if there's any type of incident. We both look, there's no golf cart around us. And I said Calvin I don't know about this, so we both start running.

Q. Okay. And you're... you're....
A. We...we both just start running from about my... right over right by office door, we just start running northbound down this corridor right here.

Q. Okay. Alright and tell me what happens.
A. I... I don't... we don't get probably five steps and then all of sudden the fire alarm goes off.

Q. Okay.
A. At that point

Q. Alright.

Q. For the entire school or just...

A. For the entire school it goes off

Q. Okay. We got to take notes and then I'm going to actually as we're doing

this drawling I'm going to put a little... so we're going now in between these two buildings ah... I'm assuming there's a walk way between where your building is one and heading towards 12 which is up ah... to the north end of the campus and

A. Yes it's a walkway

Q. Alright. Fire alarm goes off what... are you hearing anything at all?
A. Nothing.

Q. Okay, go ahead.
A. Nothing. Just the fire alarm now goes off, me and Mr. Greenleaf continue to run we're running, we're running as I pass the 700 building and I... I know there's doors on the east side to the 1200 building. As I get probably about maybe 10... 10... not even 10 feet from this... this building I hear gunfire.

Q. Okay. Could you tell what floor it was coming from?
A. I... I... I thought it was outside. It was so loud,

Q. Alright
A. And so close I ... I thought it was probably outside. I didn't even think it was even inside the building cause it was so clear and loud at that point I knew it was close to this building but I wasn't even sure if it was in the building, was it outside the building but I knew it was close.

Q. Okay. Now when you actually hear those shots can you visually see the 1200 building?
A. No I... oh yes I was... I was few... a few feet away from it.

Q. Okay.
A. I was only a few feet away from it.

Q. There's a point I'm asking,
A. Yes

Q. That... that's relevant to that. Did you see anything coming from any of the windows significant when you hear those... those shots?
A. No

Q. You don't see any people standing there or see any mussel flashes or anything like that?
A. Nothing.

Q. Okay. Alright once you ah... get closer and you hear those guys... how many rounds do you think you heard?

A. It wasn't many, two, three.

Q. Okay. Alright what happens from there?
A. I stop immediately, right on my BSO radio, shots fired, shots fired.

Q. Okay. And do you see any students or any people around the 1200 building at that point?
A. No, nobody

Q. Okay. What happens from there?
A. I'm yelling shots fires, I'm giving description, telling what building it is.

Q. Okay
A. Three stories, best of my recollection three story building, I'm telling them it's Homburg Road. I... I advise you know shut the intersection down and Homburg and Pine Island.

Q. Okay.
A. Um... at the same time I'm telling Mr. Greenleaf get out, get away, he... he's not armed... he's an unarmed person so I wanted him away from there so I started to tell him get out at the same time I then hit I'm... I'm on school radio scream... yelling lockdown, lockdown code red, code red to... so you know so the school was aware to put the school on lockdown that we possibly have a.... an active shooter.

Q. Okay. Now as you're approaching that building and you're that close and you're doing what you're talking about with... with both radios are you in a position to cover or you're still standing
A. No, no that's where I then realize I'm out in the open in the middle so I... I then go back towards the... right at the corner of the 700 and 800 building and I go back. I bring Greenleaf... I... I bring back over here and I then obviously whip my... whip my gun out. I'm a taking a position on the east side of the doorway. And I can also see down the sidewalk looking out west. I get a good... I get a good two dimensional of... of that whole building at that point.

Q. Okay.
A. So I'm right there. I'm on the radio. I... I can hear the units coming. Ah... and next thing I... while... while I'm keeping an eye on the door in the building I... I don't... no shots nothing anymore. It's quiet.

Q. Okay. So you're right here is what you're saying in this area?
A. Yes I'm right... I'm looking out so I can see the... the door and I can see out here. I... I... I get... I got a good

Q. You can see...
A. Both dimension on both sides of this building.

Q. You can see the south side of the building 12 and you can see...
A. Exactly

Q. The east
A. And I can... and I saw the door. And my concern was because I didn't know if the shots were coming out of the building, or were they coming somewhere out on this west side somewhere cause it sounded like it might've been even outside.

Q. Okay
A. That's why I... you know... I went back to this corner at this point.

Q. Okay
A. And while...

Q. I'm with you. Alright you... you taken a position where you're having an advantage of having of being able to watch the... the... the best you can, two sides of the building at least from where you're at
A. Exactly

Q. Okay. Alright what happens from there you're... you're hearing nothing other than marked units starting to come towards to you
A. I'm keep... I'm keeping cover on the east side of the building to keep them cover with my firearm directed towards the doors, possible with an anticipation if maybe the... the if the shooter or whoever it was which someone maybe was going to come out of this door.

Q. Okay.
A. As I waited I... next thing I know I can see an officer running... running right up in a parking lot running up to a tree right over...

Q. Okay he's coming from the east side
A. Yes. And I... I knew... and it was... I knew the officer.

Q. And who was it?
A. It was Coral Springs Tim Burton who's an SRO.

Q. Okay.
A. And it... Tim had long gun on him.

Q. And he's in... he's in Coral Springs
A. He's...

Q. Complete uniform...
A. Yes

Q. Uni... okay
A. Yes

Q. Alright what happens from there?
A. And he runs up by the tree and I'm just telling him you know I heard... I heard a couple shots, haven't heard anything since and he's just taking over by you know behind the tree. I'm taking cover here. And units are now starting... you know no more gunshots and units are starting to come in.

Q. Okay. As the other units start to come in, what do you see and... and what do you do?
A. Well as the units starting coming in, the first units are coming in saying hey there's someone shot over by the football field. You know I know where the football field is, it's quite a distance from this building. So when I started hearing they talked about ah...ah... victims over by the football field. In my mind I was kind of... is he maybe running towards that... maybe he's not even in this building. He might be somewhere way out over here. I mean in my mind I didn't obviously didn't know you know where this shooter was and then I started wondering if he had fled west bound at that point because they were talking about people injured near this football field which is quite a distance from the building.

Q. And now the people who told you that were those students or were they...
A. Deputies. Those were...those were people... those are deputies that were getting on the scene that were you know getting all on the radio

Q. Okay.
A. And you know claiming, you know talking about you know ah... gunshot you know victims.

Q. Okay. What... what happened from there?
A. Um... from that point ah... a couple more, Lieutenant Devita from Parkland showed up and another person and at that point I was like you know what there were only a couple guys by this door so I ran from cover here I ran up the doors over here, up right up to the building.

Q. Okay. So you...
A. 'cuz I wanted some more support you know over at this... over by the door

Q. Okay
A. So I ran from there I ran up to the doors.

Q. Okay.
A. Where they were....

Q. Even though you're using the finger, I'm going to stop you
A. Yes

Q. At different points just so we can clarify for the statement. So you left the position the cover you had between the seven and eight building, and you ran up to the 12 building.
A. Correct

Q. By the... by the door of the door on the eastside.
A. Yes.

Q. All right, so go ahead.
A. Yes, then when I got over there were um...there were a couple of Coral Springs they—they looked like they were S.W.A.T. personnel and---and a few minutes later they had four that appeared they were S.W.A.T. Coral Springs. They might not have been but there were Coral Springs officers um...one—and someone asked "hey anyone have a key", I stated "I got keys" um...one of the officers took my keys and they started to proceed to go up the stairwell.

Q. Okay, stop for a second. Now we're talking about keys. On a building—let's talk about building 12 or any building on campus access once the students are in the room and having class are the doors locked so that people can get out but they can't get in is---is that—or—or (inaudible)—
A. To the best of my knowledge they're open—

Q. Okay, so---
A. ---and they don't lock.

Q. The—the key and door you're talking about why—why did that door you need a key to get in?
A. I wanted them to have keys to the classrooms---

Q. Okay, but—
A. --to get into the classrooms.

Q. They—they were saying keys; they were talking for classrooms---

A. Right, right.

Q. --not the—not the building itself?
A. No---

Q. The building—
A. --we had the doors opened already.

Q. Okay.
A. The doors were opened.

Q. All right, so Coral Springs units whatever they are dressed like S.W.A.T. they went inside and—and what happened did---
A. Right.

Q. --did you go into 12 at all?
A. No, because—no.

Q. Okay, now did you ever see you know while everybody is starting arrive did you ever see any of the students leaving building 12 at all?
A. Yes.

Q. Which---which—were—were they all the doors or---
A. No, they were—they were evacuating and they were telling them to---they were taken out and they were—the kids were going out towards the parking lot—

Q. Okay, but that's when the officers—
A. --when the officers came---

Q. (inaudible)—
A. --but we didn't see any kids, no, when I was on the scene there were no individual kids running out, none.

Q. Okay, so there was—there was no kids that ran out to say to you guys, hey, there's a guy up there or anything of that—
A. No.

Q. You didn't see any kids until people started being evacuated by the police?
A. Yes.

Q. Okay. All right and um....like I said we're going to do this in a kind of a two parts situation here. Anything else?
A. Well, yeah then at this point when I gave them my keys I know we have

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video so I'm on the school radio telling "get someone in the camera, get me somebody in the camera room because I—I want---I said "we can find where the shooter is" 'cuz at that point we still didn't know if he was in the building so I'm on the school radio, I'm telling my assistant principal—I'm going "Jeff get to the camera room, go find—look on the video see if you can see anything, see if you can find this guy."

Q. Okay.
A. And he gets on the radio and says "okay" so he obviously went to the camera room and they—and then he started you know obviously reviewing the video.

Q. Okay.
Q. Who reviewed the video?
A. Assistant Principal Jeff Morford.

Q. I got his statement already.
A. And Kelvin Greenleaf.

Q. Okay.
A. Um-huh.

Q. Now when you're saying he's reviewing it he's not watching live he's reviewing it as the—the event had already occurred or he's reviewing it live?
A. No um...it already had occurred—

Q. Okay, so he—he—
A. --he's going back on the video.

Q. --he's—he's not—he's not reviewing it because where he can give you intel as to where the guy is right now. He tell you where the guys was and where he may be left from.
A. Correct, that was what I was asking.

Q. All right, that's—I mean there was nobody who was monitoring the even live and in contact with you saying, okay, this is in progress, live, he's on this floor or anything—
A. No.

Q. --it was all after the fact review that you're being told where he was when it occurred?
A. Correct.

Q. Okay, that's good. All right, anything else about the even itself?
A. After speaking and relaying the information and what I was receiving---

Q. Okay.
A. --I was relaying it to Coral—Coral Springs and BSO who were at the door with me 'cuz our radio—keying the mic were—we weren't—I wasn't getting on at all 'cuz every time I was keying the mic it was you know---it beeps because there were so many people trying to get on so I had Coral Springs and some of our other S.O. guys they were getting on the radio to put out the description. Once I started getting the description that they were giving me I was putting out because I—we had other personnel right at the door; they were getting it out--

Q. Okay.
A. --to everybody.

Q. All right, the event itself can you think of anything Jeff I haven't asked?

Q. What was the description of the subject that was given to you?
A. It was um....a male burgundy shirt, black pants, black cap.

Q. And you got that description from a vice principal—
A. Correct.

Q. --watching the—the video?
A. Correct.

Q. Okay, did he specifically give you name?
A. I asked him "do you know who it is, do you know who he is" and they---and said "I think it's Cruz."

Q. Okay.
A. And I said "Nikolas" and he goes "I think it's Nikolas Cruz" and I asked him "are you sure, are you sure", he goes "no, I'm not sure Scot but I think that's who it is."

Q. Okay, all right. Anything else you can think about the actual incident that we haven't asked you or Jeff that I haven't asked you want to put in about the.

Q. No, I think you—sounds good.

Q. That's the perfect spot to move into the next thing. When he says "Nikolas Cruz or Cruz" and you provide him the first name let's talk about Nikolas

Cruz. How long have you known Nikolas Cruz?
A. I think the first time I met him was in 2016.

Q. Okay and he was student at the school, correct?
A. That's correct.

Q. Okay and if you could just start me off with background we're going to do it chronological, how you first meet him and what circumstance it's under.
A. I believe the first time I met him was back in September of 2016 when I—when I received information that—um...from a—I believe it was a—a teacher who stated that another student had went to her and said that another student named Nikolas Cruz had drank gasoline a couple of weeks prior, that he had drank gasoline.

Q. Okay and when you say another student she's referring to this guy?
A. Right, she—she didn't want to give me the name like anonymous she'd like I guess didn't want that other student kind of involved so she just was concerned about Nikolas Cruz.

Q. Do you remember which teacher that would have been?
A. Yes, I did a report on it.

Q. Okay, we're going to get a copy of that you don't—you don't mind, can I get a copy?
A. Oh, of course.

Q. All right and just for the record since this on a taped statement, report #17-1609-001610. All right, go ahead on—that's the first contact. Tell me what you did in reference to this first contact with this complaint.
A. Um...at that point when I heard that possibly that he had you know drank gasoline and—and it was a few weeks prior um...I—I talked with the school and we I guess agreed to have [redacted] come out and—and interview him to see if you know if he should be [redacted].

Q. Okay and—and when you talked to the school who—who in particular do you remember if you talk to?
A. I don't know if it was—I believe it might have been Maryann Dubin or a lady name I think Erlick (phonetically spelled). I'm not really sure which one they're two—they're both like social workers at the school.

Q. Okay.
A. But I'm not really sure at that time exactly which one it was but um...I—I had spoken to them and you know and I thought the best course of action at that point was to, let's get [redacted]

[redacted].

Q. Okay and the report not only talks about ingesting gasoline but also talks about the fact that [redacted] in the past.
A. Yes.

Q. Okay, now before this report and that name—you didn't even recognize the name, Nikolas Cruz' meant nothing to you?
A. His brother did but him I don't believe so.

Q. Okay. All right, in reference to this go ahead on chronologically what happened if—from your involvement I mean what—what happened on this?
A. On this case—

Q. Yeah.
A. --from the best of my recollection is that [redacted] came out and they stated he didn't meet the criteria for [redacted].

Q. Okay, were you that day when they came out for the [redacted] if you remember?
A. Yes.

Q. Okay and that's all covered in your report um....who actually came out from—from [redacted]?
A. Yes.

Q. All right—all right, so [redacted] and based on um....their expertise they felt that [redacted] and he—he remained a student in good standing from the day of this initial report through that evaluation period of time. He was still a student at the school?
A. Yes.

Q. Okay, what—what happens next chronologically as far as of your knowledge of him?
A. I—I don't—I don't recall having a lot of you know phys—you know interaction with Nikolas.

Q. Okay.
A. I um....I remember I had spoken to him with Mr. Greenleaf regarding the backpack.

Q. Okay.
A. And this was kind of all at the same time 'cuz Nikolas got—I guess they brought him down to the office 'cuz he had a backpack with Swastika on—

on his backpack.

Q. Okay.
A. And a racial slur on the backpack.

Q. Right.
A. And um…I actually was speaking to him about you know how, you should not be doing this and---

Q. Okay, how—how did you first—if you remember how did you first learn about that?
A. I think Ms—I—I---the best of my recollection I think Kelvin Greenleaf came to me and said, "okay, now we—we got you know Nikolas Cruz and he's—you know he's got this backpack."

Q. Okay and that would have been after the September 2016. Do you remember about when that was---about—
A. No, I don't know I think it was around—it had to be prior to the incident with the [redacted] because I have it in the report so—but I'm not sure exactly when that was.

Q. Okay and in reference to that complaint or whatever with Swastika on the backpack did you—were you aware or did you participate in anything that occurred as far as that event?
A. I think for the most part it was more just a conversation with him---

Q. Okay.
A. --and um…you know, don't do this and um…I also—I believe he had drawings---

Q. Okay.
A. --I believe he had like drawings of firearms like in his notebook.

Q. Okay, but when—when that complaint gets made about the Swastika is—is it just you talking to him handling it or is it somebody from the school and you and—
A. It was Kelvin Greenleaf the security specialist—

Q. Okay.
A. --and—and me, I—I'm not really sure if anyone else was in the room at that time.

Q. Okay, now when something like that happens and—and Kelvin has to take some kind of counseling or some kind of corrective measures do they

normally do paperwork on their end um...for that you know type of incident (inaudible) as minor as maybe what you're describing?
A. Yes.

Q. Okay, so they do a form of school board paperwork as well?
A. Yes.

Q. Okay and the outcome of that if you remember was—was what just basically don't do, it's not a good idea and—was he suspended or—
A. I—I'm not sure if the school actually disciplined him for that---

Q. Okay.
A. ---but you know I know had a con—I clearly remember having a conversation with him regarding that.

Q. And to your—you know going back remembering something from a couple of years ago you think there may have been some drawings of guns but you're not sure?
A. I believe—I believe there were drawings you know that he—that he had in a book.

Q. Okay and when you say drawings of guns are they just pictures of guns or are they pictures of people with guns doing something or—
A. I think they were just hands draw—hand drawings of maybe some guns if---if—it was so long ago I don't really even remember what they were but it was just something with guns.

Q. Okay, but nothing specific where somebody with a gun is doing anything?
A. No.

Q. Just guns?
A. Yes.

Q. Okay, chronologically the next thing you remember or next event.
A. There—there came a time when—when they wanted um...Nikolas Cruz—they were—they were going to let him stay in—they were letting him stay in the school but it got to the point where they were concerned about him and they—the school had made a decision that he can—he can still attend Douglas but he couldn't have a backpack—

Q. Okay.
A. ---anymore.

Q. And why was that?

A. I think they were just concerned, they were—they were just concerned that you know because of just um…his interactions and you know how—you know how he was that I think they were just concerned so they—they didn't want him to carry a backpack.

Q. All right, now who would have been making those decision, Kelvin Greenleaf again or I mean—that you're aware of who—
A. No, that—that would have been---I believe that was with the social workers, Maryann Dubin, the---the lady named Erlick I believe um…and Jeff Morford, the assistant principal---

Q. Okay.
A. --I think those were the ones---it was a school based decision that—

Q. Okay and if you know and you may not know, were they concerned because he wouldn't take things like the Swastika off his backpack or his racial slurs off his backpack or they were concerned because he would have the access to conceal something if you know. You may not know.
A. I don't—I don't know why.

Q. Okay. All right, but that was their decision on the school board level which—did you ever see any paperwork done on that particular issue which would have explained maybe any school board paperwork?
A. Well, the school did—um…was—did a threat assess—I remember the school board district did—did a threat assessment on him as well.

Q. Okay and about when was that you think?
A. I think it was the same time during the [redacted] so I believe it was like September 28th that they---

Q. 2016?
A. Yes, that they—the school conducted their threat assessment.

Q. September 28?
A. Yes.

Q. And who in particular does the threat assessments if you know?
A. It's usually um….a sec—some select members that the school district—

Q. Okay.
A. --um…gets together to evaluate; there's a protocol and procedure on what they do.

Q. Okay, but you have no idea on this particular incident who would have

been on the threat assessment?

A. I'm—I'm not sure and I don't even—I don't even recall if I was---sometimes I even sit in just to listen. I—I don't even recall if I even sat in but I—I do remember he had a threat assessment done on him from the school.

Q. Okay, other than the—I mean the incident with the gasoline, we have the incident with the Swastika on the backpack those two incidents itself is that normal um...not that I'm saying enough but would those two events normally prompt a threat assessment or—or were there other incidents maybe that you're not aware of um...that would have been added to it that it would have prompted them to the level of making a threat assessment?

A. No, I think just the mere fact if—if the school believes that there's any type of issues like maybe with firearms or something that there might even be a concern sometimes they'll start a threat assessment just to see if they can evaluate the student so see if there's any credibility---

Q. Um-huh.

A. --but I'm not—I'm not really sure if they had anything concrete or solid that you know regarding the exact reason I think they just you know decided after the incident with the um....you know with the drinking the gasoline and things like that they wanted to you know pursue something further on him.

Q. Okay, once the threat assessment was completed were you ever shared or do you remember what their assessment of him was?

A. No.

Q. Okay. All right, after that threat assessment occurs chronologically what—what's the next thing you remember about Mr. Cruz or the---

A. I—I think back it must have been February of 2017 I think it got to the point that you know the—the school you know was looking for alternatives what they---you know could they place him in another type of setting.

Q. Okay.

A. And um...you know and—and Nikolas was ESC student---

Q. Okay.

A. --so you know they—they different (inaudible)—they have different kind of like of duties and responsibilities for the ESC students and—and from the best of my knowledge from I recall I think the social workers and the—the administration I think they had enough that they wanted to put him in like an alternative type of setting—

Q. Okay.

A. --alternative school.

Q. Okay.
A. And the problem was um…Nikolas was a 18 so from—from the best of my recollection was Nikolas could make the decision to no longer be ESC student.

Q. Okay and since—again, this is going to be a statement that people review what ESC student?
A. That's an exceptional—exceptional student um…those are—they can be students, they either sometimes have a very, very high intellect or they could have a possible emotional problems it runs the—the [redacted] from one aspect of you know needing services because maybe they have some emotional issues or things like that. It even could be physical issues um…all the way to like [redacted]

Q. I was just going to say [redacted]
A. Right all the way up to that they're you know have a very, very high I.Q.

Q. Do you know in particular why he was um…designated as that type of student?
A. No.

Q. Okay. All right, so they decide their going to possibly place him in alternate school but they're—you know he's got the right to um…um…make his own decision 'cuz of his age. Do you know what—whatever happened or---
A. Yes, um…well, what I heard was he decided he—he wanted to I guess take his ESC you know status away 'cuz—and I guess what I heard was that 18 I guess they could do it on their own so he decided he would no longer be an ESC student.

Q. Okay and do you remember who you heard that from?
A. I believe that was Assistant Principal Denise Reed.

Q. Okay. All right, so with that that would give him the choice to stay at the school?
A. Correct.

Q. All right, what happens next chronologically?
A. Well at that point when we heard that um….Jeff Morford, the assistant principal you know he started to talk to me about Nikolas and like what other options there were, you know, where—where could he go and um…you know and Mr. Morford kind of said, you know maybe we can get him to go night school 'cuz 18 you know he didn't really need to Douglas

anymore you know—

Q. Right.
A. --he could get his education somewhere else and Mr. Morford you know made the decision to bring in Nikolas and see if he could have him you know decide on his own to go to um...you know a night program instead of attending Douglas.

Q. Okay, now when that meeting came in where Mr. Morford brought him were you present?
A. Yes.

Q. Okay.
A. And it was a Guidance Counselor Turmain (phonetically spelled) his last name is Turnmain.

Q. Okay.
A. I've got a mind blank on his first name but he was in the office I believe as well.

Q. Okay. All right and—and how does that meeting go? How does—how does Nikolas take that um...suggestion?
A. He took well.

Q. Okay.
A. He agreed to it.

Q. Okay and he agreed to it and about when was that?
A. I believe that was in February of 2017.

Q. Okay. All right, so at –at the time before that he's a full-time student he's taking a full scheduled classes on dayshift but he agrees to go to—to nights for night school.
A. Yes, at Taravella.

Q. Okay, at Taravella. All right, go ahead what happens next chronologically? But he agrees to it, he has no problem?
A. He has---he has no prob—he has no problem with it.

Q. Okay, do you ever hear that becomes a reality that he goes to Taravella and if you don't know something that's—
A. I—I—I didn't—I think maybe six, seven months later and I'm not even sure something was brought up about him and someone said, yeah, he goes to night school still at Taravella but yeah there was nothing—

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Q. Okay—
A. --that I know of.

Q. --was—was that timeframe the last time you physically ever saw Nick Cruz when he left to go to the night school program?
A. Yes.

Q. Okay. All right, any other contact um....where you heard anything about him before or after that period where he went to Taravella?
A. After he went to Taravella?

Q. Anything from students, anything from um....
A. All I heard was something about the mom dying.

Q. Okay.
A. I—I think I heard some—I heard some information that the mother—that the mother had—had passed away.

Q. Now did you ever while you were dealing with him when he was a student did you ever deal with his mother?
A. Yes.

Q. Okay, you remember her name?
A. Linda believe—Linda Cruz.

Q. Okay and—and in what circumstances did you deal with her?
A. Um...I dealt with her on—regarding both the children, Zachary Cruz---

Q. Yeah.
A. --and—and Nikolas so I—I think with Nikolas I mean obviously with the—with the [redacted]–with the [redacted] I believe she came in but she also came in because um...Nikolas wanted to purchase a—a shotgun.

Q. Okay.
A. And—and I advised her that I didn't think any—it was a good idea for anyone to—you know at 18 to even have a firearm.

Q. Okay, we'll talk about Zach at the very, very (inaudible)---
A. No, not Zach, Nikolas.

Q. No, I know but we're going to talk about Zach at the very, very---
A. But that was Nikolas, it was about Nikolas that—that—about purchasing a shotgun.

Q. Okay, now when she, Linda met with you that conversation about the shotgun did that come—'cuz she was in school for something else or she made a trip down to the school specifically to talk to you about his desire to—to purchase a weapon if you remember?
A. I don't remember she might have been there for another reason. I know—I know it wasn't a scheduled appointment—

Q. Okay.
A. ---or anything like that.

Q. Okay, but she showed up, you spoke in person about this?
A. Um-huh, yes.

Q. Okay. All right and—and you remember approximately when that would have been? I think she died in January—oh, no she died in November—
A. I---

Q. --November 1st.
A. --I'm not sure and I would just believe obviously it was in 2017 but I'm not even sure of—

Q. Okay, but was it—
A. --(inaudible)---

Q. --was it while he was still student there or while—was it after he—
A. No, he was—he was still a student---he was still a student there for sure.

Q. Okay. All right, so it was before February um…all right, anything else you learned, anything from any students or any other deputies about Nikolas after he left the campus? Did anybody tell you any stories, alert to any events or anything like that?
A. No.

Q. Um…the um….the one incident that—that I wanted to ask you about was—if I could find it here, any information that may have come in and I'm going to kind of read some of this about a um…a Nikolas started collecting a bunch of guns and knives and he was going to kill himself one day and---do you remember ever hearing anything about something similar to that?
A. No.

Q. No um….and even as crazy as it's about to sound, any information about the fact that somebody reported that he was again collecting guns um…and thought that maybe he was going to become a school shooter or—and in the pattern of the Columbine shootings. Do you remember

anybody ever saying anything like that?
A. No.

Q. Okay um…..
Q. What kind of student was Nikolas?
A. Academically he was—he was—he was an okay student, average student.

Q. Have you—did any of the students ever show any Instagram pictures after he left with anything concerning? Any—anybody ever come up to you and show anything like that to you?
A. No, not that I'm aware of.

Q. Other than the um….times that you've already talked about did—was Nikolas violent or anything against anybody in school or show any aggression to—towards anybody in the school girls or boys?
A. I think there was one time I think Nikolas had gotten like a girlfriend, he ended up like getting a girlfriend, I think she was ROTC---she was an ROTC student, I think he started liking somebody and I don't know how long of a relationship but I think he knew a girl in ROTC and—and I don't usually get involved like with the—with the matter of—of with the school when internal like when you know kids have problems with other kids, they usually don't contact me but—but I remem—I kind of recall he had a girlfriend and I think um…the girlfriend didn't like him anymore and might have—and I'm saying "might" might have said something about "he bothers me" or some—but I—I'm not even really sure it was more of a school issue.

Q. Um-huh.
A. It didn't come across my desk but I—I remember something like that but otherwise, no.

Q. You remember going to where it was girl relationship where he got into a fight on campus with another guy over a girl I mean actually a physical confrontation?
A. I don't ever—I don't recall that and—and fights that occur on the campus a lot of the fights that occur they don't---a lot of times I don't even get contacted.

Q. So----
A. If there's no injuries or anything and I—and if I didn't respond to it or anything a lot of times things will happen and they—the school will internally discipline them for something so—

Q. So there could be a fistfight on school and—
A. And would-----

Q. --security will take care of it, they—they would do their school board paperwork, they may even suspend the kid and you would have no involvement in it at all?
A. Correct.

Q. All right and again I'm just trying to confirm some of the specifics, Edward Eason is he a deputy?
A. Yes, he's a deputy.

Q. Do you know him?
A. Um-huh, yes, he's a Parkland deputy.

Q. Okay, do you ever remember him telling you anything about some contact he had with somebody where he was um....the person um....lived a couple doors down from Nikolas and that Nikolas had a bunch of knives and Instagram photos that were concerning? Do you ever remember Eason talking to you about something like that?
A. No.

Q. No, all right, this would have been around the same timeframe when Nikolas was leaving um...to go to the night school if—if the dates are about correct.
A. (inaudible).

Q. I'm I correct let me just make sure.
A. I don't know.

Q. No, actually this would have been a year before that it would have been like in February 2016 that this may have—you may have learned about this. Do you ever remember that?
A. I---I don't recall it. I don't recall that.

Q. Okay. All right (inaudible) did—did um...a student by the name [redacted] is his first name I think it's [redacted] or something like that a black male did you ever have any contact with him?
A. No.

Q. Okay.

Q. Do you know much about the ROTC program at the school like—
A. I know where they go.

Q. ---like where they're kind of like training or anything like that?

A. Yes.

Q. What kind of training do they do on the school—
A. They do military drill training.

Q. Um-huh.
A. They also do marksmanship training.

Q. With real guns or fake guns or pellet guns or whatever?
A. I think it's pellet, I believe it's—it's pellet.

Q. Do they do it on—on campus here or do they go somewhere else to do it?
A. I know there was a time that I believe they were doing it like in the gymnasium but I'm not real---I think that was years ago but I'm not really sure if they still do it in the gym or---

Q. Um-huh.
A. --they go somewhere but I know marksmanship is part of the program.

Q. All right and you said he was part of the junior ROTC program, right?
A. Yes.

Q. Do you know how many years?
A. Like I—I think for all the time I knew him I believe he was on ROTC. I'm not sure if he started there and as a freshman in ROTC but in 11th grade he was.

Q. All right, do you remember the girl that he might have had a crush on?

Q. If I told you a name would it stir your memory?
A. I might have a note---

Q. Okay.
A. ---a notation on it um....I just have girlfriend—I just noted girlfriend as of now I don't—

Q. All right, these—what you're referring to now is you actually have notes on him that I guess you had at the school?
A. Yes.

Q. Okay, once we're going to—if you don't mind (inaudible) maintain those as an actual piece of evidence on the case we'll actually—what I'll probably do here is we'll let you make copies of it and we'll put the original into evidence on our end.

A. Okay.

Q. Um…but you don't remem---if I told you a name you think—would a girl named [redacted]?
A. That—that sounds like it might have been a girl named [redacted]

Q. Okay.
A. Um…

Q. But you're not sure.
A. But no, not sure of at all.

Q. Okay um….go head, you have anything else?

Q. Not yet. You're about done?

Q. Well, I mean if you can think of anything else on the background and towards him?
A. You know I—I had very few physical contacts with Nikolas you know during----during the time that he was there, you know, that he was over at the school.

Q. Okay.

Q. Okay, his brother's name is Zach—Zach, right?
A. Yes.

Q. And we had a conversation, me and you the other night at the school right when I was in the video room—
A. Yes.

Q. ---reviewing video and I remember you telling me that Zach was a thief on the school, is that correct?
A. Correct.

Q. And then you—and then you said something about um….Zach---not Zach I'm sorry, Nikolas---I remember you telling me the other day you said Nikolas made your hair stand up on the back of your neck. Explain that to me again.
A. When—when I would---when I would speak to Nikolas Nikolas always um…he had that---he had that like stare like he---he was looking through you---

Q. Um-huh.

A. ---when---when he would make eye contact. Nikolas was the kind of kid he would kind of look down, he wouldn't make eye contact at all but when he would look at you and I would confront him, I'd go "hey Nick look at me" you know he'd look at you but it's like he wasn't—he was somewhere else so I always had that concern because I've been dealing with kids a long time and when—when I have kids that when I'm speaking to them they don't seem like they're really comprehending everything that's going on I always---I—I worry about that you know so that was the part when I—when I you know—my attitude with Nikolas was I tried to get through the helping you know like I want—what can we do to help you Nick, you know that was--

Q. Um-huh.
A. --that was kind of our game plan at the school was 'cuz we know he was kind of like an outcast, we—we—his demeanor was always—wore a hoody, had a camouflage jacket, his head would be down so you know—our attitude was, let's see if we can talk to him like, hey Nick you got a problem come see us. You know it was more we—we were trying to get him to understand that you know if things are going wrong or things are going bad he come speak to us so—you know I mean I think that's the game plan even in my approach with him you know was always you know, what can we—you know can we try to help—you know help him in some way that's---

Q. As far as that stare that you're referring to his position—his attitude towards positions of authority um...was he always respectful when he talked to you?
A. Yes.

Q. But even that state that you're talking about could he have been just indifferent like sometimes I'm the father as well of children who raised and when I would sit in front of them and tell them stuff they just didn't want to hear what I wanted to say so they sat there and listened to me but they had in the back of their minds the indifference of you know it doesn't mean he—he um....had some kind of a—a comprehension problem he just didn't want to hear what you were saying even though he was respectful enough to listen to you?
A. Yes, correct.

Q. Okay, so it didn't mean—it didn't really mean that he had some kind of deficiency it could have been—
A. No, I—I---he might have been just ignoring me.

Q. He may been indifference towards you.
A. But I know but I just said he just stared he might have been just ignoring

everything I was just trying to talk to him about.

Q. Right, did he ever tell you what—what his goals in life were when you had any of these conversations with him? You know like young kids are always talking about what they want to be in life.
A. I think he—I think there was—I think I talked to him and I think he---you know he did mention the military.

Q. Yeah.
A. You know he was in ROTC so I—I think he you know he thought about it.

Q. Did he ever ask you anything about like your firearms or anything?
A. No.

Q. Did he ever show any interest like say, hey what kind of gun you have or anything like that?
A. No.

Q. All right. Okay, now let's just cover briefly Zach you said he was a thief. What other kind of problems did you have with Zach?
A. Well I remember the first—I met Zach I mean he wasn't even at the school very long and I—I think he had stolen a skateboard.

Q. Okay.
A. Was one of the first few days of school when—when he first got there. It think he was a fresh—I think he was like a freshman and he'd stolen a skateboard right out of a um....we had an area where they kept the skateboards and he had stolen a skateboard and we—they captured on video so that was—that was my first contact with anybody of the Cruz—of the Cruz' was with Zach.

Q. Okay.
A. So I dealt with him there and then he stole some ice cream—

Q. Okay.
A. --out of a freezer you know they were just kept you know—

Q. Did—did Zach and—did Zach and Nick hang around together or—
A. No.

Q. --did they have any type of close relationships or mutual friends that you saw?
A. I don't believe so, no.

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Q. Okay.

Q. I have one more question about February 14th the day of the incident. You know I'm going to go backwards. At any point in time on the school radio prior to him hearing the fire work or anything like that did anyone come across the radio with the name Nikolas Cruz or because he shouldn't be on the property or anything like that?
A. No, I did not hear that at all, no.

Q. But I'm glad you actually went back to that. School procedure, code red, tell me how that happens. You say it on the radio; is there something that goes over the—the---the whole---
A. Yes, when---

Q. ---tell me how it happens.
A. When we do a code red usually the procedure is if anyone on the radio goes "code red" administration will immediately get on the P.A. system who's ever over at the administration and will announce a code red which is means a complete lockdown of the school.

Q. Okay and when—when the administrator announces it goes over all the systems in every classroom or every building or everything?
A. Correct.

Q. Did you ever hear it come across the entire school system other than you yelling it?
A. No.

Q. Okay, so you don't know if it got to that stage. You—you did it over the radio um...but you never heard like the—the whole school go into the code red um...
A. No.

Q. Okay.

Q. Let—let me ask you this on a code red the teachers lock their own doors and stuff or is there a button that you could push like in the office to like lock door and unlock doors?
A. No, the teacher have—we have the—the policy is we try to educate the teachers, we—we tell then always keep yours locked, secured um...that's so---we're always anticipating that most of the doors are—will be already locked at that point but there's no manual system we just—they just go and if their door would be opened they would immediately lock the door---

Q. And other than---other than locking the door what is the next procedure for a code red, what they—what is the procedure?
A. The—the teachers would usually um....it's pretty much try to move your students away you know if you can get them away from the door, any glass you know some teachers would turn their lights off---

Q. Okay.
A. ---it's just basically stay in the room, do not open the door for anybody---

Q. Anything about barri—barricaded doors with furniture or anything like that or—I mean just—we're talking about not what each individual may choose to do but is there like a---a school set protocol?
A. Well the um...the school system has an active killer training going where I'm—I'm an instructor---

Q. Okay.
A. --we---we're almost finished with the elementary schools and what you're talking about is we're teaching all the teachers how to barricade the rooms on a code red. It hasn't reached the high school level so they haven't been trained through our presentation but I know Stoneman Douglas as a matter of fact recently in the last couple of months they actually I think had like an—kind of like a teacher work day where they were um...someone from the school district, I think Butler, Detective Butler I think he actually came in and talked about code red and things to do so I think they kind of did their own kind of little training not that long ago regarding what to do in a code red.

Q. But is it like a written go by that each teacher gets that this is—this is what you're supposed to do?
A. No, there's not, it's not—it's not written---

Q. Okay.
A. ---but we train---you know we just try to train them because every circumstance would kind of be different---

Q. Okay.
A. --with the rooms and everything.

Q. All right and the students themselves do you know if they've been taught procedurally when a code red what—what they're supposed to do?
A. To the best of my knowledge the—the teachers are supposed to convey you know on a code red that you know—

Q. Okay.

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A. --obviously to stay inside and---

Q. But—but there's never set like training where all the—all the students in the auditorium or whatever this is procedurally what you're supposed to do?
A. Not that I'm aware of.

Q. That's all---that's all we're asking is if you were aware.

Q. I got one kind of thing—one final question.
A. Sure.

Q. If the fire alarm is going off in the school can the P.A. system override that noise?
A. I believe it can but on that—on that day I don't recall the alarm being on very long. I—I'm thinking back I didn't hear the alarm continuing so I'm not sure how long that actual alarm audible was on 'cuz usually someone has to manually either shut it off from—you know from the administration building---

Q. Um-huh.
A. --but looking—thinking now as you're saying it I don't recall—I don't because it would have been loud and I don't remember that alarm continually going off you know during—while you know I was calling for backup I might have just not heard it my-----you know my audio but I—I don't know how long it was even on.

Q. Okay, anything else on any topic of background, the day of the incident, anything we failed to ask that you feel is important? I'm going to show a picture. We showed you a picture with Jeff—you have—you have your own picture in front of you on you—on you records which we're going to make a copy of.

Q. So I'm just going to show picture; who is that?
A. That's Nikolas Cruz.

Q. You want him to sign it or anything?

Q. Yeah, you might as well. Just (inaudible).

Q. Yeah, just sign the page and put today's date.

Q. This I don't need I don't think. Is that anything of relevance for me to copy?
A. No, that was it. I tried to look to see if I had other contacts where I could see but—Put on today's date is the um...what are we on now?

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Q. 1616.

Q. And put 2:02 p.m.

Q. All right um....

Q. And you want a copy of that report right there don't you?

Q. No, I actually have it.

Q. Oh, okay.

Q. I just wanted to read it I have it.
A. Oh, I can get it I'll make copies—

Q. That's fine.
A. --and you can keep it.

Q. All right, go ahead and conclude it.

Q. All right, the statement will conclude on February 16, 2018 at 2:03 p.m.

AXON

Report generated by:

User	Oliva, Hector (10526)
Username	holiva
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	May 16, 2018 6:53 PM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
a9f80269e13942a1bd0fad503e1bab73	17-1802-000525	17-1802-000525 - Eason, Edward.doc	Curcio, John (16048)	Pereira, Duane (17563)	25 Apr 2018 14:29:32	25 Apr 2018 14:29:32	-	BWC: Administrative,DOC: Transcript	Active (Restricted)
1bf0c0e1cf7e4c92b36d7292fe57a7e0	17-1802-000525	Edward Eason	Wallach, Melissa (17289)	Wallach, Melissa (17289)	16 Feb 2018 14:15:18	16 Feb 2018 13:59:33	12m 37s	Audio: Transcribe: Yes,Audio: IC: Felony,Audio: Class: Homicide	Active (Restricted)

EOG-02799

(TALKING IN THE BACKGROUND).

Alright, my name is Sergeant Jonathan Brown, the Broward County Sheriff's Office, Homicide Division of the ah Criminal Investigations Division at 2601 West Broward Boulevard, Ft. Lauderdale, Florida. Today's date is February 16th ah 2018. The time is now 1400 hours. The statement is being taken at the Public Safety Building. This is reference to case number 17-1802-000525. Ah it's a School Shooting that occurred on February 14th, 2018 around 0221 hours. Ahm the address of the school it's ah 5901 Northwest Pine Island Road, Stoneman Douglas High School in Parkland, Florida 33076. Ah this is not directly related to the incident, but it is a historical ah investigative ah findings ah statement. My CCN is 11100.

Q. Ahm Deputy state your name?
A. Edward Eason, E A S O N.

Q. And your CCN?
A. 10558.

Q. And where do you work, sir?
A. Ah City of Parkland, BSO.

Q. How long have you worked there?
A. There approximately five years.

Q. Okay, how long have you worked for BSO?
A. I am in my eighteenth year.

Q. (Nineteen) years, okay. What's your job at ah Parkland?
A. Currently road patrol.

Q. Okay, well what has your job been while you've been in Parkland?
A. Ah I've had road patrol and I've worked in ah as an SRO periodically.

Q. As an SRO?
A. Yes.

Q. Okay, when is the last time you were an SRO?
A. This year the beginning of this school year for the first maybe two months

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at West Glades Middle school.

Q. At West Glades?
A. Yes.

Q. Okay, ahm back in 2016, February 5th to be exact where were you working?
A. Um I believe Parkland. I spent a little time in Deerfield ah but I believe Parkland at that time.

Q. Okay, what what did you do then?
A. In Deerfield?

Q. No, in Parkland?
A. Oh in Parkland at that time probably road patrol.

Q. Road patrol?
A. Yes.

Q. And did you wear a uniform?
A. I did.

Q. Okay, did you drive a marked unit?
A. Yes.

Q. Okay, did you – how did you ah get, how did you get dispatched your calls at that time?
A. Over the radio.

Q. Over the radio, okay. Did you, also, get (unintelligible) to your computer?
A. Yes.

Q. Okay, what's that system called? Do you -
A. The CADD.

Q. Yeah, a lot of things I'm gonna ask you, and -
A. Yeah.

Q. it it seems simple, but we have to go over the process trust me. This this investigation is is is far reaching. It's it's very very in-depth and encompasses a lot. Okay, as you know it's regarding the shooting of the seventeen ah people at the school.
A. Yes.

Q. So, ahm the purpose for for this investigation and this statement actually is

EOG-02801

to go back and figure out what happened. Okay, going all the way back alright?

A. Uh huh.

Q. Ahm everybody's getting talked to, okay. Ahm do you actually remember a specific call, and I'm gonna let you read this that you received. Ahm take the time, and I got the CADD Event Report in front of me. It's ahm dated February 5th, 2016 around 11:44 ahm is when the the call came out. Take a look at it. Tell me if you remember it. Um -

A. I do not.

Q. You don't remember this?

A. I don't remember it.

Q. You don't remember this call to service to you at all?

A. No over two years ago I I don't remember.

Q. Okay, and this didn't refresh your memory?

A. No.

Q. Okay, alright, how many calls do you usually get a day in Parkland?

A. That could be personally could be anywhere between between calls and back-up for calls anywhere between one and twelve to fifteen.

Q. Okay, do you know ah the SRD at Stoneman Douglas?

A. I do.

Q. Who is it?

A. Scott Peterson.

Q. Okay, and how long have you known him?

A. Since coming to Parkland about five years, approximately five years.

Q. Okay, have you ever come into contact with him on any ah calls that you received?

A. Yes.

Q. Okay, do you have, do you remember which calls or what the situations were?

A. Ahm I remember a couple of times where there were fights at the school, and ahm -

Q. Okay.

A. had to Baker Act a child. And I went and backed him up on calls.

BSO-02802

Q. Okay.
A. And I was out on this shooting call too. But previously ahm many calls. Road Patrol gets many calls in, involving the school. And we usually contact him immediately if there is a call regarding the the school.

Q. Okay.
A. To let him know, and then he handles it at the school.

Q. Okay, ahm could this have been one of the situations? I'm I'm gonna read the narrative real quick., and then there there is a section on here where it says ah the info was forwarded to ah SRD Peterson at the school on the same day at 12:43:24 ahm and that was ah about an hour after the call came out. The call came out at 11:44. So, is is this a common kind of call?
A. Yes.

Q. Okay, I'm, I'm gonna read it just so we're on the same page with this. Ahm the incident was ah initiated by ah BS Ramos George ah on February 5th, 2016, 11:44:50 hours com., com's son which refers to complainant's son told her that neighbor's son said on Instagram that he was 2016, February 2000 – excuse me, February 5th, 2016, 11:44:50 going to shoot the school and there is pictures of juvenile with guns. This happened about a month ago. Advised subject was expelled from West Lake Middle school and now goes to another school. Ahm possibly a high school unknown. As of February 5th, 2016, it's advised that neighbor lives three houses down from her 1020 on the opposite ah 2016, February 5th. Ah please forgive me. These read very very very rough. Ahm the side complainant is not home at the time. Have a unit 1045 her. Ah female wanted to remain anonymous. Reported a kid name Nicholas Cruz ah Douglas High school has knives and beebee gun in his Instagram photos. No threats noted, and info was forwarded to SRD Peterson at school. Okay, ahm you get a lot of these where where people are calling to complain or make or provide information about a student or an incident related to the school?
A. Yes on social media, regarding social media, yes.

Q. Okay, can you remember how, about how many of these you've ever received?
A. I received directly or indirectly dozens over the years ahm quite a few.

Q. Okay, and ah what's your practice once you get this and it relates to a school? What's your practice?
A. Ah we usually we call the SRO. We give him the information. Ah like anything he does the investigation to his school which he wants to do. He's very ah, he's very into do anything that (unintelligible) with that school

EOG-02803

he wants to do.

Q. Referring to this SRD Scott Peterson?
A. Yes, Scott Peterson.

Q. Okay.
A. So, ahm in that case I don't recall this one, but I would have called him, notified him, give him the information ahm with the complainant. But I believe it said they wanted to be anonymous -

Q. Okay.
A. (unintelligible). Ah -

Q. Right.
A. give him the information and then he takes it from there.

Q. Okay, so (unintelligible) you don't remember this particular call?
A. No, I don't.

Q. Okay, so what do you know that he does with it?
A. Well, I imagine ah investigation with ah the school and him. Ah, you know, I mean, you you know your school. You know your students. You have a history with them. You might have a file. You might, you know, and they know more what's going on in their school. That's why we let them know, and they -

Q. Okay.
A. handle it with The School Board.

Q. When you let them know how how do you do that?
A. Ah it could phone call. Ah usually it's a phone call. If I can get a hold of him immediately and let him know.

Q. Okay.
A. I usually do that while I'm on the call.

Q. Have you ever emailed ah any SRD to include ah Peterson?
A. I have.

Q. Okay, do you remember if you emailed him in this situation?
A. I do not remember.

Q. Okay, what's his response to you that he – what he actually does?
A. Ah he wants the information. He's usually on it. Ahm like I said, he has a

EOG-02804

good ah relationship with the students and staff there ahm and is usually on it. He wants the information ahm and then he'll take it from there.

Q. Okay, have you ever met or do you know of a Nicholas Cruz?
A. No.

Q. Okay, you've never had any dealings with him?
A. No, not that I know of.

Q. Not that you know of?
A. No.

Q. Okay, alright, do you remember, I know you don't' remember this call, but do you remember talking to anybody about this call and and actually calling back?
A. I I don't remember anything about the call.

Q. Okay, okay, do you know – have you ever done follow-up to a call like after you gave it to ah SRD Peterson? Have you ever gone and did additional things or would you do anything additional?
A. It's rare, ah but if he ever needed me to do something off campus, I would do it.

Q. Okay, and has he ever reached out for you to do that?
A. No.

Q. Okay, alright. Ahm do you have anything else you'd like to add to this ah statement?
A. I don't.

Q. Okay, I appreciate you coming in. Ahm has has this statement been voluntary?
A. Yes.

Q. Okay, ahm have you been coerced or ah persuaded or do you feel ahm (dicted?) in any way into this statement or giving this statement?
A. No.

Q. Okay, alright, this is gonna conclude the statement. The time is 1412 hours.

EOG-02805

AXON

Report generated by:

User	Oliva, Hector (10526)
Username	holiva
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	May 16, 2018 7:20 PM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
94d53baa1f3c434fb9a216b550c7a889	17-1802-000525	17-1802-000525[redacted] 1557 doc	Curcio, John (16048)	Pereira, Duane (17563)	25 Apr 2018 14:29:32	25 Apr 2018 14:29:32	-	BWC: Administrative,DOC: Transcript	Active (Restricted)
ecacaf2d9cb3445a807898d59b79e78d	17-1802-000525	[redacted]	Link, Bruce (10154)	Link, Bruce (10154)	20 Feb 2018 15:06:42	17 Feb 2018 10:57:24	6m 36s	BWC: Administrative,Audio: Transcribe: Yes,Audio: IC: Felony,Audio: Class: Homicide	Active (Restricted)

EOG-02806

STATEMENT OF: [redacted] **CASE #: 17-1802-000525**

Detective Link, CCN 10154, case 17-1802-000525 Ah this is in reference to a criminal investigation that happened on February 14th, 2018 at the Stoneman Douglas High School. This statement is going to be from [redacted]

Q. Is that correct
A. Uh huh, uh-huh

Q. Ah [redacted] white female, date of birth [redacted] Home address [redacted] Florida [redacted] This statement is being taken on ah February 17th, 2018. The time is 10:58 AM. This is being taken at her home address. Ah this statement will be taken in reference to ah her calling 911 regarding the suspect in this case, Nikolas Cruz back on February 5th, 2016 at 11:44. I believe it was a.m.

A. [NOT AUDIBLE- speaking low]

Q. Yes 11:44 AM Ah that case number was 17-1602-000212 coded out as an Information ah [redacted] was the caller and the narrative was the complainant's son told her that [redacted] ah said on Instagram that he was going to shoot his school and there is pictures of the juvenile with the guns. This happens...happened about a month ago. Subject was expelled from Westlake Middle now goes to another school, possibly a high school, unknown name. [redacted] wanted to remain anonymous. Ahm reported a kid name Nikolas Cruz ah, he has knives and began his Instagram [dog barking] or lets see, began in his Instagram photos, no threats or info forwarded to SRO Peterson at school. Ahm that was a synopsis from that call
A. Yes

Q. Report to our CAD report. So [redacted] do you understand that I'm also here at the Detective ah Kami Floyd, CCN
Q2. 17022

Q. Okay, [redacted] do you understand that we are Detectives
A. Yes

Q. Investigating this case
A. Yes

Q. Okay and such we are authorized to take sworn statements therefore everything you tell us must be the truth

EOG-02807

A. Yes

Q. You understand
A. Yes yes I do

Q. Okay can you please raise your hand? You solemnly swear to tell the truth the whole truth and nothing but the truth so help you God
A. Yes I do

Q. Alright thank you. Ahm [redacted] I just kind of went over what this is about and you and I talked briefly before going on record. We gonna cover everything that we talk about ahm in this time. Do you remember making this phone call?
A. I do remember yes

Q. Okay can you... can you kind of briefly tell me what prompted you to make this call
A. My son showed me on his cell phone an Instagram or a snap chat of something Nikolas had written which was to the effect you know I'm gonna get a gun and shoot up the school. Ahm so I called the 911 and an Officer came out and I told him what I saw and what I knew about Nikolas and you know his his upbringing and he went down to talk with Nikolas, I believe yes he did go down to talk with Linda and Nikolas and Zachary cause there was so many times that I called

Q. Did you know Nikolas when your son
A. Yes

Q. Brought this information to you
A. Yes

Q. So that wasn't like just some stranger kid
A. Right

Q. That he told you about
A. Oh I I I've known him since he's a baby

Q. Okay okay so
A. So the Policeman walked down there and the mother said that Nikolas was an angel pretty much and a great kid and that the brother Zachary tormented Nikolas and it was basically you know all Zachary's fault and that ahm Nikolas didn't have anything like that on his Instagram. I didn't

take the picture of it and my son didn't save it. It was one of those that would show up and then disappear

Q. Okay
A. Ahm so you know

Q. Did you see it tho
A. Yes I did

Q. Can you describe it again?
A. And I think he even had a picture of a gun. It it said something to the effect of I'm gonna get this gun when I turn eighteen or and shoot up the school

Q. Okay
A. So

Q. Do you remember what the outcome of this call was?
A. Yeah he came back and he said

Q. Who, who came back
A. The Officer came back

Q. Okay
A. And said that Ahm you know he has it. The First Amendment Right of free speech and I... you know asked him if we could somehow stop him from getting a gun and he said no that his Second Amendment Right, so I said okay so basically you can't do anything, he said yeah basically so I said okay. I mean what I, yeah and that basically what happened

Q. Was the (unintelligible)
A. And they left yeah and he left

Q. Did you have any interaction with ah the family right after that or anything
A. No at that point I was in in fear of Nikolas terribly and I kept my kids away. I just kept my distance you know that saying keep your friends close and your enemies closer you know I'd still wave and just try to a keep him calm because he's through the years has been completely destructive, [redacted] so I just really kept away from him

Q. Okay
A. I try to

EOG-02809

Q2. What was your son's name that [Unintelligible]
A. Ah [redacted]

Q2. [redacted]
A. I have a [redacted]

Q2. What's the last name
A. [redacted]

Q2. Same last name
A. [redacted]

Q2. Okay
A. Oh no no I'm sorry, you know I'm sorry, it was [redacted] My son is [redacted] My son is [redacted] yes

Q2. Okay so [redacted]
A. [redacted]

Q2. Took the photos (of Nikolas)
A. Yeah there is two [redacted] there is two [redacted] so yes

Q. Right
A. [redacted] showed me the photo of Nick yes

Q2. And how old was [redacted] and Nikolas at the time?
A. It was with when sixteen, I don't remember at all but it was…

Q. Yeah, that…
Q2. You don't remember its okay if you don't
A. yeah so sixteen he was born [redacted]

Q2. Okay
A. [redacted] was born in [redacted]

Q. 15
A. Yeah

Q2. And do you know what school he went to at the time

Q. (16) (16) (speaking low in background)
A. Ah my son was going to a private school ahm [redacted]

Q2. And how about Nikolas, do you remember?
A. Nikolas was in high school then

Q2. Okay
A. Wasn't he ahm

Q2. Okay
A. Ahm that age, so…

Q. That's fine
A. I believe he was going to Stoneman Douglas. I… I don't

Q2. And was Nikolas in the photo. How do Nikolas made that post?
A. No Nikolas, Nikolas I believe had a picture of a gun that he like pulled up on line

Q2. Okay
A. It wasn't his gun

Q2. And your son [redacted] said that it came from Nikolas's post
A. Oh yeah, oh absolutely.

Q2. Alright
A. It came from Nikolas's snapchat or whatever

Q2. Okay
Q. And… Alright this…
A. And I did not take a picture of it so, yeah

Q2. That's okay (chuckles)

Q. Alright is there anything else you would like to add to this statement
A. Ahm not if its, I would like to add a lot but if it's only but this (instant), no I mean that's it.

Q. Okay. Alright ahm this will conclude this statement ah you and I spoke briefly before going on record. Did we cover everything we talked about prior?
A. Yes

Q. Okay ah this will end the statement on February 17th, ah 2018. The time is now 11:03 AM

EOG-02811

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000212
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address: [redacted]
Dispatch Time: 11:45:12
Primary Unit: 17B3

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1703
Date: 02/05/16
Arrival Time: 11:51:00
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 11:44:50 Console: PP04 Operator: Ramos, George
Incident Initiated By: Ramos, George

Time: 11:44:50.000 Console: PP04 Operator: Ramos, George
Primary Event: MAIN Opened: 16/02/05 11:44
Incident Initiated By: BS/RAMOS, GEORGE
COMP'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF JUV WITH GUNS//ADV THIS HAPPEN ABOUT A MONTH AGO// ADV SUBJ WAS EXPELLED FROM WESTLAKE MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSS A HIGHSCHOOL UNK NAME OF IT//ADV NEIGHBOR LIVES 3 HOUSES DOWN FROM HER 10-20 ON THE OPPOSITE

Time: 11:44:51.000 Console: PP04 Operator: Ramos, George
SIDE// COMP IS NOT HOME AT THIS TIME// HAVE UNIT 10-45 HER

Time: 11:45:12.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Dispatched --> [redacted]
Primary Unit CHANGED To: 17/17B3
17/17B3 - Inc Type --> Type Change: 14 13I

Time: 11:46:28.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Enroute --> 1019/LL -- 13I

Time: 11:51:00.000 Console: 00 Operator: Eason, Edward
17/17B3 - Arrived --> 1019/LL -- 13I

Time: 12:43:24.000 Console: 00 Operator: Eason, Edward
FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.
17/17B3 - Available --> 13I
17/17B3 - D --> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 12:43:24.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 12:43

Time: 12:43:24.000 Console: PP04 Operator: Ramos, George
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 12:59:00.000 Console: 00 Operator: Eason, Edward
PHOTOS WERE POSTED OVER A MONTH AGO.

Generated: 2/16/2018 1:28:24 PM

EOG-02812

LInX

Event

Broward County Sheriff's Office (BROWRDSOFL)		**Incident:**	171602000212
Reported:	02/05/2016	**Date:**	02/05/2016 11:44
Type:	CAD		
MO:			
Location:	[redacted]		
Summary:	INFORMATION		
Case Status:		**Status Date:**	

Warrant

No information available.

People Involved

[redacted] — **CALLER**

No photos currently exist for this person.	**Age:**	**DOB:**
	Gender:	**Race:**
	Height:	**Weight:**
	Ethnicity:	**Build:**
	Skin:	**Eyes:**
	Hair:	**Hair Length:**
	DL: -	**FBI #:**
	State ID:	**SSN:**
	Occupation:	

Scars, Marks, Tattoos & others	Body Part	Description
No information available.		

Alias	DOB	SSN
No information available.		

Address	Type
	OTH

Phone Number	Email Address

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LInX

[redacted]

Vehicles

No information available.

Phones

Phone Number	Ext	Phone Type	Full Name
[redacted]		OTH	[redacted]

Property

No information available.

Weapons

No information available.

Narrative

Nature Code: 14
Disposition: B
2016/02/05 11:44:50 Primary Event: MAIN Opened: 16/02/05 11:442016/02/05 11:44:50 Incident Initiated By: BS/RAMOS, GEORGE2016/02/05 11:44:50 COMP'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS2016/02/05 11:44:50 GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF JUV WITH GUNS//ADV2016/02/05 11:44:50 THIS HAPPEN ABOUT A MONTH AGO// ADV SUBJ WAS EXPELLED FROM WESTLAKE2016/02/05 11:44:50 MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSS A HIGHSCHOOL UNK NAME OF2016/02/05 11:44:50 IT//ADV NEIGHBOR LIVES 3 HOUSES DOWN FROM HER 10-20 ON THE OPPOSITE2016/02/05 11:44:51 SIDE// COMP IS NOT HOME AT THIS TIME// HAVE UNIT 10-45 HER2016/02/05 12:43:24 FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM2016/02/05 12:43:24 DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED2016/02/05 12:43:24 AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.2016/02/05 12:43:24 Route Closed: MAIN B2016/02/05 12:43:24 Incident Closed: 16/02/05 12:43
********** End of Narrative **********

Agency Contact Information

Agency: Broward County Sheriff's Office (BROWRDSOFL)

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Field Office:					
Address:	2601 W. Broward Blvd, Fort Lauderale, FL, 33312				
Phone:		**Website URL:**	www.sheriff.org		
Contact Instructions:					
Records Division:	Giustino, Kelly				
Phone:	954-831-8702	**Email:**	kelly_giustino@sheriff.org	**Fax:**	
LInX Point Of Contact:	Bove, Lesley				
Phone:	954-321-4531	**Email:**	lesley_bove@sheriff.org	**Fax:**	

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3.6 **REPORTING REQUIREMENTS**: All activity will be properly documented and submitted before the end of the employee's shift. Exceptions must be approved by a supervisor.

3.6.1 **Incident Report / Supplement**

A. General:

1. Incident Reports/Supplements will be written to document:

   a. Crime reports (felonies, misdemeanors, County/Municipal Ordinance Violations)

   b. Criminal cases initiated by deputies

   c. Incidents involving arrests except:

      (1) Criminal traffic arrests

      (2) Capias or Warrant

   d. Domestic/dating violence calls

   e. Child Abuse/Elder Abuse Calls

   f. Investigations conducted due to a deputy's official obligation whether or not a crime was committed (unattended natural death, DCF initiated investigations, lost and found property, etc.)

   g. Court ordered enforcement (child custody, visitation rights, etc.)

   h. Suspicious fires as determined by on-scene Fire Rescue command; non-criminal/non-suspicious fires do not require an incident report

   i. Investigation of PREA (Prison Rape Elimination Act) violations

   j. Reports supplementing police reports from other jurisdictions regardless of the incident's nature

2. When documenting a crime, the Incident Report must include violations of state law.

EOG-02816

3. The Incident Report documents the initial reporting of an incident, crime, etc., occurring in BSO's jurisdiction. The Incident Report will be used to supplement another jurisdiction's police report. Jurisdictions are listed as follows:

   a. Unincorporated areas of Broward County, with the exception of the Airport and the Port, will be considered part of the same jurisdiction.

   b. Cities within Broward County (BSO and non-BSO contracts) will be separate jurisdictions.

   c. Cities, counties, and states outside Broward County will be separate jurisdictions.

4. Supplements will be used to document any new or additional information about an incident previously reported in the same jurisdiction. Additional persons, property or vehicles identified during an investigation will be added to the appropriate module.

B. Unless unusual circumstances are present, and no violations of law/criminal activity exist, the following types of incidents will not require an Incident Report:

1. Animal Complaint Complaints of barking, injured, or loose animals (including reptiles)

2. Police

3. Civil Assistance/Civil Matters

4. Traffic (Noncriminal

5. Open Door/Window: No evidence of entry

6. Emergency Messages

7. Alarm

8. Bar/Business or Other Sensitive Area Check

9. Foot Patrol

10. Disabled Vehicle

EOG-02817

11. Complaint Refusal/Lack of Information/No Violations Observed: Canceled by complainant in noncriminal calls; complainant is Gone on Arrival (GOA) and there is no indication of a crime or suspicious/unusual circumstance; false reports; wrong or no such address; no violation or unusual circumstance observed; etc.

12. Off-Duty Assist

13. Field Contact

14. Crash Investigation: Settled on the scene

C. All calls not listed will require an Incident Report to be completed with any applicable current forms.

D. Shift supervisors may require a full Incident Report be completed even if situations fall within guidelines suggesting a report is not needed.

3.6.2 **Deputy Activity:** Many calls for service require deputies to act as an information source. Others require only the presence of deputies as a preventive measure. These calls do not involve activity (criminal or otherwise) requiring an Incident Report or follow-up however, each call for service dispatched or on-viewed must be documented

A. Each deputy/CSA will maintain a record of their activities in the PMDC Unit Log for incidents that do not require an incident report to include case disposition code and a brief summary of events. The summary should include names, race, sex, and birth dates of persons contacted, and a brief description of actions taken by the deputy. Deputies that do not print citations from OSSI, must key into the citation module any handwritten citations by the beginning of their next shift or at the end of their shift if they are not working the next day.

B. Additional deputy/CSA activities, not received through dispatch as a call for service or on-viewed, such as business checks, home vacation checks, attendance at community meetings, quality of life activities etc., must be documented in the comments section in PMDC.

3.6.3 **Case Disposition Codes Assignment:**

A. Each case assigned to or on-viewed by a deputy will be assigned an applicable disposition code by the deputy upon completion of the assignment.

B. The following disposition codes will be used:

EOG-02818

INTERVIEW WITH [redacted]
Q = SERGEANT HECTOR OLIVA
A = [redacted]

Q All right, the following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number that's yet to be determined regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness in an official investigation of the Broward Sheriff's Office. This statement will be taken from [redacted], first name of [redacted] last name of [redacted] date of birth of [redacted] This statement will commence on February 28, 2018 at approximately 1235 hours. This interview is being conducted at [redacted] in the City of [redacted]

And you're aware that your statement's being recorded?

A Yes.

Q Okay. [redacted], would you state your full legal name for the record, your age, date of birth, address, and telephone number, please?

A Sure. My name is [redacted] Do I spell it?

Q No.

A Okay. I was born [redacted] I live at [redacted]

Q And a contact number for you?

A [redacted]

Q Okay, thank you. I've identified myself as a law enforcement officer, and you understand?

A Yes.

Q All right, as a law enforcement officer I'm empowered to administer oaths. Do you understand?

A Yes.

Q Please raise your right hand for me. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q All right, thank you.

A Okay.

Q Put your hand down for me.

[redacted], I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q And can you tell me what perjury is?

EOG-02820

A Um, when you're lying under oath.

Q Correct. Any questions?

A No.

Q Okay. [redacted], are you making this statement freely and voluntarily without any promises, without any threats or duress to provide information in an investigation being conducted by the Broward Sheriff's Office Division of Internal Affairs?

A Yes.

Q Okay. And you're aware that you conversation is being recorded?

A Yes.

Q And you're aware that anything you say may be used in an administrative hearing or in a court of law?

A Yes.

Q Okay. Bringing your attention back to -- it would have been February 17, 2018, do you recall giving a statement to some detectives from the Broward Sheriff's Office?

A Yes.

Q That was in reference to the criminal investigation of the shooting in Parkland?

A Correct.

Q Okay. On that date, you gave some facts from your memory --

A Yes.

Q -- that, um -- essentially that the deputy in the incident that I'm investigating, that the deputy went to your home, then went to the neighbor's home where Nikolas Cruz's family lived --

A Correct.

Q -- and then came back to your home.

A Right.

Q Um, in the meantime when -- well, prior to setting up this interview, you told me that, um -- that that was not correct.

A Well, I'm not sure; I'm not 100 percent sure, if he -- I remember he asked me, and I was really afraid, and I think he told me that there was nothing he could do, so I think -- I'm not 100 percent sure; I don't remember

Q But I'm --

A -- if he went -- if he went to see them. I mean he came to see me, but --

Q But on that occasion, did he come to your home or was it a phone call report?

A He came to my house; the officer did.

Q Okay.

A An officer came out to my house; oh, yeah.

Q Okay.

A He came to my house.

Q Okay. So he came to your home –

A Yes.

Q -- he did not call you?

A No, he came out.

Q Okay.

A I called initially, and then he came out.

Q Okay. So on that particular -- just tell me again what happened on that particular -- from what you remember now.

A I just -- um, he came over and I just told him, you know, what my son had showed me and what my son had said. And I gave him the whole history of about Nikolas. And I was hoping that he could, um, stop Nikolas from being able to buy a gun when he turned 18, and he was, you know, basically telling me that he didn't have the power to do that. And I was kind of pleading with him to help and, you know, he basically told me the law, which I know that it's -- you know, it was not an immediate danger, which I understood, 'cause Nikolas was only 17 and I knew he didn't own a gun yet. You know, so I totally understood where he was coming from. And then I remember him saying, "Do you want me to go down there?" And I don't remember -- I don't remember at that point if he did or not, but I do remember him saying, you know, that basically there wasn't anything he could do at this point, I mean with that kind of --

Q Okay. So essentially --

A -- vague that -- that --

Q And then just for the record on, you know, my statement here, what was the reason that you called for police to begin with on that occasion?

A Because my son had showed me, um, a post online that Nikolas had said he couldn't wait to turn 18 to buy this like semi-automatic looking gun, a scary looking gun. So, um -- but my -- and then my son said -- um, and then he said something or posted something about wanting to shoot up the school. Originally thought it was --

Q Those were two separate posts?

A Two separate; two separate. And I originally thought it was all on the same day that he did the posts, but my son came to me on the same day. It wasn't the same day that he -- it wasn't the same day that he originally posted that he wanted to shoot up the school, it was a separate time. Um, by [redacted] -- my son [redacted] was very concerned and --

Q So he told you --

A -- scared.

Q -- and then you called.

A Then he told me and then I called.

Q And then –

A I debated. I came to work and I discussed it with some people, and they said, "No, definitely, definitely call," because my friends knew the history, so --

Q Right.

A -- I mean I --

Q And there was -- was there some sort of a delay between the post and the actual call that you made to the deputy?

A Well, the first -- no, no, the second time -- the first post was about the gun, turning 18, it didn't say anything about shooting. The second one, it was pretty immediate, it was like a day or two. It was, you know, not --

Q It was fairly recent.

A -- the same second, but it was like --

Q Right.

A Yeah.

Q Okay. Um, so that day you call. You said a deputy responded to your home.

A Right.

Q And then what did he tell you when he showed up?

A He -- you know, I told him everything, and he said that, um -- that the threats that, you know, people make, if it's -- I was asking him pretty much about the [redacted] you know, [redacted]" And he said well, if it's an immediate threat or a threat to himself or someone else and it was immediate that he could do something, but this threat was in advance and it was, you know --

Q Like it didn't seem like --

A -- not immediate basically.

Q It seemed like an empty threat basically at that point?

A Yeah.

Q He didn't have the means to do it.

A Yeah, I mean he -- you know, from what I know, he, you know, did all he could do really.

Q Okay. And then did you at that time request to stay anonymous?

A Yes, definitely.

Q So you did not want him to meet with the family?

A Well, I remember he asked me, and I don't remember -- I knew I wanted him to do something, but I knew I didn't want to have my son --

Q You didn't want them to know that you --

A Yeah.

Q Okay.

A So he left, and I really don't remember. I mean I wanted him to do something, but he told me basically there was nothing he can do, so --

Q Okay.

A Yeah, I really don't remember.

Q And while the deputy -- you were speaking with him, was he -- was he courteous --

A Very.

Q -- did he listen to you problem?

A Oh, yeah. Yeah; yeah, very much so.

Q And you were happy with his service?

A Very much so; absolutely. I mean he --

Q Okay. And then -- I mean once he left and everything was concluded as far as your interaction with him, do you feel that he handled it properly the situation?

A I do, yeah, for sure.

Q Okay.

A I mean he -- you can't shoot the messenger, just, you know --

Q Okay. Um, let me see. Yeah, and then I have here -- just for the record, I have the CAD notes from the incident that we're speaking of, which was Case Number 17-1602-000212, a Parkland case from February 5, 2016, um, and you're the caller, [redacted] --

A Yes.

Q -- listed here.

A Yes.

Q The comments entered by Deputy Eason (ph) --

A Mm-hmm.

Q -- which was the deputy that you dealt with --

A Right.

Q And by the way, did he identify himself or --

A He did. Yeah, yeah. I mean it was a long time ago, but he came up and he -- yeah.

Q Okay. But that sounds familiar, Deputy Eason?

A No, I mean I don't remember the name.

Q You don't remember?

A But I mean I know he introduced himself, so yeah.

Q All right. He put in the comments, "Female," being you, "who wanted to remain anonymous reported a kid named Nikolas Cruz from Douglas High School has knives and a BB gun in his Instagram photos. No threats noted, and information was forwarded to SRD Peterson at the school."

A No, but the picture -- for sure the picture that Nikolas had on was a real gun --

Q Okay.

A -- and it was saying that he couldn't wait to buy it when he turned 18. I was a real -- it wasn't --

Q And kind of --

A -- his gun.

Q Okay.

A It wasn't his gun. It was like a picture online that you --

Q Okay.

A You know.

Q Okay. So -- okay. So that potentially was a real gun, but not a BB gun?

EOG-02828

A Not his gun. Well, it was real -- no, it was definitely a real gun. He said in the thing, "I can't wait to buy this when I'm 18."

Q Okay.

A So no, it was definitely a real gun.

Q And then he also added that the photos were posted about a month ago. Would that be accurate, roughly?

A A month ago? Oh, you mean when I made the report.

Q Yes.

A I would think so, yeah, about that.

Q Yeah, it's somewhere around there.

A About that, yeah; yeah.

Q Okay; okay. So nothing else to add in reference to your interaction with him?

A I mean just the fact that it's, you know, the law that's frustrating, not -- I thought he did a good job, I mean from what he could do from what I know. I mean I don't know maybe I don't know the law right, I don't -- but for what he had deal with, I thought he did a good job.

Q Oh, and did you ever -- did you ever demand or request a police report be written?

A No, I didn't.

Q You did not?

A No.

Q Do you remember if he provided you with a case number or anything like that?

A I don't think he did. I don't think he -- I don't -- no, he didn't give me a case number for sure, but --

Q Okay.

A -- I don't think he --

Q It would have probably been on a card with a case number on it. You don't remember anything like that?

A I don't think he -- no. But then again, it's two years ago. I -- he could have; I don't remember.

Q Okay.

A No.

Q Okay. Um, are you aware of any witnesses that could assist us in this investigation who were not discussed?

A Um, no.

Q No? Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No.

Q Is there anything you'd like to clarify?

A No.

EOG-02830

Q Is there anything I haven't asked you that you'd like to add to this statement?

A Um, no.

Q Has everything you said been truthful to the best of your knowledge?

A Yes.

Q Oh, one more thing before I forget, before we're off the record.

A Mm-hmm.

Q Um, previously had you called with other issues with Nikolas --

A I did.

Q -- your neighbor?

A Yes.

Q What -- or how many times; do you remember roughly?

A Before, um, this call, I called once about Nikolas and my son. They were young, they were like 9 or 10. And Nikolas threw a rock at his face and he cut his -- his -- you know, right by his eye.

Q Like his eyebrow area?

A Yeah. And I called 911 and an ambulance, because at the time I thought it was his eyeball. It turns out that it was only his eye, so he was okay, but, you know, I didn't know at the time. So I called then. And then I called after this call, I believe, but I didn't -- it was about Nikolas, but I knew he had done it, but I couldn't prove it. It was -- somebody threw a rock at my son's car and broke the front window. So -- but I --

Q It was something unrelated?

A I knew it was Nikolas, but I couldn't say, you know.

Q Yeah, you couldn't prove it.

A No. So it was totally unrelated, yeah.

Q So it would have been roughly just the three calls related to that house?

A Well, really two, 'cause the rock through the window I couldn't really tell.

Q Right. So the two calls.

A Yeah.

Q But the previous statement you gave, you might have confused some of the details with that previous case?

A With which one?

Q Um, the one with the rock throwing.

A The rock throwing, yes. Yes, yes, yes.

Q Okay.

A Yeah.

Q Okay. Um, again, anything you'd like to clarify?

A Um, no.

Q No? Anything I haven't asked you that you'd like to add to this statement?

EOG-02832

287 A No.

288 Q Has everything you said been truthful to the best of your knowledge?

289 A Yes.

290 Q All right, this statement concludes on February 28, 2018 at

291 approximately 1247 hours. Thank you.

292 (End).

293 Reviewed By_____

294 Transcribed March 1, 2018
TEI/kr

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 02/28/2018	Recording Time: 12:35
Transfer Date: 04/27/2018	Transfer Time: 18:55
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	60087B6D83A3B04B75A6826BB43B06C4
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
[redacted] Civilian Witness	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

# INTERVIEW WITH LIEUTENANT MICHAEL DEVITA
Q = SERGEANT HECTOR OLIVA
A = LIEUTENANT MICHAEL DEVITA

Q The following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number that's yet to be determined regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Lieutenant Michael Devita, last name of D-e-v-i-t-a, CCN of 7523. This statement will commence on February 28, 2018 at approximately 1341 hours. The interview's being conducted at the Parkland District in the City of Parkland, Florida.

And you're aware that your statement's being recorded?

A Yes.

Q All right, Lieutenant Devita, would you state your full name, classification, CCN, and your current assignment?

A Michael Devita. I'm a Lieutenant Executive Officer at the Parkland District. Um, I've been in this assignment since July of -- excuse me -- February of 2015.

Q Okay, and you're assigned to Parkland District?

A I am currently assigned here, yes.

Q Okay. And I've identified myself as a law enforcement officer, and you understand this?

A Yes.

Q Okay, as a law enforcement officer I'm empowered to administer oaths. Do you understand this?

A Yes.

Q All right, please raise your right hand for me. Do you swear or affirm the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A I do.

Q All right, thank you. Lieutenant Devita, I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Can you tell me what perjury is?

A Lying while under oath.

Q Correct. Any questions?

A None.

Q Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly make any false or

inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." And SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and public record."

Do you understand these policies?

A Yes, I do.

Q Okay. Um, how long have you been with BSO?

A 25 years on March 19th.

Q Oh, excellent. And then you're currently assigned to the Parkland District as the Executive Lieutenant.

A Correct.

Q How long have you been in that capacity?

A February of 2015.

Q Okay. And so February 5, 2016, you would have been in the same position at that point?

A That's correct.

Q All right, prior to this statement I requested the schedule from that day based on the investigation that I'm conducting on Deputy Eason, um, and you provided me with the schedule for that day; is that correct?

A Yes, I did.

Q All right, on that schedule, Sergeant Tadesco (ph) -- has her placed on a restricted administrative assignment during that time frame?

A That is -- that's accurate.

Q Okay, and then the OIC for that day would have been Deputy Seward; is that correct?

A Yes, that's correct.

Q Okay. Um, as far as OIC's go in this District, is that something that's commonplace here?

A We have one supervisor, one sergeant, assigned to each squad, and for that supervisor to be able to take time off or be missing from the District we utilize deputies in an OIC capacity, and according to policy, when they do their 40 hours as OIC, any time after that they are in a (indiscernible).

Q Like a (indiscernible).

A Yes. And Deputy Seward, um, was chosen based on his vast experience, um, and his police knowledge, and his influence on the squad. They look at him as like an older brother. So we used him quite often. He was the regular OIC on that squad.

Q And would his responsibilities have been the same as the sergeant?

A Yes, they would have.

Q Up to and including approving reports and all that?

A No. I did not allow OIC's to approve reports. I thought that -- that responsibility should remain with the sergeant, even if it's the CI sergeant. An actual sergeant

would review that squad's reports, like maybe the night shift guy that comes in or the next Bravo sergeant that comes in.

Q Okay, but it would have been an actual supervisor?

A Correct.

Q Okay.

A Correct.

Q A full-time supervisor. Um, okay, prior to this statement I showed you the CAD notes from the incident on February 5, 2016. That was Case Number 17-1602-000212. Um, you had a chance to review it?

A Yes, and if you don't mind, I'll kind of while you talk.

Q Um, so basically you had a chance to review it. At this point I've already told you that the -- we don't have the 911 audio due to the time length of when this occurred --

A Correct.

Q -- being the time -- it's been two years. And then also we don't have any other evidence from it as far as the Instagram post and other things, and also an event report was not created.

Um, after you had a chance to look at it and read over what's there, which is what we have, I mean do you feel that in your opinion that an event report should have been completed?

EOG-02841

A When you look at the initial comments in the CAD call typed in by presumably a call taker, um, it's very disturbing, and I'm trying to look at this from a frame of mind prior --

Q Of course.

A -- to this -- to the incident that we've had recently. Um, it seems the deputy goes through some investigative steps as far as looking for the posts, looking for, um, a picture of the gun, and he discovers a BB gun. Um, he indicates in the CAD that he notified the SRO at -- at Stoneman Douglas after he, you know, discovered he was a student there. Um, certainly no harm in writing a report, and it's my policy that when you're on the fence you write the report. We had a victim -- or a complainant here that wished to remain anonymous, which in my opinion gives -- gives a little bit of difficulty in completing an accurate report. Um, I have a hard time nailing this one down and saying that he absolutely should have written a report. I think he took some steps to investigate, he put some findings in the CAD. Obviously, hindsight being 20/20, a report with some additional investigative steps would have been prudent, would have been a much better decision for the deputy at that time. I think that trying to make contact with the student, trying to make contact with a parent to explain a public concern out there, would have been outlined in such a report, it would have given, um, a little more diligence to the deputy's actions. So, um, I would really expect to see that action here, that effort, and I would expect to see reports, but in this particular situation it's hard to say when you don't have a cooperative or a person reporting who wishes to have their information in this document. It presents some problems for the deputy in this case.

EOG-02842

So I have to be fair and say that, um, without -- without using hindsight, that I would like to see more of an investigative effort on the part of the deputy, and that would be outlined in a report. But I don't feel like -- my personal opinion is I don't feel like he -- he shrugged his duties that day.

Q So essentially what you're saying is that, um -- that the investigation should have -- could possibly been a little more thorough, and again, that would have been documented in an event report, but, um, based on what's there, it wouldn't necessarily be seen as a --

A If I --

Q -- a bad thing that he didn't complete the report?

A If I saw this CAD report two weeks after this call took place, I would understand why a report wasn't done based on the victim -- or the complainant wanting to be -- remain anonymous, and him not being able to locate those texts that were on Instagram. Um, I wouldn't throw a flag at that time.

Q Okay. Yeah, in all fairness, I mean again, we have to look at this from two years prior --

A Correct.

Q -- you know, well before this incident occurred a couple weeks ago.

A Correct. And, um -- and that's why I'm trying to be fair here.

Q Okay.

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EOG-02843

A I mean we've all felt this tragedy here and, um, we have to keep a level head and look at things as they were back then.

Q Absolutely. Okay.

Any other comments based on the notes that you've seen, or pretty much covered it all?

A I think I covered.

Q Okay. Are you aware of any witnesses that could assist us in this investigation that were not discussed?

A No, I'm not.

Q Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No, I am not.

Q Is there anything you'd like to clarify?

A No, there isn't.

Q Is -- I'm sorry. Is there anything I haven't asked you that you'd like to add to this statement?

A No, I believe we covered everything.

Q Has everything you said been truthful to the best of your knowledge?

A Yes, it has.

Q Okay. Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or

EOG-02844

required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record.

Do you understand?

A I do.

Q This statement concludes on February 28, 2018 at approximately 1351 hours. Thank you.

(End).

Reviewed By_____

Transcribed March 1, 2018
TEI/kr

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 02/28/2018	Recording Time: 13:45
Transfer Date: 04/27/2018	Transfer Time: 19:00
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	6BBB86CADFBCB1F4DB51FD92EFF34F7A
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Lieutenant Michael Devita, CCN 7523	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

INTERVIEW WITH DEPUTY RICHARD SEWARD
Q = SERGEANT HECTOR OLIVA
A = DEPUTY RICHARD SEWARD

Q Okay, the following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number that's yet to be determined regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Deputy Richard Seward; last name of S-e-w-a-r-d; CCN of 11290. This statement will commence on February 28, 2018 at approximately 1507 hours. And the interview is being conducted at the plaza at the intersection of Sample Road and 441 in the City of Margate.

Um, and you're aware that your statement's being recorded?

A Yes, sir.

Q Okay, Deputy Seward, would you state your full name, classification, CCN, and your current assignment, please?

A My full name is Richard Seward, S-e-w-a-r-d. I'm a Deputy Sheriff with the Broward Sheriff's Office. My CCN is 11290. I'm assigned to the Parkland Distrist 17.

EOG-02849

Q Okay. And I've identified myself as a law enforcement officer, and you understand this?

A Yes, sir.

Q Okay, as a law enforcement officer I'm empowered to administer oaths. Do you understand this?

A Yes, sir.

Q All right, please raise your right hand for me. Do you swear or affirm the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes, I do.

Q Thank you. Deputy Seward, I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes, sir.

Q And can you tell me what perjury is?

A Perjury is lying under oath.

Q Correct. Any questions so far?

A None.

Q All right, Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly

EOG-02850

make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." And SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and it's public record."

Do you understand these policies?

A Yes, sir.

Q Okay. Deputy Seward, how long have you been with BSO?

A I was originally a North Lauderdale police officer. Started there in June of 1988.

Q Okay.

A And the Sheriff's Office took us over in October of 2001.

Q Okay. So from 2001 till now, 2018, you've been with BSO?

A Correct, sir.

Q And, um, how long have you been -- or you're assigned currently the Parkland District?

A Yes, sir.

Q And how long have you been there?

A I was transferred to Parkland in March of 2013.

Q Okay.

A 2013.

Q So going on five years.

A Roughly five years.

Q Yeah, okay. Um, prior to starting this statement, I showed you the daily roster from February 5, 2016, and that particular day your supervisor would have been Jean Tadesco (ph), Sergeant Tadesco, but she was on a restricted assignment at that point so she was not working. And it shows you on the schedule at the OIC; is that correct?

A Yes, sir.

Q Okay. Um, was that a duly that you normally had in the District?

A When -- I was her OIC on like her eight-hour days, or if she was off I was going to be OIC, but she'd been -- she'd been on restricted for an extended period of time. So I think I ran the Road up there probably for about a year.

Q Okay. Um, so I mean you only had the one sergeant on the shift?

A Yes.

Q So you filled in whenever she couldn't be there --

A Correct.

Q -- or in this case she was on restricted assignment?

A Correct.

Q Okay. Um, and what were your duties as an OIC?

A Um, basically just to handle roll call, handle the radio. Um, that was pretty much it, just to -- just to run the radio and handle roll call.

EOG-02852

Q And anything as far as reporting or doing -- reviewing report or --

A No. No, we --

Q Any kind of supervisory paperwork?

A No supervisory paperwork; no.

Q Just the basic functions?

A Maybe -- I don't know what the policy was at that time, maybe -- possibly a use of force at that time. I'm not sure.

Q Okay. But definitely not reviewing reports?

A No, definitely didn't review reports; no.

Q Okay. And that same particular day, February 5, 2016 -- prior to this statement I also showed you the CAD notes from a call that Deputy Eason (ph) responded to and dealt with. That was Case Number 17-1602-000212. Um, basically as, you know, you see in the CAD notes, it was some sort of report, that this woman [redacted] was trying to report an Instagram post, and Deputy Eason responded and did his thing, but as far as this call, do you remember this call ever coming out over the radio?

A I do not.

Q No?

A No recollection.

Q Okay. And from reading it, nothing sticks out as something in your memory?

A No, sir.

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EOG-02853

Q Okay. Um, and as far as -- did Deputy Eason ever talk to you about this call?

A He has not.

Q He has not. I mean at that time; no?

A No. Negative; no.

Q Okay. I'm trying to think of anything else. Okay.

Okay, it's -- are you aware of any witnesses that could assist us in this investigation that weren't discussed?

A The only other people that would know -- might know anything would be the people that were working that day --

Q Okay.

A -- from on the lineup.

Q Okay. But that particular day I mean it only shows Deputy Eason responding --

A Right –

Q -- to deal with the call.

A -- as far as I know; yes.

Q Okay. Um, are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No.

Q Is there anything you'd like to clarify?

EOG-02854

A No.

Q Is there anything I haven't asked you that you'd like to add to this statement?

A No.

Q Has everything you said been truthful to the best of your knowledge?

A Yes, it has.

Q All right, pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record.

Do you understand?

A Yes, sir.

Q All right, this statement concludes on February 28, 2018 at approximately 1313 hours. Thank you.

(End).

Reviewed By _____

Transcribed March 1, 2018
TEI/kr

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EOG-02855

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 02/28/2018	Recording Time: 15:10
Transfer Date: 04/27/2018	Transfer Time: 19:05
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	D78D71DDEBDAF303A4ED38BC3871D91D
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Deputy Richard Seward, CCN 11290	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

INTERVIEW WITH COMMUNICATIONS OPERATOR JAMIE BENSON
Q = SERGEANT HECTOR OLIVA
A = COMMUNICATIONS OPERATOR JAMIE BENSON

Q The following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number that's yet to be determined regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Communications Operator Jamie Benson; first name of J-a-m-i-e, last name of B-e-n-s-o-n, CCN of 5328. This statement will commence on February 28, 2018 at approximately 1422 hours. And the interview is being conducted at the North Regional Dispatch site in the City of Coconut Creek, Florida.

And you're aware that your statement's being recorded?

A Yes.

Q Okay, Ms. Benson, would you state your full name, classification, CCN, and your current assignment, please?

A Jamie Lynn Benson, CCN Number 5328. My classification, I'm a COM 3 Operator, and I'm assigned to the North Regional Communications Center.

EOG-02859

Q Okay, and I've identified myself as a law enforcement officer, and you understand this?

A Yes.

Q As a law enforcement officer I'm empowered to administer oaths. Do you understand this?

A Yes.

Q Please raise your right hand for me. Do you swear or affirm the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you. Ms. Benson, I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q And can you tell me what perjury is?

A I don't know.

Q You're not sure? It's lying under oath.

A Oh, okay.

Q Any questions so far?

A No.

Q Okay. Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. Excuse me. This includes orders

relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." "Employees" -- I'm sorry. SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." And SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and public record."

Do you understand these policies?

A Yes.

Q Okay. All right, prior to starting this statement, um, I showed you the CAD notes from an incident that occurred February 5, 2016 in the City of Parkland.

A Mm-hmm.

Q That was Case Number 17-1602-000212. And it was handled by a Deputy Eason (ph), a CCN of 10558. Um, I did show this to you?

A Yes.

Q Okay. And you had a chance to look at it to refresh your memory?

A Yes.

Q 'Cause this did occur two years ago, roughly.

A Yes.

EOG-02861

Q Um, on this particular incident based on the CAD notes an operator, George Ramos, was the one that initially took the call, entered the notes, um, which were then sent to you, which would have been the dispatcher, who then dispatched a call to Deputy Eason.

Based on -- after you've looked at this do you have any recollection of this incident?

A No, not at all.

Q Okay. Did you have a chance to read the comments?

A Yes.

Q Okay. Um, and you -- well, let me start over.

How long have you been with BSO?

A 29 years.

Q 29 years. And then how long have you been here at North Regional?

A Roughly, give or take, three, three and a half years now, maybe four.

Q Since the merger?

A Yes.

Q Okay. So that being said, I mean you handle calls --

A Mm-hmm.

Q -- throughout Broward County, you know, that come in here, correct?

A Yes.

EOG-02862

Q Would the information here as far as threats made against possibly shooting in school, is that something that's fairly common? I mean are there threats against juveniles, you know, in social media, or threats against schools or things of that nature?

A It's fairly common now, but during that time it wasn't fairly common, in 2016.

Q Okay. So it wasn't as common back then?

A Exactly.

Q Okay. Um, and if you were to be a call taker or a dispatcher that received a call like this, is this something that would alarm you to the point that you'd notify a supervisor or anything like that? Not now; going back to 2016. Obviously with what just occurred, some things I'm sure have changed.

A Uh, I don't know. I don't want to answer that.

Q No? I mean it's just your opinion. It's not a --

A Just an opinion?

Q Yeah.

A If it's an opinion, yes, but it was -- I believe it was like second, third-hand, 1043.

Q Right.

A It wasn't in progress; it was delayed.

Q Okay. That's what I -- I mean a very similar call to this. So if you got something like this, if it's just information about --

A Now in 2018, definitely, but 2016, it was delayed, it was second, third-hand, 1043 –

Q Mm-hmm.

A -- from a friend or neighbor. No, unless it was in progress.

Q Okay.

A If it was a 33 in progress, then of course you alert your supervisor.

Q Okay. But in this case no, 'cause it was just, like we said, second-hand or third-hand information and then delayed and all that?

A Yes.

Q Okay. Okay, um, all right. Are you aware of any witnesses that could assist us in this investigation that weren't discussed?

A No.

Q Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No.

Q Is there anything you'd like to clarify?

A Again, just to clarify that I don't really particularly remember the call. We already discussed that. That's all.

Q Okay. Is there anything I haven't asked you that you'd like to add to this statement?

A No, that was it.

EOG-02864

Q Has everything you said been truthful to the best of your knowledge?

A Yes.

Q Okay. Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record.

Do you understand?

A Yes.

Q All right, this statement concludes on February 28, 2018 at approximately 1428 hours. Thank you.

(End).

Reviewed By_____

Transcribed March 1, 2018
TEI/kr

EOG-02865

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 02/28/2018	Recording Time: 14:25
Transfer Date: 04/27/2018	Transfer Time: 18:50
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	D0CD8695AD964E80DA2BE30764AE51F4
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Communications Operator III Jamie Benson, CCN 5328	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

EOG-02867

INTERVIEW WITH GEORGE RAMOS
Q = SERGEANT HECTOR OLIVA
A = GEORGE RAMOS

Q The following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number which is yet to be determined regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from --

A George Ramos.

Q -- George Ramos, CCN of --

A 17444.

Q Okay. This statement will commence on February 27, 2018 at approximately 1004 hours. This interview's being conducted at the South Regional Dispatch site in the City of Pembroke Pines.

And you're aware that your statement's being recorded?

A Yes.

Q All right, Mr. Ramos, would you state your full name, classification, CCN, and your current assignment, please?

A George Ramos. My CCN is 17444.

Q Classification?

A And I'm a COM 3 Operator.

Q And where are you currently assigned?

A South Dispatch -- South Regional Dispatch.

Q Okay. I've identified myself as a law enforcement officer, and you understand this?

A Yes.

Q Okay, as a law enforcement officer I'm empowered to administer oaths. Do you understand this?

A Yes.

Q Okay, please raise your right hand for me. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you; put your hand down.

Mr. Ramos, I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Can you tell me what perjury is?

A Perjury is lying under oath.

EOG-02870

Q Correct. Any questions so far?

A No.

Q All right, Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." And SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and public record."

Do you understand these policies?

A Yes.

Q Okay. How long have you been with the Broward Sheriff's Office?

A Since October, 2014.

Q Okay. And --

A Close to three years and a month.

Q Okay. A little over three years -- or three years or so.

And how long have you been assigned to South Regional Dispatch?

A The same amount of time, three years.

Q Okay.

A Since October, 2014.

Q So going back to February 5, 2016, you were employed by BSO?

A Yes.

Q And at that time you were assigned to South Regional Dispatch?

A Yes.

Q Okay, prior to this- taking this statement, I showed you the CAD search for an incident from February 5, 2016. That was Parkland Case Number 17 -- 17 -- let me start over -- 17-1602-000212. It was an information report taken by a Deputy Eason (ph), a CCN of 10558. Do you recall that incident?

A Not particularly, no.

Q Okay. But do you have any independent recollection of this incident, of taking this call?

A No.

Q Okay. On that date though, based on what I showed you, would it be accurate to say that you did take the 911 call that was placed that day?

A Yes.

Q Okay. And the comments that you put in this call, does that look like something that you wrote?

A Yes.

Q Yes?

A Yes.

Q Okay. And essentially explain the process of when you put this information into the system as you're receiving the 911 call. What happens from there on?

A Well, we enter the call. Um, we take like an information. I think I put it as a 13 incident at that time. Um, so we just enter the call and we let the officer call them. I think they wanted to call -- or I don't know if they wanted to be anonymous. And we just go to the next call. We just enter it in, that's about it.

Q Okay, so you enter it in, and then once you enter the call into the system, where does it go from there?

A It will go to the dispatch -- the dispatcher, wherever that district is, which is District 17.

Q Mm-hmm.

A And they'll just dispatch it out to the deputy.

Q And in this case is Jamie Benson the one that would have dispatched the call, Operator Benson?

A That's correct.

Q I mean based on what you see here --

A What I see, yes.

Q So you took the initial call from the caller [redacted] --

A Right.

EOG-02873

Q -- and then that information was relayed to Dispatcher Benson, which then dispatched it to Deputy Eason?

A Right. It would have been to the dispatcher's computer, and from there on dispatch it to the deputy.

Q Okay. Um, based on -- you know, obviously you don't have an independent recollection of this --

A Correct.

Q -- 'cause it was two years ago.

A Correct.

Q Um, based on what you see on the notes that you wrote, is it unusual for you to receive calls like this?

A No, it was not unusual.

Q No? As far as threats -- threats against bodily harm to other people or threats against schools, all those things, is that common?

A Yes, that's common.

Q Okay. Is this something that you or any other operator would have notified a supervisor about, if you received a call like this?

A No.

Q Okay. Um, okay. And essentially I'm seeing here that it was 1019 landline. So he would have handled the call --

A Over the phone.

EOG-02874

Q -- over the phone?

A Correct.

Q Okay. All right, are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No.

Q Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No.

Q Is there anything you'd like to clarify?

A No.

Q Is there anything I haven't asked you that you'd like to add to this statement?

A No.

Q Has everything you said been truthful to the best of your knowledge?

A Yes.

Q All right, pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record.

Do you understand?

A Yes.

Q All right, this statement concludes on February 27, 2018 at approximately 1009 hours. Thank you.

(End).

Reviewed By _____

Transcribed March 1, 2018
TEI/kr

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EOG-02876

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 02/27/2018	Recording Time: 10:04
Transfer Date: 04/27/2018	Transfer Time: 18:40
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	BDD6AC1FA4BD4D62C9AE0CA3684AC810
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Communications Operator III George Ramos, CCN 17444	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

EOG-02877

INTERVIEW WITH GUILLERMO MARSAL
Q = SERGEANT HECTOR OLIVA
A = GUILLERMO MARSAL

Q The following will be a sworn recorded statement taken by Sergeant Oliva of the Broward Sheriff's Office. I am the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number IA2018-0041 regarding a complaint that's been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Guillermo Marsal; first name G-u-i-l-l-e-r-m-o, last name M-a-r-s-a-l; CCN of 8029. This statement will commence on March 15, 2018 at approximately 1658 hours. And this interview is being conducted at the Division of Internal Affairs. And you're aware your statement is being recorded?

A Yes.

Q All right, Mr. Marsal, will you state your full name, classification, CCN, and your current assignment, please?

A Guillermo Marsal, 8029. I am the Network Manager of Operations, and currently I manage all network connectivity operations, all applications on the network from a connectivity perspective.

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EOG-02879

Q Okay. I've identified myself as a law enforcement officer, and you understand this?

A Yes.

Q All right, as a law enforcement officer I'm empowered to administer oaths. Do you understand this?

A Yes.

Q Please raise your right hand for me. Do you swear or affirm the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q All right, thank you.

I'd like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Can you tell me what perjury is?

A Telling lies; lying actually.

Q Correct, it's --

A Being truthfulness.

Q Yeah, it's lying under oath.

A Lying under oath, yes.

Q Any questions so far?

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EOG-02880

A No.

Q The Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." And SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and public record."

Do you understand the policies?

A Yes.

Q Okay. How long have you been with the Broward Sheriff's Office?

A 22 years.

Q And where are you currently assigned again?

A In ITD.

Q ITD; okay. And how long have you been there?

A The full -- probably 21 years.

Q Okay. And you're a supervisor in your capacity?

A Manager, yes.

Q Okay. Essentially I previously requested emails for Deputy Eason --

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EOG-02881

A Mm-hmm.

Q -- reference February 5, 2016 up to about a month after that, for that timeframe. Does that sound correct --

A Yes.

Q -- that you received that request?

And you were able to provide me with that information?

A Yes.

Q And then what else did you provide me with?

A I provided a live active mailbox. I made a copy of it. It's what they call a PSD file. Provided that. And we went back into our tapes -- or tape or disk back-ups, and we provided back-ups around those dates that were requested, as well, those saved PSD file back-ups.

Q Okay. So basically you provided me your copy of the -- just so we can put it on the record. You provided me with a copy of his emails from around the timeframe that I requested --

A Correct.

Q -- and then also his current emails?

A Yes, currently today; yes.

Q Okay.

A Or that date actually.

Q Okay. And then just to briefly explain also on the record what -- you know, what the procedure is for archiving emails at BSO, how it works.

A Currently today, from out network perspective we -- we back-up every night, 8:00. We can go to our -- we can go to disk up to 60 days to pull any email request during those dates. Anything past 60 days we would have to go to tape for quarterly back-ups, and those are snapshots in time as far as -- 60 days we can go past. 8:00 p.m. every day we do full back-ups, and anything past 60 days has to go to tape where we have to recover it from tape.

Q Okay. And then the ones that you gave me, the emails you gave me that were from 2016, that was from tape?

A That was from disk.

Q That was from disk?

A Yeah, because that just happened recently within the 60 days, so we had back-ups every day. So I provided you --

Q Yeah, but from 2016? It was February 5, 2016.

A Yes, I apologize. You're correct; you're correct. We had to go to tape for that, yes.

Q For the old ones you had to go to tape?

A Yes, we had to go to tape; yes.

Q Okay. So those you had to go to tape, and then that's just the snapshot of what he had during that timeframe --

A Correct.

Q -- of his emails?

A Correct.

Q And it's safe to say -- I mean is there any way that there's emails he could have sent or received that would not be in there?

A Yes, it's possible.

Q It's possible?

A Yes.

Q And then how would that be?

A Um, if the user deletes -- he would have to delete it from his inbox and go to his deleted items. If he's sending an email he would have to go to his sent items, delete it from there, and then go back to the deleted box and delete it from there in order to not have it in his mailbox. He'd have to go to two different places

Q Right --

A -- if you were trying to --

Q -- to process.

A To process, yes.

Q And then -- and that would also have to be done before 8:00 p.m.?

A Correct.

Q Every day, which --

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EOG-02884

A And in this case that quarterly back-up, when it happened, the date and time at 8:00 p.m., that would have had to -- those couple of procedures would have had to happen before that time.

Q Okay. Okay. Are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No; no.

Q Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A No.

Q Is there anything you'd like to clarify?

A No, I think that's about it.

Q Is there anything I haven't asked you that you'd like to add to this statement?

A No, sir.

Q Has everything you said been truthful to the best of your knowledge?

A Yes.

Q Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record.

EOG-02885

Do you understand?

A Yes.

Q This statement concludes on March 15, 2018 at approximately 1703 hours. Thank you.

(End).

Reviewed By _____

Transcribed March 17, 2018
TEI/kr

EOG-02886

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 03/15/2018	Recording Time: 16:00
Transfer Date: 04/27/2018	Transfer Time: 19:15
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	AE9EB3466E243AEE6149FB8297B9A467
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
ITD Manager Guillermo Marsal, CCN 8029	

Signature: _____ CCN# 10526 Date 4-27-18

BSO CRI#47 (New 05/10)

Calls For Service

	Signal		City - Address	Location Text	Incident Number	Agency		Dispatch	Arrival	Caller	
Friday Feb. 5, 2016											
0:15:29	68	POLICE SERVICE CALL	PD	[redacted]		L17160205000174	17	14904	0:15:30	0:15:34	
0:29:43	68	POLICE SERVICE CALL	PD			L17160205000175	17	14531	0:29:44	0:29:47	
0:30:30	68	POLICE SERVICE CALL	PD			L17160205000176	17	14904	0:30:31	0:30:35	
0:34:17	68	POLICE SERVICE CALL	PD			L17160205000177	17	14918	0:34:19	0:34:22	
0:41:54	13V	SUSPICIOUS VEHICLE	PD		CVS	L17160205000178	17	15817	0:41:55	0:43:06	
1:19:53	68	POLICE SERVICE CALL	PD			L17160205000179	17	14918	1:19:54	1:19:57	
1:28:46	68	POLICE SERVICE CALL	PD			L17160205000180	17	14904	1:28:47	1:29:00	
1:29:28	68	POLICE SERVICE CALL	PD			L17160205000181	17	15515	1:29:29	1:29:34	
1:40:23	68	POLICE SERVICE CALL	PD			L17160205000182	17	10042	1:40:24	1:40:27	
2:01:46	68	POLICE SERVICE CALL	PD		WINNERS CIRCLE APTS	L17160205000183	17	10042	2:01:48	2:01:59	
2:02:14	68	POLICE SERVICE CALL	PD			L17160205000184	17	14904	2:02:15	2:02:20	
2:07:58	68	POLICE SERVICE CALL	PD			L17160205000185	17	10042	2:07:59	2:08:04	
2:32:36	68	POLICE SERVICE CALL	PD			L17160205000187	17	14904	2:32:38	2:32:45	
2:43:50	68	POLICE SERVICE CALL	PD			L17160205000188	17	14918	2:43:51	2:43:58	
2:44:25	68	POLICE SERVICE CALL	PD			L17160205000189	17	15515	2:44:26	2:44:33	
3:11:14	68	POLICE SERVICE CALL	PD			L17160205000190	17	14904	3:11:14	3:11:22	
3:12:05	68	POLICE SERVICE CALL	PD			L17160205000191	17	10042	3:12:06	3:12:11	
3:27:36	68	POLICE SERVICE CALL	PD			L17160205000192	17	14918	3:27:37	3:27:43	
3:31:47	68	POLICE SERVICE CALL	PD	[redacted]		L17160205000193	17	10042	3:31:54	3:32:03	
3:37:07	68	POLICE SERVICE CALL	PD			L17160205000194	17	15515	3:37:08	3:37:13	
3:54:04	67SP	MEDICAL - SICK PERSO	PD			L17160205000195	17	13551	3:56:00		[redacted]
4:00:23	68	POLICE SERVICE CALL	PD			L17160205000196	17	14904	4:00:24	4:00:29	
4:04:07	68	POLICE SERVICE CALL	PD			L17160205000197	17	14918	4:04:08	4:04:13	
4:11:15	68	POLICE SERVICE CALL	PD			L17160205000198	17	10042	4:11:22	4:11:24	
4:40:50	68	POLICE SERVICE CALL	PD			L17160205000199	17	10042	4:40:51	4:40:57	
4:43:09	68	POLICE SERVICE CALL	PD			L17160205000200	17	14918	4:43:16	4:43:20	
4:46:32	14	INFORMATION	PD		RISING TIDE CAR WASH	L17160205000201	17	15515	4:47:19	4:48:02	[redacted] [redacted]
4:59:31	68	POLICE SERVICE CALL	PD			L17160205000202	17	14904	4:59:32	4:59:37	
5:08:28	68	POLICE SERVICE CALL	PD			L17160205000203	17	10042	5:08:29	5:08:34	
5:42:37	68	POLICE SERVICE CALL	PD			L17160205000204	17	10042	5:42:38	5:42:43	
8:01:35	TEST0	SCC TEST TYPE PRIORI	PD			L17160205000207	17				
9:21:03	68	POLICE SERVICE CALL	PD		CTR	L17160205000208	17	10314	9:27:02	9:33:17	[redacted] [redacted]
11:04:17	68	POLICE SERVICE CALL	PD		TERNBRIDGE	L17160205000211	17	9468	11:04:17	11:04:17	
11:44:49	14	INFORMATION	PD			L17160205000212	17	10558	11:45:12	11:51:00	[redacted] [redacted]
13:27:42	12	RECKLESS DRIVING	PD			L17160205000213	17	10558	13:29:31	13:34:52	
14:15:31	73	TRAFFIC	PD			L17160205000214	17	11289	14:15:33	14:15:42	
14:43:33	14	INFORMATION	PD			L17160205000216	17	10558	14:43:45	14:53:15	[redacted]
14:53:12	49A	AUDIBLE ALARM	PD			L17160205000217	17	9468	14:54:06	15:02:37	[redacted] [redacted]
15:40:24	48	OPEN DOOR	PD		PINE TREE ESTATES	L17160205000218	17	9468	15:40:45	15:48:24	
17:22:37	68	POLICE SERVICE CALL	PD			L17160205000219	17	14531	17:23:17	17:31:16	
17:40:09	66	CIVIL MATTER	PD			L17160205000221	17				
18:43:59	12	RECKLESS DRIVING	PD			L17160205000222	17	15515	18:44:32	19:00:21	[redacted] [redacted]
19:01:24	14	INFORMATION	PD		RESD	L17160205000223	17	15817	19:02:20	19:07:59	[redacted] [redacted]
19:09:08	68	POLICE SERVICE CALL	PD			L17160205000224	17	14531	19:09:28	19:24:01	[redacted] [redacted]
19:42:15	68	POLICE SERVICE CALL	PD		WINNERS CIRCLE APTS	L17160205000225	17	10042	19:42:18	19:42:31	
19:57:47	68	POLICE SERVICE CALL	PD			L17160205000226	17	14918	19:57:51	19:58:23	
20:01:23	68	POLICE SERVICE CALL	PD			L17160205000227	17	15817	20:01:28	20:02:27	
20:03:28	68	POLICE SERVICE CALL	PD			L17160205000228	17	10042	20:03:29	20:05:45	
20:05:32	67FI	MEDICAL - FALL INJU	PD			L17160205000229	17	14531	20:07:40	20:16:07	[redacted] [redacted]
20:07:24	68	POLICE SERVICE CALL	PD		PINE TRAILS PARK	L17160205000230	17	15515	20:07:26	20:07:43	
20:53:35	68	POLICE SERVICE CALL	PD			L17160205000232	17	14918	20:53:36	21:07:02	
21:03:39	68	POLICE SERVICE CALL	PD			L17160205000234	17	15817	21:03:43	21:03:54	
21:43:47	68	POLICE SERVICE CALL	PD			L17160205000238	17	14918	21:43:49	21:43:55	
21:48:19	14	INFORMATION	PD			L17160205000239	17	15515	21:49:15	21:56:30	[redacted]
22:00:25	66	CIVIL MATTER	PD		BJ'S	L17160205000241	17	10042	23:07:36	23:10:47	[redacted] [redacted]
22:43:53	49A	AUDIBLE ALARM	PD			L17160205000242	17	14918	22:44:55		

23:20:57	68	POLICE SERVICE CALL	PD	[redacted]			L17160205000243	17	14918	23:20:58	23:21:01		
23:58:45	68	POLICE SERVICE CALL	PD			WINNERS CIRCLE APTS	L17160205000245	17	15817	23:58:47	23:58:52		

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000207
Signal: -- Signal Not Set --
Address: [redacted]
Caller:
Caller Address:
Dispatch Time:
Primary Unit:

Prio./Disp.: 0 / B
Agency: BSO - Parkland
Zone: 1702
Date: 02/05/16

Arrival Time:

Operator Console Summary

Time: 08:02:39 Console: PP07 Operator: Garcell, Cristina
Incident Initiated By: Garcell, Cristina

Time: 08:02:39.000 Console: PP07 Operator: Garcell, Cristina
Primary Event: MAIN Opened: 16/02/05 08:02
Incident Initiated By: BS/GARCELL, CRISTINA
Verification Bypassed INC- L17160205000207 Addr-[redacted]00000

Time: 08:02:45.000 Console: PP07 Operator: Garcell, Cristina
Route Closed: MAIN B
Incident Closed CHANGED To: B

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000208
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address: ID # 198591282
Dispatch Time: 09:27:02
Primary Unit: 17B2

Prio./Disp.: 4 / H
Agency: BSO - Parkland
Zone: 1701
Date: 02/05/16
Arrival Time: 09:33:17
Primary: 10314 / DAVIS, STEVEN

Operator Console Summary

Time: 09:25:35 Console: S7 Operator: Perez,Francine
Incident Initiated By: Perez,Francine

Time: 09:25:35.000 Console: S7 Operator: Perez,Francine
Primary Event: MAIN Opened: 16/02/05 09:25
Incident Initiated By: BS/PEREZ,FRANCINE
Original Location : CTR
SIRUS REC DISTRESS SIGNAL FROM A 2013 HYUNDAI ELENTRA GRAY
SUBSCRIBER/ [redacted]
54/25 ON CB
CHECK ON WELL BEING

Time: 09:26:03.000 Console: S7 Operator: Perez,Francine
#DELAY REF ADDRESS VERIFICATION WITH SIRIUS

Time: 09:27:02.000 Console: CK13 Operator: Johnson, Janice C
17/17B2 - Dispatched ---> [redacted] --- 68
Primary Unit CHANGED To: 17/17B2

Time: 09:27:02.000 Console: S7 Operator: Perez,Francine
Unit Changed From: - - - - - - - To: 1717B2-

Time: 09:29:52.000 Console: CK13 Operator: Johnson, Janice C
17/17B2 - Enroute ---> [redacted] --- 68

Time: 09:33:17.000 Console: CK13 Operator: Johnson, Janice C
17/17B2 - Arrived ---> [redacted] -- 68

Time: 09:35:13.000 Console: CK13 Operator: Johnson, Janice C
Incident Cloned to Child: L07160205000432

Time: 09:35:16.000 Console: CK13 Operator: Johnson, Janice C
IAAssocInc L07160205000432 UPDATE PriUnt to 07/7B2

Time: 09:36:06.000 Console: 00 Operator: Davis, Steven
17/17B2 - Available ---> 68
17/17B2 - D ---> Added dispostion: H
Disposition #1 Changed From: - - - - - - - To: H:
Disposition CHANGED To: H

Time: 09:36:06.000 Console: Error Operator:
Route Closed: MAIN H
Incident Closed: 16/02/05 09:36

Time: 09:36:08.000 Console: S7 Operator: Perez,Francine
Disposition #1 Changed From: H: To: H:ASSIST OTHER AGENCY

Time: 09:43:09.000 Console: Error Operator:
IAAssocInc L07160205000432 First Unit Arrived: 07/7B2 AR

Time: 09:47:41.000 Console: CK13 Operator: Johnson, Janice C
IAAssocInc L07160205000432 UPDATE Dispo to B MAIN

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000211
Signal: -- Signal Not Set --
Address: [redacted]
Caller:
Caller Address:
Dispatch Time: 11:04:17
Primary Unit: 17B4

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1704
Date: 02/05/16
Arrival Time: 11:04:17
Primary: 9468 / HANKS,WILLIAM

Operator Console Summary

Time: 11:04:17 Console: 00 Operator: Hanks,William
Incident Initiated By: Hanks,William

Time: 11:04:17.000 Console: 00 Operator: Hanks,William
Primary Event: MAIN Opened: 16/02/05 11:04
Incident Initiated By: BS/HANKS,WILLIAM
AREA CHECK TERNBRIDGE COMMUNITY TENNIS COURTS. 41701
17/17B4 - On View --> [redacted] -- 68

Time: 11:04:18.000 Console: 00 Operator: Hanks,William
Primary Unit CHANGED To: 17/17B4

Time: 11:04:22.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 11:04

Time: 11:04:22.000 Console: 00 Operator: Hanks,William
17/17B4 - Available ---> 68
17/17B4 - D ---> Added dispostion: B
Disposition #1 Changed From: B:NO WRITTEN REPORT To: B:
Disposition CHANGED To: B

Time: 11:04:22.000 Console: 00 Operator: Hanks,William
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000212
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address:
Dispatch Time: 11:45:12
Primary Unit: 17B3

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1703
Date: 02/05/16

Arrival Time: 11:51:00
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 11:44:50 Console: PP04 Operator: Ramos, George
Incident Initiated By: Ramos, George

Time: 11:44:50.000 Console: PP04 Operator: Ramos, George
Primary Event: MAIN Opened: 16/02/05 11:44
Incident Initiated By: BS/RAMOS, GEORGE
COMP'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF JUV WITH GUNS//ADV THIS HAPPEN ABOUT A MONTH AGO// ADV SUBJ WAS EXPELLED FROM WESTLAKE MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSS A HIGHSCHOOL UNK NAME OF IT//ADV NEIGHBOR LIVES 3 HOUSES DOWN FROM HER 10-20 ON THE OPPOSITE

Time: 11:44:31.000 Console: PP04 Operator: Ramos, George
SIDE// COMP IS NOT HOME AT THIS TIME// HAVE UNIT 10-45 HER

Time: 11:45:12.000 Console: CK13 Operator: Bellson, Jamie L
17/17B3 - Dispatched ---> [redacted] -- 14
Primary Unit CHANGED To: 17/17B3
17/17B3 - Inc Type ---> Type Change: 14 13I

Time: 11:46:28.000 Console: CK13 Operator: Bellson, Jamie L
17/17B3 - Enroute ---> 1019/LL --- 13I

Time: 11:51:00.000 Console: 00 Operator: Eason, Edward
17/17B3 - Arrived ---> 1019/LL --- 13I

Time: 12:43:24.000 Console: 00 Operator: Eason, Edward
FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.
17/17B3 - Available ---> 13I
17/17B3 - D ---> Added dispostion; B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 12:43:24.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 12:43

Time: 12:43:34.000 Console: PP04 Operator: Ramos, George
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 12:59:00.000 Console: 00 Operator: Eason, Edward
PHOTOS WERE POSTED OVER A MONTH AGO.

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000213
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address: [redacted]
Dispatch Time: 13:29:31
Primary Unit: 17B3

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1702
Date: 02/05/16
Arrival Time: 13:34:52
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 13:27:45 Console: PP07 Operator: Davidson, Alynthia
Incident Initiated By: Davidson, Alynthia

Time: 13:27:45.000 Console: PP07 Operator: Davidson, Alynthia
Primary Event: MAIN Opened: 16/02/05 13:27
Incident Initiated By: BS/DAVIDSON, ALYNTHIA
2ND HAND 43 VIA TRAFFIC ENG/STEPHON..CALLER ADV HE IS VERY CONCERNED THAT VEHS ARE SPEEDING THROUGH THE SCHOOL ZONE AROUND STONEMAN DOUGLASS AND WEST GLADES MIDDLE SCHOOL.REQ UNIT RESP OUT.

Time: 13:29:31.000 Console: CK13 Operator: Ramos, Maria
17/17B2 - Dispatched ---> HOLMBERG RD/PINE ISLAND RD --- 12
Primary Unit CHANGED To: 17/17B2
17/17B2 - Enroute ---> HOLMBERG RD/PINE ISLAND RD --- 12

Time: 13:29:53.000 Console: CK13 Operator: Ramos, Maria
17/17B2 - Unit Freed
Route: MAIN Changed Status From - Active To - Pending
17/17B3 - Dispatched ---> HOLMBERG RD/PINE ISLAND RD --- 12

Time: 13:29:58.000 Console: CK13 Operator: Ramos, Maria
Primary Unit CHANGED To: 17/17B3

Time: 13:30:12.000 Console: CK13 Operator: Ramos, Maria
17/17B3 - Enroute ---> HOLMBERG RD/PINE ISLAND RD --- 12
17/17B1 - Enroute ---> HOLMBERG RD/PINE ISLAND RD --- 12
17/17B1 - Available ---> 12

Time: 13:30:23.000 Console: PP07 Operator: Davidson, Alynthia
Unit Changed From: - - - - - - - To: 1717B3-

Time: 13:34:52.000 Console: CK13 Operator: Ramos, Maria
17/17B3 - Arrived ---> HOLMBERG RD/PINE ISLAND RD --- 12

Time: 13:41:34.000 Console: 00 Operator: Eason, Edward
CALL OF SPEEDING CARS IN SCHOOL ZONE. CANVASSED AREA BUT SCHOOL ZONE HASNT STARTED YET. VERY LIGHT TRAFFIC.
17/17B3 - Available ---> 12
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 13:41:34.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 13:41

Time: 13:41:34.000 Console: PP07 Operator: Davidson, Alynthia
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000214
Signal: -- Signal Not Set --
Address: [redacted]
Caller:
Caller Address:
Dispatch Time: 14:15:33
Primary Unit: 17T2

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1704
Date: 02/05/16

Arrival Time: 14:15:42
Primary: 11289 / KRATZ, MICHAEL

Operator Console Summary

Time: 14:15:33 Console: CK13 Operator: Benson, Jamie L
Incident Initiated By: Benson, Jamie L

Time: 14:15:33.000 Console: CK13 Operator: Benson, Jamie L
Primary Event: MAIN Opened: 16/02/05 14:15
Incident Initiated By: BS/BENSON, JAMIE L
17/17T2 - Dispatched ---> [redacted]-- 73
Primary Unit CHANGED To: 17/17T2
17/17T2 - Arrived ---> [redacted]-- 73

Time: 14:21:32.000 Console: 00 Operator: Kratz, Michael
TRAFFIC ENFORCEMENT
17/17T2 - Available ---> 73
17/17T2 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 14:21:32.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 14:21

Time: 14:21:32.000 Console: CK13 Operator: Benson, Jamie L
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000216
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address: [redacted]
Dispatch Time: 14:43:45
Primary Unit: 17B3

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1701
Date: 02/05/16
Arrival Time: 14:53:15
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 14:43:34 Console: CK09 Operator: Johnson, Janice C
Incident Initiated By: Johnson, Janice C

Time: 14:43:34.000 Console: CK09 Operator: Johnson, Janice C
Primary Event: MAIN Opened: 16/02/05 14:43
Incident Initiated By: BS/JOHNSON, JANICE C
56 COMPL 1019 IN LOBBY REF INTERNET FRAUD

Time: 14:43:45.000 Console: CK13 Operator: Benson, Jamie L
17/17B1 - Dispatched ---> [redacted] -- 14
Primary Unit CHANGED To: 17/17B1

Time: 14:44:18.000 Console: CK13 Operator: Benson, Jamie L
17/17B11 - Dispatched ---> [redacted] -- 14
17/17B11 - Enroute ---> 1019 --- 14
17/17B1 - Unit Freed

Time: 14:44:25.000 Console: CK13 Operator: Benson, Jamie L
Primary Unit CHANGED Fr: 17/17B1 To: 17/17B11

Time: 14:46:30.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Dispatched ---> [redacted] --- 14
17/17B3 - Enroute ---> [redacted] --- 14

Time: 14:49:38.000 Console: CK13 Operator: Benson, Jamie L
17/17B11 - Unit Freed
Unit Changed From: 1717B11- To: 1717B3-
Primary Unit CHANGED Fr: 17/17B11 To: 17/17B3

Time: 14:53:15.000 Console: 00 Operator: Eason, Edward
17/17B3 - Arrived ---> [redacted] - 14

Time: 15:15:38.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 15:15

Time: 15:15:38.000 Console: CK13 Operator: Sullivan, Andrea
17/17B3 - Available ---> 14
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 15:15:48.000 Console: CK13 Operator: Sullivan, Andrea
Incident Cloned to Child: LBS160205000749

Time: 15:15:54.000 Console: CK09 Operator: Johnson, Janice C
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 15:15:54.000 Console: CK13 Operator: Sullivan, Andrea
IAAssocInc LBS160205000749 UPDATE PriUnt to 17/17B3

Time: 15:16:00.000 Console: Error Operator:
IAAssocInc LBS160205000749 First Unit Arrived: 17/17B3 AR

Time: 18:10:45.000 Console: 00 Operator: Eason, Edward
IAAssocInc LBS160205000749 UPDATE Dispo to A1 MAIN

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000217
Signal: -- Signal Not Set --
Address [redacted]
Caller [redacted]
Caller Address:
Dispatch Time: 14:54:06
Primary Unit: 17B4

Prio./Disp.: 3 / D2
Agency: BSO - Parkland
Zone: 1703
Date: 02/05/16
Arrival Time: 15:02:37
Primary: 9468 / HANKS,WILLIAM

Operator Console Summary

Time: 14:53:13 Console: CK27 Operator: Coplin,Dawn
Incident Initiated By: Coplin,Dawn

Time: 14:53:13.000 Console: CK27 Operator: Coplin,Dawn
Primary Event: MAIN Opened: 16/02/05 14:53
Incident Initiated By: BS/COPLIN,DAWN
[redacted].MOTION DETECTOR

Time: 14:53:39.000 Console: CK27 Operator: Coplin,Dawn
IN MASTER BEDROOM....ALARM CO ADV SPK W/RESD ADV THEY ARE OUT OF TOWN

Time: 14:54:06.000 Console: CK13 Operator: Benson,Jamie L
17/17B4 - Dispatched ---> [redacted]--- 49A
Primary Unit CHANGED To: 17/17B4

Time: 14:54:31.000 Console: CK13 Operator: Benson,Jamie L
17/17B4 - Enroute ---> [redacted]--- 49A

Time: 14:54:43.000 Console: CK13 Operator: Benson,Jamie L
17/17B10 - Dispatched ---> [redacted]--- 49A
17/17B10 - Enroute ---> [redacted]--- 49A

Time: 15:02:37.000 Console: CK13 Operator: Sullivan,Andrea
17/17B4 - Arrived ---> [redacted]--- 49A

Time: 15:02:40.000 Console: Error Operator:
17/17B4 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 15:05:35.000 Console: CK13 Operator: Sullivan,Andrea
S/48 REAR 1505HRS

Time: 15:06:01.000 Console: CK13 Operator: Sullivan,Andrea
17B10 OIC 1039//KEEP AIR 1008 FOR NOW

Time: 15:06:05.000 Console: Error Operator:
17/17B4 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 15:08:37.000 Console: CK13 Operator: Sullivan,Andrea
AIR 1003 CHECKING S/48 1508HRS

Time: 15:10:14.000 Console: CK34 Operator: Whaley,Tamika
Norm Mail Attach Dt: 16/02/05 Tm: 15:10 Cons: CK34 Oper: WHALEY, TAMIKA
Subject: ALRM CO ADV ADDLFAMILY ROOM, PATIO AND DINING DOOR

Time: 15:11:57.000 Console: CK13 Operator: Sullivan,Andrea
AIR 1008 AT 1511HRS

Time: 15:13:37.000 Console: Error Operator:
17/17B4 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 15:13:43.000 Console: CK13 Operator: Sullivan,Andrea
17/17B10 - Arrived ---> [redacted]-- 49A

Time: 15:22:07.000 Console: CK13 Operator: Sullivan,Andrea
04

Time: 15:23:12.000 Console: Error Operator:
17/17B4 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 15:35:40.000 Console: 00 Operator: Hanks,William
FOUND UNLOCKED REAR KITCHEN DOOR. CHECKED INTERIOR, ALL APPEARED OK. SECURED DOOR AND LEFT THROUGH GARAGE. ALARM CITATION #6735 FOR SECOND OFFENSE POSTED TO FRONT DOOR.

Time: 15:35:41.000 Console: 00 Operator: Hanks,William
17/17B4 - Available ---> 49A
17/17B4 - D ---> Added dispostion: D2

Disposition #1 Changed From: - - - - - - - To: D2:
Disposition CHANGED To: D2
Time: 15:41:33.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 16/02/05 15:41
Time: 15:41:33.000 Console: CK27 Operator: Coplin,Dawn
Disposition #1 Changed From: D2: To: D2:UNSECURED DOOR OR WINDOW
Time: 15:41:33.000 Console: CK13 Operator: Sullivan, Andrea
17/17B10 - Available ---> 49A
Time: 02/06/2016 18:33:49.000 Console: SM Operator: Damiano, Yolanda
Qery Mail Attach Dt: 16/02/06 Tm: 18:33 Cons: SM Oper: DAMIANO, YOLANDA
Subject: MNE=S06000095 Date_Time=20160206 1833 MsgNbr=00008
MNE=S06000095 Date_Time=20160206 1833 MsgNbr=00008
--DHSMV--
DHSMV RECORD -
[redacted] ORIGINAL - NEW

[redacted]

Time: 02/06/2016 18:33:50.000 Console: SM Operator: Damiano, Yolanda

[redacted]

This information should only be used as authorized by Florida Statute, section 119.0712(2)(c):
1. Emergency contact information contained in a motor vehicle record is confidential and exempt from s. 119.07(1) and s. 24(a), Art. I of the State Constitution.
2. Without the express consent of the person to whom such emergency contact information applies, the emergency contact information contained in a motor vehicle record may be released only to law enforcement agencies for purposes of contacting those listed in the event of an emergency.
DL#1: [redacted]
END DHSMV RESPONSE
--NCIC--
[redacted]
--FCIC HIT RESPONSE--
FRQ : NO RECORDS FOUND
Time: 02/06/2016 18:33:51.000 Console: SM Operator: Damiano, Yolanda
--END--

Time: 02/06/2016 18:34:05.000 Console: SM Operator: Damiano, Yolanda
66 MY LAST UPDATES

Generated: 3/9/2018 7:12:28 PM

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000218
Prio./Disp.: 2 / B
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: [redacted]
Zone: 1704
Caller: [redacted]
Date: 02/05/16
Caller Address: [redacted]
Dispatch Time: 15:40:45
Arrival Time: 15:48:24
Primary Unit: 17B4
Primary: 9468 / HANKS,WILLIAM

Operator Console Summary

Time: 15:40:25 Console: PP08 Operator: Johnson, Nicole
Incident Initiated By: Johnson, Nicole

Time: 15:40:25.000 Console: PP08 Operator: Johnson, Nicole
Primary Event: MAIN Opened: 16/02/05 15:40

Time: 15:40:26.000 Console: PP08 Operator: Johnson, Nicole
Incident Initiated By: BS/JOHNSON, NICOLE
Original Location : PINE TREE ESTATES
REF VACANT 1ST 1020 GARAGE DOOR IS OPEN ...1054 ON SEEING
ANYTHING S/13....CONCERNED DUE TO A HOUSE IN THE AREA BEING SET ON FIRE

Time: 15:40:29.000 Console: PP08 Operator: Johnson, Nicole
See Complainant CHANGED Fr: Y To: N

Time: 15:40:45.000 Console: CK13 Operator: Sullivan, Andrea
17/17B4 - Dispatched ---> [redacted]-- 48
Primary Unit CHANGED To: 17/17B4
17/17B1 - Dispatched ---> [redacted]-- 48

Time: 15:41:37.000 Console: CK13 Operator: Sullivan, Andrea
17/17B10 - Dispatched ---> [redacted]-- 48
17/17B1 - Unit Freed
17/17B10 - Enroute ---> [redacted]-- 48
17/17B4 - Enroute ---> [redacted]-- 48

Time: 15:48:24.000 Console: CK13 Operator: Sullivan, Andrea
17/17B4 - Arrived ---> [redacted]-- 48

Time: 15:07:34.000 Console: CK13 Operator: Sullivan, Andrea
-04

Time: 16:07:39.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 16:22:58.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/5297 Console: CK13

Time: 16:36:46.000 Console: 00 Operator: Hanks,William
OWNERS SON (AVI NIEUCHOWICZ) RESPONDED. WE CHECKED THE HOUSE WITH AVI.
NOTHING WAS DISTURBED. AVI SECURED THE GARAGE DOOR AND LEFT.
17/17B4 - Available ---> 48
17/17B4 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 16:37:00.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 16/02/05 16:37

Time: 16:37:00.000 Console: CK13 Operator: Melo, Nohely
17/17B10 - Available ---> 48

Time: 16:37:00.000 Console: PP08 Operator: Johnson, Nicole
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Generated: 3/9/2018 7:13:22 PM

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000219
Signal: -- Signal Not Set --
Address: [redacted]
Caller: MALE CALLER
Caller Address:
Dispatch Time: 17:23:17
Primary Unit: 17A11

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1701
Date: 02/05/16

Arrival Time: 17:31:16
Primary: 14531 / ANDERSON,ALBERT

Operator Console Summary

Time: 17:22:38 Console: PP08 Operator: Johnson, Nicole
Incident Initiated By: Johnson, Nicole

Time: 17:22:38.000 Console: PP08 Operator: Johnson, Nicole
Primary Event: MAIN Opened: 16/02/05 17:22
Incident Initiated By: BS/JOHNSON, NICOLE
REF W/M LSD GRY P/U TRK FISHING IN THE POND NEAR THE TOWNHOMES ON PARKLAND RESERVE BLVD

Time: 17:23:17.000 Console: CK13 Operator: Melo, Nohely
17/17A11 - Dispatched ---> [redacted] -- 51
Primary Unit CHANGED To: 17/17A11

Time: 17:24:18.000 Console: CK13 Operator: Melo, Nohely
17/17A3 - Dispatched ---> [redacted] -- 51

Time: 17:24:30.000 Console: CK13 Operator: Melo, Nohely
17/17A11 - Enroute ---> [redacted] -- 51
17/17A3 - Enroute ---> [redacted] - 51

Time: 17:31:16.000 Console: CK13 Operator: Sullivan, Andrea
17/17A3 - Arrived ---> [redacted] -- 51

Time: 17:38:18.000 Console: CK13 Operator: Sullivan, Andrea
Incident Type Changed From: 51:TRESPASSING() To: 68:POLICE SERVICE CALL()
Incident Type CHANGED Fr: 51 To: 68
Response Type CHANGED Fr: 1 To:

Time: 17:38:53.000 Console: 00 Operator: Swadkins,Brian
UNABLE TO LOCATE THE TRUCK OR THE MAN FISHING.
17/17A3 - Available ---> 68
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 17:40:50.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 16/02/05 17:40

Time: 17:40:56.000 Console: 00 Operator: Anderson,Albert
17/17A11 - Available ---> 68

Time: 17:40:56.000 Console: PP08 Operator: Johnson, Nicole
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Generated: 3/9/2018 7:14:12 PM

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000221
Signal: -- Signal Not Set --
Address: [redacted]
Caller:
Caller Address:
Dispatch Time:
Primary Unit:

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1702
Date: 02/05/16
Arrival Time:

Operator Console Summary

Time: 17:40:28 Console: SM Operator: Jones, Tamika
Incident Initiated By: Jones, Tamika

Time: 17:40:28.000 Console: SM Operator: Jones, Tamika
Primary Event: MAIN Opened: 16/02/05 17:40
Incident Initiated By: BS/JONES, TAMIKA
TEST ONLY
Verification Bypassed INC- L17160205000221 Addr-[redacted] PD 00000

Time: 17:40:31.000 Console: SM Operator: Jones, Tamika
Route Closed: MAIN B
Incident Closed CHANGED To: B

Generated: 3/9/2018 7:14:58 PM

COMMUNITY SERVICES - JUVENILE UNIT
SCHOOL RESOURCE OFFICER
MONTHLY REPORT

Month	February	**Year**	2016
School	Douglas High	**Principal**	Ty Thompson
SRO	S. Peterson	**Agency**	**Broward Sheriff's Office**

1	Grade Level	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
	S.T.A.R.														
	G.R.E.A.T.														
	NetSmartz														
	Other													1	
	Grand Total														1

2	Mentoring	
3	Counseling	5
4	Parent Conferences	4
5	Faculty / PTA Meetings	
6	Truancy Enforcement	
7	Training Hours	2
8	Home Consent Searches	
9	Baker Acts	
10	Arrests	1
11	Cocaine	
12	Pills	
13	Marijuana	
14	Citations	
15	Knives Confiscated	
16	Firearms Confiscated	
17	Field Interviews	
18	Code Outs	1
19	Reports (Total taken at School – Including non SRO's) Attach CAD Report	4 ✓
20	Civil Citation	1

Signatures:

Principal/Designee		3/1/16 **Date**
SRO	430Y **CCN#**	3/1/16 **Date**
SRO Sergeant	9946 **CCN#**	3/1/16 **Date**

Revised 12/11/2015

EOG-02904

Written Reports (Must include all written reports from the SRO and other Deputies):

Case #	Nature of Call	Date	Deputy	Attached Y/N
17-1602-00072	Resist Arrest	2-3-16	Peterson	Yes
17-1602-000743	Battery	2-12-16	Peterson	Yes
17-1602-000781	Property Damage	2-16-16	Peterson	Yes
17-1602-001082	Theft	2-23-16	Peterson	Yes

A. Presentations: (S.T.A.R., G.R.E.A.T., NetSmartz & Other)

Date	Program / Synopsis	School	Grade	Teacher	# of Students
2-16-16	MADD Assembly	Douglas	9-12	Thompson	200

B. Counseling, Referrals, Diversions: (Counseling i.e.; formal individual and group)

Date	Program / Synopsis	Grade	# of Students	Parent Notified Yes	Parent Notified No
2-3-16	Juvenile [redacted] arrested for Resist without violene	9	1	X	
2-16-16	Conference with juvenile [redacted] ref: harassment of Glades student				
2-16-16	Conference with student [redacted] ref: text messages off campus	12	1		X
2-17-16	Interview juvenile [redacted] ref: car hit in parking lot. Property Damage report completed	12	1	X	
2-23-16	Conference with juvenile [redacted] ref: theft. [redacted] issued Civil Citation	11	2	X	

Revised 12/11/2015

C. Meetings Attended: (Parent Conferences, Faculty Meetings & PTA Meetings)

Date	Location	Type of Meeting / Topic	Hours
2-2-16	Douglas	Conference with Mrs. Dubin ref: juvenile [redacted]	20 min
2-2-16	Douglas	Instructir Garner reports possible mental health issue regarding juvenile [redacted]	10 min
2-16-16	Douglas	Parent conference [redacted] (Glades high school) ref: bullying complaint	30 min
2-22-16	Douglas	Parent conference ref: juvenile [redacted]	10 min
2-22-16	Douglas	Parent Conference (phone) ref [redacted] and a phone theft	15 min
2-23-16	Douglas	Parent conf with mother of [redacted]	30 min

D. Trips and Activities: (Field Trips and After School Activities)

Date	Location	Synopsis	Hours
2-9-16	Douglas	Lacrosse	4

E. Other Agency Contacts: (CPIS, AOAs, Fire Rescue, etc.)

Date	Agency	Synopsis / Case #	Report Written Yes	Report Written No
2-11-16	MADD	Met with Madd representative ref: Assembly		X

F. Training: (In-Service, Mandatory, Career Dev., Seminars, Monthly SRD Training, etc.)

Date	Location	Topic	Hours
2-1-16	Markham Park	Firearm Qualifications	2

G. Citations: (Traffic, Parking, Warning)

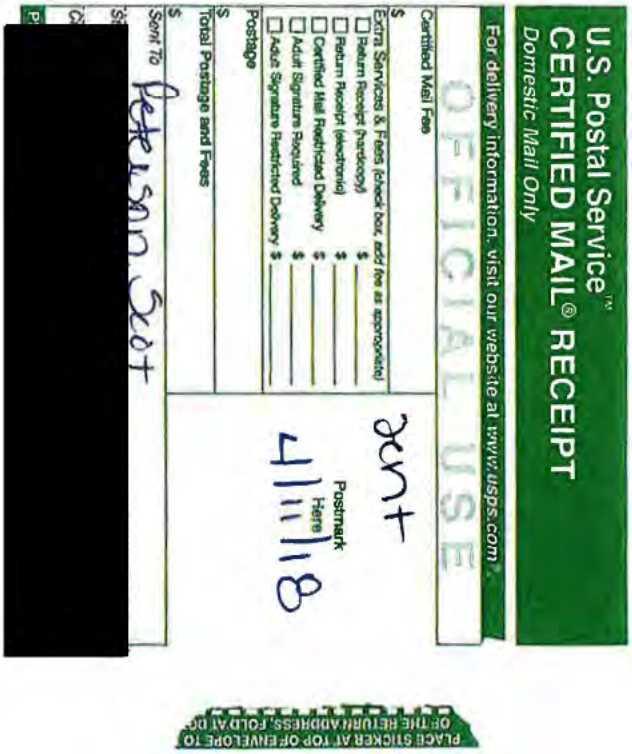
Date	Location	Synopsis	Campus	
			On	Off

H. Weapons: (Firearms, knives, brass knuckles, clubs, bats, BB guns, etc.)

Date	Location	Type / Description	Synopsis	Case #

EOG-02908

7017 1450 0002 2804 1400



PLACE STICKER AT TOP OF ENVELOPE TO THE RETURN ADDRESS, FOLD AT DO

SENDER: *COMPLETE THIS SECTION*

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Peterson Residence

[redacted]

9590 9402 3298 7196 2141 21

2. Article Number *(Transfer from service label)*

7017 1450 0002 2804 1400

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X ☐ Agent ☐ Addressee

B. Received by *(Printed Name)* | C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type
- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☐ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over $500)
- ☐ [illegible] Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053 Domestic Return Receipt

EOG 02309

Sheriff Scott Israel

April 10, 2018

Mr. Scot Peterson
[redacted]

RE: Internal Affairs Investigation: #IA2018-0041

Dear Mr. Peterson,

I am the assigned investigator in the above referenced case under investigation by the Broward Sheriff's Office, Division of Internal Affairs. You were identified as a possible witness in this case, concerning an employee of the Broward County Sheriff's Office.

I believe that you may have valuable information to provide regarding this investigation. I would like to meet with you, at your convenience, in the near future. Florida State Statutes govern the amount of time I have in order to complete this investigation. If you would like to provide information for this investigation, please contact me at **(954) 327-3916**, or via e-mail at: **hector_oliva@sheriff.org**. If I do not hear from you by April 25, 2017, I will assume that you have elected not to provide a voluntary statement. Your time and assistance in this matter are greatly appreciated.

Sincerely,

Sergeant Hector Oliva #10526
Broward Sheriff's Office
Division of Internal Affairs
(954) 321-1100

cc: file

Parkland District
Payroll / Daily Roster

Supervisor	CCN	Radio ID	Unit	Comments
Sgt Jeanne Tedesco	10385	17D2	5231	RAA AL
				Sgts Phone 954-348-4191

Day	Date	Shift
Friday	02/05/16	Bravo Gold

Zone	Name	CCN	Unit#	Comments
17B1	Dep. Paul Petrillo	11255	9227	
17B2	Dep. Steve Davis	10314	4635	8 Hour Day/0600-1400 Hrs
17B3	Dep. Edward Eason	10558	4604	
17B4	Dep. William Hanks	9468	4621	
17B10	Dep. Richard Seward ***	11290	5103	OIC/0530-1730 Hrs
17B11	Dep. Louis Marchese ***	10339	9018	0530-1330 Hrs
17T2	Dep. Michael Kratz	11289	4620	0600-1600 Hrs
17X1	Dep. Rob Simpson	7047	4587	LD/Front Desk 0800-1600 Hrs
	Dep. Chris Rossi	13553	4655	RDO
	* EARLY CAR			

RDO=Regular Day Off, AL=Annual Leave, TNG=Training, H=Holiday, CT=Comp Time taken, SL=Sick Leave, BD=Bonus Day, ML=Military Leave, SUS=Suspended, PD=Personal Day, DET=Detached, WC=Worker's Comp, LD=Light Duty, FMLA—Family Medical Leave Act, RAA=Restricted Administrative Assignment

INTERVIEW WITH DEPUTY EDWARD EASON
Q= SERGEANT HECTOR OLIVA
Q1= SERGEANT AL RENGIFO
A= DEPUTY EDWARD EASON
A1= ANDREA NELSON

Q The following will be a sworn recorded statement taken by Sergeant Hector Oliva of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. You are being questioned as a subject employee in an official investigation by the Broward Sheriff's Office. This statement will be taken in reference to Division of Internal Affairs Case Number IA2018-0041 regarding a complaint that's been made against you for allegedly violating the Sheriff's Policy Manual. This statement will be taken from Deputy Edward Eason, CC-, or -- I'm sorry, last name of E-a-s-o-n, CCN 10558, and this statement will commence on May 17, 2018, at approximately 1748 hours.

This interview is being conducted at the Division of Internal Affairs and also present is Sergeant Al Rengifo, CCN 9981, from the Division of Internal Affairs, and Andrea Nelson (ph) from the IUPA union, International Union of Police Associations. And you're aware that your statement's being recorded?

A I do.

Q Okay. Deputy Eason, would you state your full name, classification, CCN, and your current assignment?

EOG-02912

A Deputy Edward Eason, E-a-s-o-n; uniform 10558; DLE, City of Parkland.

Q Okay. And have I identified myself as a law enforcement officer and you understand this?

A Yes, sir.

Q As a law enforcement officer, I'm empowered to administer oaths. Do you understand this?

A Yes, sir.

Q Please raise your right hand for me. Do you swear or affirm the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes, sir.

Q All right. Thank you. Put your hand down. Deputy Eason, this is an official proceeding and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes, sir.

Q Can you tell me what perjury is?

A Lying under oath.

Q Correct. Any questions so far?

A No, sir.

Q All right. The Sheriff's Policy Manual states: SPM 2.25.4 in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from

EOG-02913

a supervisor, by an employee of the same or lesser rank -- excuse me -- and an Internal Affairs investigator when conducting an official internal investigation."; SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter."; SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees."; and SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it's closed and public record." Do you understand these policies?

A Yes.

Q All right. And prior to the statement, you were provided with an index containing the complaint form and all evidence related to this case to include any sworn recorded statements. Did you have an opportunity to review all the evidence?

A Yes, sir.

Q And do you have any questions?

A No, sir.

Q And that's your signature on the form that you gave me back?

A Yes, sir.

Q Okay. The Garrity form and the index, correct?

A Yes.

Q Okay. All right. And then you signed as well, Ms. Nelson?

A1 Yes, sir.

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EOG-02914

Q Okay. Thank you. All right. This is an internal administrative investigation. It's not a criminal investigation. You will be asked questions specifically directed and narrowly related to the performance of your official duties and fitness for office. You are requested to be -- or required, I'm sorry -- to be truthful and answer all questions honestly in accordance with Broward Sheriff's Office policy.

You are required to give a statement for administrative purposes. This is a compelled statement. You are being ordered to give this statement. If you refuse to testify or answer questions, you will be subject to administrative charges which could result in your dismissal. And you're entitled to the right to have an attorney or other representative present during this question -- questioning, I'm sorry -- which is Ms. Nelson. That's who you've elected to have here with you. Correct?

A Yes.

Q And you understand that?

A Yes.

Q Okay. You're entitled to all the rights and privileges guaranteed by the laws of the State of Florida and the Constitution of the United States, including the right not to be compelled to incriminate yourself. Therefore, if the scope of the inquiry involves criminal activity, neither your statements nor any information or evidence which is gained by reasons of such statements can be used against you in any subsequent criminal charges, except for perjury and obstruction of justice charges. These statements, however, may be used against you in relation to subsequent administrative charges. Okay. Now -- all right.

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Just to put it on the record, you provided a statement to homicide detectives on February 16, 2018 --

A Yes.

Q -- only two days after the Marjory Stoneman Douglas High School incident. It's assumed that, at that time, you were not given ample opportunity to refresh your memory about a call that you handled approximately two years prior on February 5, 2016, when you were questioned that day. I want to put it on the record that, because you've now had time to think about that call and potentially refresh your memory, there will be no issues regarding a truthfulness charge relating to the statement you previously provided, if you recall details about the incident now.

Having had time to refresh your memory, do you now recall any details of the call that you handled that day on February 5, 2016, Case Number 17-1602-000212?

A No, sir.

Q No? Okay. All right. So, with that being said, what do you recall, if anything?

A I don't recall anything about that call from February of 2016.

Q Okay. I'll give this to you. That's a copy -- I'm providing you a copy with the CAD notes from that day of that incident. Can you confirm that you wrote those CAD notes, where your name is listed?

A My name is on the notes.

Q Okay. But I'm saying your name's here, Edward Eason.

EOG-02916

A Yes.

Q Can you confirm that you wrote that from what you might (indiscernible)?

A It appears that I wrote it, yes.

Q Okay. And then walk me through what you wrote there, line by line if you could, because really at this point, all we have to go by is what you actually wrote that day.

A All right. A female who wanted to remain anonymous reported a kid named Nikolas Cruz from Douglas High School has knives and a BB gun in his Instagram photos. No threat noted, and info forwarded to School Resource Deputy Peterson at the school.

Q And what does that mean to you, since you're -- they're your words.

A That I responded to a call. No evidence of a credible threat. And I relayed that information to the school which it looks like he attended, at Stoneman Douglas, to the SRO over there, Peterson -- Scot Peterson.

Q Which is Deputy Scot Peterson. Okay. Were calls like this frequent or was that an unusual call?

A Frequent.

Q Frequent? How often did you receive calls like that?

A Social media-type calls, threats -- very common.

Q I mean, as far as relating to school incidents or any kind of shooting or, "I'm gonna shoot somebody," or anything like that?

A Well, with weapons in general, yes -- pretty common on social media.

www.reportingparty.com

EOG-02917

Q Okay. Like students from that school -- from Douglas?

A From that school and outside of school, maybe graduated already.

Q Okay. And walk me through how you would normally handle a similar call where potential violence was threatened, or questionable statements were made by a school student. Like, how would you normally handle a call --

A Well --

Q -- like that based on what's there, you know?

A Right. I'd make contact with the complainant, find out what information they have and what evidence they have supporting the facts that they're telling me, and from there, depending on the evidence, conduct an investigation, talking to all the parties, notifying other people involved -- in this case, notifying the SRO at the school.

Q Okay. Well, you just said you notified the SRO -- so you notify the SRO normally -- of the school if it was in Parkland?

A Yes.

Q How about if it was in another high school in South Broward or something?

A Yes, I would notify -- contact their SRO.

Q So you would make the attempt, at least, to notify them?

A Yes.

Q Okay. Would you notify a supervisor?

EOG-02918

A It -- if there's no evidence supporting a threat -- a credible threat, I might, I might not, depending on the case.

Q Okay. So, it would be a case-by-case?

A Yes, sir.

Q Okay. Would you normally complete an incident report for a similar incident based on what's there?

A With no credible threat and an anonymous caller -- a caller who wanted to remain anonymous -- usually no.

Q Okay. And then you noted in your CAD notes that you forwarded the information obtained in this call to SRD Scot Peterson. As you know, I got the archive of the emails and there was no record of you emailing Deputy Peterson, any information relating to the call, or this call specifically. You said you forwarded it to him. So, how did you forward the information to him?

A I don't recall. You know, it was a little while ago -- long time ago.

Q All right. Well, let's put it this way. Like, if you had other calls, how would you normally relay that information to him?

A Well, it's a small district. I could drive to his school, talk to him in person, or if I was at the station -- a lot of times they would come in -- the SRO's -- to complete paperwork or print out paperwork, especially towards the end of the week. I might have saw him in person and explained to him then what's going on.

Q Okay. So more than likely it would be in-person --

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A Yes.

Q -- communication? All right. And I previously asked you prior to this statement, several months ago -- I previously asked you to attempt to obtain your personal cell phone records to determine if you possibly called Deputy Peterson or sent him a text on or around February 5, 2016. You know, that would possibly indicate that you contacted him through either of those means at the time. Were you able to obtain those records?

A Yes.

Q You were able to pull your old records?

A Yes.

Q Do you have them with you or --

A No.

Q No? Do you have a copy you can provide?

A No. It's at my house at the time.

Q Okay. From what you remember, did it show any kind of communication between you and Peterson (indiscernible)?

A Not on my personal phone, no.

Q No?

A No.

Q Okay.

A Usually work -- if it's work-related, I usually call from the station though.

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EOG-02920

Q Okay. Would you be willing to provide copies of that, at least during that time frame?

A Sure.

Q It's up to you.

A Yes.

Q Okay. And then, why didn't you complete an incident report to document this incident?

A Well between -- there was no credible threat -- no evidence of a credible threat, and the caller wanted to remain anonymous due to being, you know, a close neighbor and a prior history with the family.

Q Okay. Do you think it would have been reasonable to document the information you obtained in an incident report?

A With the information at that point, no.

Q Okay. And next time, how would you handle a similar situation?

A Well, with everything going on in the media now, you know, we do event reports on that.

Q So, just because of what's going on now or -- you know what I mean? Like, can you specify? Like, let's say Parkland had not happened, would you -- moving forward, would you write a report on that same type of situation?

A It wouldn't have changed anything from what happened two years ago, no.

www.universitycourts.com

Q Okay.

A If there was no incident at the high school.

Q But now, because Parkland occurred, you would?

A Yes.

Q Just as a precaution?

A Yes, sir.

Q Okay. And would you do anything different?

A No. I'd do an event report, which the sergeant reviews.

Q Okay. Any questions?

MALE No, sir.

Q Okay. Would you be -- would you object to Sergeant Rengifo asking you questions directly?

A No, sir.

Q Okay.

Q1 Deputy Eason, you mentioned that you -- in order to determine if it was a credible threat, you may have written a report. To you, what is a credible threat?

A Oh --

Q1 What would you say -- what would you -- an example of that?

A A credible threat if there's evidence supporting the carry-out of a threat. Like, if somebody says, "You know what? I have a gun," you know -- boyfriend, girlfriend, it happens all the time. They say, "I'm gonna come to your house and shoot you,"

EOG-02922

that's a credible threat. If someone comes there saying, you know, that, you know, "I'm in fear," but they didn't make a threat. They said, "You'll be sorry." That's kind of vague. But you have to have, you know, a cre-, you have to have an apparent ability to do so, and the item to carry out the crime or the incident.

Q1 Okay. And prior to being assigned to the Parkland district, have you ever been assigned to any investigative unit within the agency?

A No, sir.

Q1 Okay. I don't have any other questions.

Q Nothing else? One other thing. Do you recall ever having dealt with Nikolas Cruz before or after that call? Oh, you didn't -- you didn't meet with him on this date?

A No, sir.

Q Okay. Did you ever meet with him, as far as you can recall, before or after?

A Not that I recall, no.

Q No? Another question I had -- would you know if you took this landline, or if you went to her house, or you met with her -- the caller, Ms. Garino (ph)?

A I don't recall.

Q (Indiscernible).

A Yeah, so -- it was -- it was a long time ago.

Q Okay. Okay. Anything to add Ms. Nelson?

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EOG-02923

A1 Can we email you some articles about this case that were in the media and quotes from the Sheriff to be included?

Q Yeah. I can add it in there. Sure.

A1 Okay. Just the few that were out there that they did nothing wrong and that there was no arrests or anything like that -- we just wanted to add for the record.

Q Okay.

A1 And I think that's it.

A Yes.

A1 Okay.

Q Are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No.

Q Are you aware of any documents or evidence relevant to this case that may not have been discussed in this interview?

A Well, items my attorney's -- is going to email you --

A1 Not attorney.

A -- or my representative is going to email you.

A1 Discussed though.

Q Yeah.

A Other than that, no.

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EOG-02924

Q You'll sign that and then, oh and the cell phone records if you can get me that as well.

A Yes.

Q I mean, I don't need everything, just maybe -- let's just say, like, a two-week time frame after the 5th, just to show if there was any communication, and, you know, you can -- just to see what happened, you know. I'm not looking for anything else. But anything between you and Peterson, okay?

MALE Yes.

Q Is there anything you'd like to clarify?

A No, sir.

A1 On the cell records, before they go in the case to be made public record, can we have those redacted due to law enforcement affiliation and I'm sure his son's name and -- or number will appear in there as well.

Q Yeah.

A1 Okay.

Q We'll get that taken care of. You said no, nothing to clarify?

A No, sir.

Q Okay. Is there anything I haven't asked you that you'd like to add to this statement?

A No, sir.

EOG-02925

Q Has everything you've said been truthful to the best of your knowledge?

A Yes, sir.

Q All right. Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes public record.

This statement concludes on May 17, 2018, at approximately 1804 hours. Thank you.

(End).

Reviewed By _____

Transcribed May 20, 2018
TEI/cd

www.transcriptionexpress.com

EOG-02926

BROWARD COUNTY SHERIFF'S OFFICE
DIVISION OF INTERNAL AFFAIRS

CASE NUMBER: **IA2018-0041** **DATE: May 17, 2018**

SUBJECT EMPLOYEE: **Edward Eason, CCN 10558**

INVESTIGATOR: **Sergeant Hector Oliva, CCN 10526**

SHERIFF'S POLICY: **1. SPM 2.4, Meeting BSO Standards;**
To wit: DLE SOP 3.6.1(B), Reporting Requirements

EXHIBIT	INDEX/CASE SUMMARY	CONTENTS
Index	Index	Index
1	Complaint Control Form Notification Memos Restricted Assignment Memo	Internal Affairs
~~2~~	~~Investigative Report~~	~~Sergeant Hector Oliva~~
3	Deputy Peterson/Deputy Eason [redacted] Sworn Audio Statements (3x) Transcriptions (3x)	Evidence.com Case# 17-1802-000525
4	CAD Incident Summary Case# 17-1602-000212	BSO
5	Excerpt of BSO SOP (3.6)	BSO
6	Sworn, Recorded statement CD's, Digital Transfer Reports, Transcriptions	Comm. Operator George Ramos [redacted] Comm. Operator Jamie Benson Lt. Michael Devita Deputy Richard Seward Guillermo Marsal
7	Calls for Service Report CAD Incident Summaries	BSO
8	SRO Monthly Report/Feb. 2016	Deputy Scot Peterson
9	Certified Letter to Deputy Peterson w/ Envelope	BSO

Provision acknowledgement

I verify that I have been provided the above listed items for review prior to my investigative interview, with the exception of the investigative report.

Employee: E/S Edward Eason /CCN 10558 Date: 5-17-18

Representative: Andi Nelson Date: 5/17/18

EOG-02927

10526 5-17-18

10	Parkland District Payroll/Daily Roster 02/05/16	BSO
11	Deputy Eason Archived Emails from February 2016/on DVD-R	BSO
~~12~~	~~Sworn, Recorded Garrity statement CD, Garrity warning Form, Garrity Index, Digital Transfer Report, Transcription~~	~~Deputy Sheriff Edward Eason~~
	LAST ITEM	

Provision acknowledgement

I verify that I have been provided the above listed items for review prior to my investigative interview, with the exception of the investigative report.

Employee: D/S Edward Eason /CCN 10538 Date: 5-17-18

Representative: ANGEL NELSON Date: 5/17/18

EOG-02928

10526 5-17-18

GARRITY RIGHTS WARNING
ADMINISTRATIVE INVESTIGATION

Investigation Case#: IA2018-0041

Employee Interviewed: Edward Eason - Deputy Sheriff/DLE CCN: 10558

FORMAL INTERVIEWS WILL BE RECORDED.

THIS IS AN INTERNAL ADMINISTRATIVE INVESTIGATION. IT IS NOT A CRIMINAL INVESTIGATION. You will be asked questions specifically directed and narrowly related to the performance of your official duties and fitness for office. You are required to be truthful and answer all questions honestly in accordance with Broward Sheriff Office policy. You are required to give a statement for administrative purposes. This is a compelled statement. You are being ordered to give this statement. If you refuse to testify or answer questions, you will be subject to administrative charges, which could result in your dismissal.

You are entitled to the right to have an attorney or other representative present during this questioning. Do you understand? (If employee has chosen to not have a representative present, ask employee if they are waiving this right.)

You are entitled to all the rights and privileges guaranteed by the laws of the State of Florida and the Constitution of the United States, including the right not to be compelled to incriminate yourself. Therefore, if the scope of this inquiry involves criminal activity, neither your statements, nor any information or evidence which is gained by reasons of such statements, can be used against you in any subsequent criminal charges, except for Perjury and Obstruction of Justice charges. These statements, however, may be used against you in relation to subsequent administrative charges.

Pursuant to policy of the Broward Sheriff's Office, you shall not, in any manner, interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes public record.

D/S Edward Eason #10558	10526
Employee Signature	Investigator Signature
5-17-18 1743	5-17-18 1743
Date Time	Date Time

BSO SIU#20 (New 05/16)

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0041	Investigator: (Name) (CCN) Sgt. Hector Oliva 10526
Recording Date: 05/17/2018	Recording Time: 17:45
Transfer Date: 05/17/2018	Transfer Time: 18:50
Transferred by: (Name) (CCN) Sgt. Hector Oliva 10526	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	6E82A4E55360045C57F1A3AD38E9FEAD
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Deputy Edward Eason, CCN 10558 Sworn Garrity Statement	

Signature: _____ CCN# 10526 Date 5-17-18

BSO CRI#47 (New 05/10)

BROWARD COUNTY SHERIFF'S OFFICE
DIVISION OF INTERNAL AFFAIRS

CASE NUMBER: **IA2018-0041** **DATE: May 29, 2018**

SUBJECT EMPLOYEE: Edward Eason, CCN 10558

INVESTIGATOR: **Sergeant Hector Oliva, CCN 10526**

SHERIFF'S POLICY: **1. SPM 2.4, Meeting BSO Standards;**
To wit: DLE SOP 3.6.1(B), Reporting Requirements

EXHIBIT	INDEX/CASE SUMMARY	CONTENTS
Index	Index	Index
1	Complaint Control Form Notification Memos Restricted Assignment Memo	Internal Affairs
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4	CAD Incident Summary Case# 17-1602-000212	BSO
5	Excerpt of BSO SOP (3.6)	BSO
6	Sworn, Recorded statement CD's, Digital Transfer Reports, Transcriptions	Comm. Operator George Ramos [redacted] Comm. Operator Jamie Benson Lt. Michael Devita Deputy Richard Seward Guillermo Marsal
7	Calls for Service Report CAD Incident Summaries	BSO
8	SRO Monthly Report/Feb. 2016	Deputy Scot Peterson
9	Certified Letter to Deputy Peterson w/ Envelope	BSO
10	Parkland District Payroll/Daily Roster 02/05/16	BSO
11	Deputy Eason Archived Emails from February 2016/on DVD-R	BSO

12	Sworn, Recorded Garrity statement CD, Garrity warning Form, Garrity Index, Digital Transfer Report, Transcription	Deputy Sheriff Edward Eason
	LAST ITEM	

RECEIVED

JUN 27 2018

RECEIVED

JUL - 2 2018

RECEIVED

JUN 27 2018

Colonel J Polan

Major Nathan Osgood

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Guntis Treijs CCN: 9714 Date: June 22, 2018

Employee Command: DLE/Parkland D-17 Effective Date of Action: June 21, 2018

23 RH

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Special Operations Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 691
☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☑	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

H&D START

PAY DATE JUL 13 2018 CLASS/COMP

209.29 Stipend

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. Marco Rizza, #13587 Date: 06/23/2018

for the Captain

District Chief/Captain: Lt. Chris Mulligan, CCN 9407 Date: 6/25/2018

Major Nathan Osgood ccn#9402

Regional/Division Major: Date: 6/28/18

DLE Budget Operations Liason: Richard Gurka, CCN 12472 Date: 7/2/18

Budget Operations Liaison, DLE

BSO AP#22 (Revised 03/18)

EOG-02933

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

RECEIVED
MAR - 1 2018

Employee Name: Guntis Treijs CCN: 9714 Date: February 23, 2018

Employee Command: DLE - Parkland, D-17 Effective Date of Action: February 22, 2018

17 TRD

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Regional Support Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☑	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 601 $48.00
☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☑	☐	Vehicle Supplement - Deputy/Sergeant - 620 $ 209.28
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: [signature] Date: 2/26/18

District Chief/Captain: [signature] For Cpt. Jordan Date: 2/26/18

Regional/Division Major: [signature] Major Nathan Osgood #9402 Date: 2/27/18

DLE Budget Operations Liason: [signature] Richard Gurka, CCN 12472 Budget Operations Liaison, DLE Date: 2/28/18

PAY DATE MAR 23 2018 CLASS/COMP

BSO AP#22 (Revised 10/17)

RECEIVED

FEB 5 2018

Major Nathan Osgood

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Treijs, Guntis CCN: 9714 Date: 01/27/18

Employee Command: Parkland D17 Effective Date of Action: 02/03/18

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Regional Support Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty D/S - Alpha Shift **(12 Hour Shift)** - 601
☐	☐	Hazardous Duty D/S - Alpha Shift **(8/10 Hour Shift)** - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. Andrew Smith 13484 Date: 02/04/18

District Chief/Captain: Captain Jan Jordan #16931 Date: 02/05/18

Regional/Division Major: Major Nathan Osgood #9402 Date: 2/8/18

DLE Budget Operations Liason: Richard Gurka, CON 12472 Date: 2-12-18

Budget Operations Liaison, DLE

PAY DATE FEB 16 2018 CLASS/COMP

BSO AP#22 (Revised 10/17)

EOG-02935

RECEIVED
AUG 17 2017
HUMAN RESOURCES

RECEIVED
AUG 14 2017
Major Nathan Osgood

DEPARTMENT OF LAW ENFORCEMENT
EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Guntis Treijs CCN: 97143 Date: August 11, 2017

Employee Command: Parkland District 17 Effective Date of Action: August 5, 2017

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Regional Support Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625 (Admin. Lv. Adjust)
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☐	☐	Hazardous Duty D/S - Alpha Shift - (12 Hour Shift) - 601 Stop #47
☐	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Assignment - Deputies/Sergeants ONLY - 562
☐	☐	K-9 - Care and Maintenance - Deputies/Sergeants ONLY - 565
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. BM 4643 Date: 8/10/17

District Chief/Captain: Captain Jan Jordan #16931 Date: 8/10/17

Regional/Division Major: Major Nathan Osgood #9402 Date: 8/15/17

DLE Budget Operations Liason: R. Gunka / Date: 8/17/17

RECEIVED
AUG 17 2017
PAY DATE
SEP. 8 2017
CLASS/COMP
Classification and Compensation

BSO AP#22 (Revised 08/17)

EOG-02936

RECEIVED

MAR 15 2017

Colonel J Polan

RECEIVED

MAR 20 2017

RECEIVED

MAR 14 2017

Major Nathan Osgood

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Guntis Treijs CGN: 9714 Date: March 9, 2017

Employee Command: DLE - Parkland District Effective Date of Action: 2/2/17

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Regional Support Assignment - Lieutenant - 629
☐	☐	Court Bailiff Training Officer - 1Year - 502
☐	☐	Court Bailiff Training Officer - 2 Years - 503
☐	☐	Court Bailiff Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Crime Suppression Team (CST) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Records/Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Records/Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Records/Warrants Training Officer (WTO) Year (5) - 606

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601 4.00
☐	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	VIPER - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Burglary Apprehension Team (BAT) - Deputy/Sergeant - 638

PAY DATE APR 7 2017 CLASS/COMP

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: [redacted] 13551 Date: 3/12/17

District Chief/Captain: Captain Jonathan Greenberg / 13540 Date: 3/13/17

Regional/Division Major: Major Nathan Osgood Date: 3/13/17

[redacted] Colonel: Colonel J Polan ccn#14487 Date: 3/15

DLE Business [redacted]: [redacted] Date: 3/17/2017

BSO AP#22 (Revised 01/17)

EOG-02937

CJP reed 3/16/17

9/23/2016

Florida Department of Law Enforcement

Global Profile Sheet

Name: Guntis Treijs		
Race : Wh	Sex : M	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2019	10/15/2014

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40
5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40

53) $60.00 MAX.

10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	-3
9/12/2016	9/16/2016	03-2016-047-3	2010.04	Interviews And Interrogations	P	40	Pending

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

CEU # 9714

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Interviews & Interrogations - 047
September 12 - 16, 2016
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY
DIE

Given this 16th day of September, 2016

Director

EOG-02940

10/10/2016

Pending

Florida Department of Law Enforcement

Global Profile Sheet

Name : Guntis Treijs		
Race : Wh	Sex : M	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2019	10/15/2014

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

(B3)
$60.00
Max

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE
OCT 21 2016
MB

Training

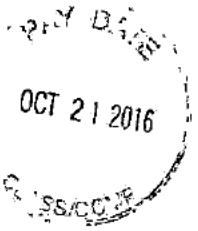
Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720	
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40	1
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40	1
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40	2
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40	2
5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40	3

#9714

10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	-3
9/12/2016	9/16/2016	03-2016-047-3	2010.04	Interviews And Interrogations	P	40	-Pending

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs



RICK SCOTT
GOVERNOR

RICHARD L. SWEARINGEN,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Guntis Treijs

ADVANCED TRAINING CERTIFICATE
Interviews And Interrogations
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

PAY DATE
OCT 21 2016
CLASS/COMP

GREG S. HUTCHING, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

DEAN REGISTER, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

September 16, 2016

03-2016-047-3

#9714

EOG-02943

SENT VIA INTER-OFFICE MAIL
3/7/16
TO: Jimmy Kelly

RECEIVED

RECEIVED
MAR - 8 2016
HUMAN RESOURCES

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

FEB 25 2016

Major Nathan Osgood

Employee Name: Treijs, Guntis CCN: 97145 Date: February 10, 2016

Employee Command: DLE - Parkland District Effective Date of Action: February 7, 2016

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625 (Admin. Lv. Adjust)
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☒	☐	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601
☐	☐	Hazardous Duty D/S - Alpha Shift (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 61
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

48.0

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: LT. MICHAEL DEVITA #7523 Date: 2/11/16

District Chief/Captain: Captain Jonathan Greenberg / 13540 Date: 2/11/16

Regional/Division Major: Major Nathan Osgood #9402 Date: 2/26/16

Lieutenant Colonel: Lt. Colonel J. Polan, CCN 14487 Date: 3/1/16

DLE Business Manager: Date: 3/3/16

PAY DATE MAR 25 2016 CLASSIC

BSO AP#22 (Revised 05/13)

Broward Sheriff's Office
EE Supplemental Earnings
Pay End Dt : 12/25/2015

Ern Cd : 601
B.Unit : LAWEN
Dept ID : 23495

3495 - Parkland District

ID	Name	Ern CD	Descr
14904	[redacted]	601	Hazardous Duty D/S 12 hr shift
14531		601	Hazardous Duty D/S 12 hr shift
9368		601	Hazardous Duty D/S 12 hr shift
9533		601	Hazardous Duty D/S 12 hr shift
11251		601	Hazardous Duty D/S 12 hr shift
13543		601	Hazardous Duty D/S 12 hr shift
13549		601	Hazardous Duty D/S 12 hr shift
14918		601	Hazardous Duty D/S 12 hr shift
15515		601	Hazardous Duty D/S 12 hr shift
13484		601	Hazardous Duty D/S 12 hr shift
15817		601	Hazardous Duty D/S 12 hr shift
10042		601	Hazardous Duty D/S 12 hr shift

Location count : 12

Total count of employees : 12

2/10/2016 4:00:36 PM

EOG-02945

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: September 8, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 15-122 Effective October 3, 2015**

The following personnel action shall become effective on the date indicated above:

Deputy Sheriff – DLE Guntis Treijs CCN 9714, PCN 16565 is hereby **transferred** from Dept. 23490/Cooper City to Dept. 23495/Parkland, PCN 13275 reporting to Captain Jonathan Greenberg.

Ann
5/01/2016
15/9 - $34.9688
500 - Masters
518 - 1st Resp
800 - $60.00
905 - 5% Long PBA

CLASS/COMP
OCT 23 2014
PAY DATE

Reviewed and Recommended by:

Scott J. Israel — Date
Sheriff

Colonel Alvin Pollock — 9/11/15 Date
Executive Director
Department of Law Enforcement

9.15.15
Colonel Stephen Kinsey — Date
Undersheriff

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

DATE: June 17, 2015

MEMO TO: Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 15-083, Effective July 25, 2015**

The following personnel action shall become effective on the date indicated above:

[redacted]

Ann
5/01/2016
15/9-834.9688
500- Masters
518- 1st Resp.
800- $60.00
905- 5% Long.

Deputy Sheriff – DLE Guntis Treijs, CCN 9714, PCN 10468 is hereby transferred from Dept. 23505/Broward College to 23490/Cooper City, PCN 16565 reporting to Captain Robert Cates.

PAY DATE
AUG 14 2015
CLASS
COMP

Reviewed and Recommended by:

Scott J. Israel — Date
Sheriff

Colonel Alvin Pollock — 6/17/15 Date
Executive Director
Department of Law Enforcement

7.6.15
Colonel Stephen Kinsey — Date
Undersheriff

6/24/15
Colonel William Knowles — Date
Executive Director
DLE Countywide Management Bureau

10/28/2013

Florida Department of Law Enforcement

Global Profile Sheet

Name : Guntis Treijs		
Race : Wh	Sex : M	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 10/11/2012

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2015	9/7/2010

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

800
(B3) $60.00
effective 10/18/2013
Pay Period beg. 10/5/2013

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE NOV -8 2013 CLASS COMP

(B2) $55.38

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720	
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40	1
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40	
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40	2
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40	
5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40	3
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40	

9714

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

School Resource Officer - 090
October 14 - 18, 2013
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 18th day of October, 2013

Director

#9714

EOG-02950

11/6/2013

Florida Department of Law Enforcement

Global Profile Sheet

Name : Guntis Treijs		
Race : Wh	Sex : M	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$60	$80	$130

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 10/11/2012

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2015	9/7/2010

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

CLASSIC COMP
NOV 22 2013
PAY DATE

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40
5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40
10/14/2013	10/18/2013	03-2013-090-2	2008.10	School Resource Officer	P	40

1
2
3

BB = #160 CCN: 9714 Already process

EOG-02951

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

RICK SCOTT
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Guntis Treijs

ADVANCED TRAINING CERTIFICATE
School Resource Officer
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

SUSAN BENTON, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

JENNIFER C. PRITT, DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM

October 18, 2013

03-2013-090-2

CCN 9714

EOG-02953

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

School Resource Officer - 090
October 14 - 18, 2013
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 18th day of October, 2013

Director

EOG-02954

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

School Resource Officer - 090
October 14 - 18, 2013
40 Hours

Given this 18th day of October, 2013

Director

EOG-02955

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312
www.sheriff.org

Pride in Service with Integrity

DATE: August 16, 2012

MEMO TO: DLE Distribution

FROM: DLE Administration

SUBJECT: **Personnel Order DLE 12-056 effective August 25, 2012**

The following personnel action shall become effective on the date indicated above:

[redacted]

Deputy Sheriff – DLE Guntis Treijs CCN 9714 PCN 13072 is hereby **transferred** from Dept. 3475/Lauderdale-By-The-Sea to Dept. 3505/Broward College PCN 10468 reporting to Major John Nesteruk.

AM: 5/1/13 15/9 p 33.61

500 - Mast
518 - 1st Resp.
800 - FDLE Inc.
905 - 5% Long PBA

PAY DATE SEP 14 2012 CLASS/COMP

EOG-02956

Reviewed and Recommended by:

Colonel Tim Gillette 08-17-12
Colonel Tim Gillette Date
Department of Law Enforcement

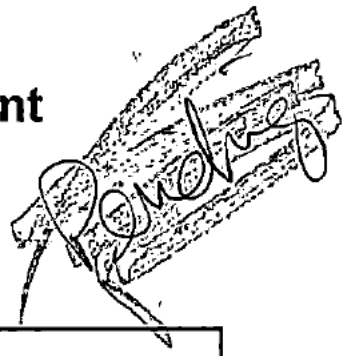
T.P. Wheeler 8-23-12
Colonel Tom Wheeler Date
Undersheriff

5/16/2011

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet



Name : Guntis Treijs			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$80	$120

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 11/3/2010

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2015	9/7/2010

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40

(2B) $55.36

5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Hostage Negotiations - 093
May 2 - 6, 2011
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

CCN# 9714

Given this 6th day of May, 2011

Rita A Wood

Director

EOG-02960

Per ng

5/25/2011

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Guntis Treijs			
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$80	$120

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 11/3/2010

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2015	9/7/2010

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE JUN 10 2011 MB

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught	
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720	
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40	1
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40	
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40	2
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40	

(B2)
$ 55.38

#9714

1 5/2/2011	5/6/2011	03-2011-093-1	2001.03	Hostage Negotiations	P	40	Pending

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

RICK SCOTT
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Guntis Treijs

ADVANCED TRAINING CERTIFICATE
Hostage Negotiations
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

PAY DATE
JUN 10 2011

ERNEST W. GEORGE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

(B2)
$55.38

May 6, 2011

#9714

03-2011-093-1

EOG-02963

logged 8/9/10 BS

RECEIVED
AUG 06 2010
MAJOR WILLIAM H. KNOWLES

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Pride in Service with Integrity

Employee Name: Deputy Guntis Treijs CCN: 9714 Date: 08/02/10

Employee Command: Chief Oscar Llerena Effective Date of Action: 08/14/10

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4453 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Dive Team - 600
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	DUI/BAT Mobile - CSA Only - 900

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	■	DUI Task Force - 631
☐	■	Executive Officer - Lieutenant Only - 625
☐	■	Training Assignment - Deputy/Sergeant - 525
☐	■	Harbor Patrol - Deputy/Sergeant - 526
☐	■	Field Training Deputy - 540
☐	■	Hazardous Duty D/S - Alpha Shift (12 Hour Shift) - 601
☐	☑	Hazardous Duty D/S - Alpha Shift - (8/10 Hour Shift) - 680
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 582
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

STOP $80.00

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: Sgt. P. LaGana 9411 Date: 8-01-10

District Chief/Captain: CHIEF O. LLERENA 8225 Date: 8-2-10

Regional/Division Major: Major William Knowles Date: 8-6-10

Lieutenant Colonel: Lt Col Louis Cavallo #11263 Date: 8-9-10

DLE Business Manager: Date: 8/10/10

PAY DATE SEP 2010

BSO AP#22 (Revised 04/10)

EOG-02964

RECEIVED
DLE ADMINISTRATION
MAR - 1 2010

RECEIVED
FEB 19 2010
MAJOR WILLIAM H. KNOWLES

Pride in Service with Integrity

DEPARTMENT OF LAW ENFORCEMENT

LT. COL. LOUIS CAVALLO

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Guntis Treijs CCN: 9714 Date: 02-15-2010

Employee Command: Lauderdale by the Sea Effective Date of Action: 02-27-2010

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4419 or 4420 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	Dive Team - 600
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625 (Admin. Lv. Adjust)
☐	☐	Training Assignment - Deputy/Sergeant - 525
☐	☐	Harbor Patrol - Deputy/Sergeant - 526
☐	☐	Field Training Deputy - 540
☑	☐	Hazardous Duty Deputy/Sergeants - Alpha Shift - 601
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Start $48.00

PAY DATE MAR 12 2010

Approval Signatures

This form must be accompanied with a copy of the Employee Supplemental Earnings Report in PeopleSoft prior to HR processing.

Supervisor: SGT. THOMAS PALMER / 8217 Date: 2/17/2010

District Chief/Captain: CHIEF O. LLERENA 8225 Date: 2/18/10

Regional/Division Major: Major William [illegible] Date: [illegible]

Lt. Col. Louis Cavallo

Lieutenant Colonel: Date: 3/1/10

DLE Business Manager: Date: 3/2/10.

Updated: 4/6/2009

Tyler, Mamie

From: Tyler, Mamie
Sent: Monday, November 23, 2009 9:17 AM
To: Treijs, Guntis #9714
Subject: Salary Incentive

You are currently receiving $46.15(B1) biweekly salary incentive. This office received a certificate for Community and Human Relations effective date November 6, 2009 will be processed with Case Preparation and Court Presentation. Your new biweekly salary incentive will be $55.38(B2).

If you have any questions please call.

Thank you.

Mamie Tyler
HR Coordinator
Bureau of Human Resources
(954) 321-4420 phone
(954) 765-4005 fax

Pride in Service with Integrity.

Please note that Florida has a broad public records law, and that all correspondence to me via email may be subject to disclosure. This email communication and any attachments may contain confidential and privileged information for the sole use of the designated recipient (s). Any unauthorized review, use, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

PAY DATE
DEC 11 2009

11/23/2009

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

Name : Guntis Treijs			
Race : Wh	Sex : M	Birthdate [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	11/16/2002			Y	11/16/2002

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$40	$80	$120

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard: 12/8/2008

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/2003	6/30/2011	12/13/2006

Topics

Topic	Topic Date	Recert Date	Status	Met Req
There is no topic information available.				

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/2003	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/2002	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

PAY DATE DEC 11 2009

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/2002	4/23/2003	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Basic Recruit Training Program	P	720
1/3/2005	1/14/2005	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/2005	9/1/2005	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40
2/19/2007	3/2/2007	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40
11/2/2009	11/6/2009	03-2009-073-2	1987.01	Community And Human Relations	P	40

#9714

B1 46.15 B2 55-38

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	**Completion Date**
Weapons of Mass Destruction(WMD)	4/23/2003
Incident Command System (ICS)	4/23/2003

Guntis Treijs

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Guntis Treijs

ADVANCED TRAINING CERTIFICATE
Community And Human Relations
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

PAY DATE
DEC 11 2009

CHIEF WILLIAM J. ROMINE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

November 6, 2009

03-2009-073-2

EOG-02969

CHARLIE CRIST
GOVERNOR

GERALD M. BAILEY,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

Guntis Treijs

ADVANCED TRAINING CERTIFICATE
Community And Human Relations
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

PAY DATE
DEC 11 2009

CHIEF WILLIAM J. ROMINE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

November 6, 2009

03-2009-073-2

EOG-02970

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Human & Community Relations
November 2 - 6, 2009
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

PAY DATE
DEC 11 2009

Given this 6th day of November, 2009

Director

EOG-02971

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Human & Community Relations
November 2 - 6, 2009
40 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

PAY DATE
DEC 11 2009

EOG-02972

Given this 6th day of November, 2009

Director

Emplid : 9714
Name : Treijs,Guntis

Orig. Hire Date : 08/30/1999
Separation Date :

S.No	Eff Date	Action	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	05/09/2009	PAY	Merit	PBA	13072	3475	140	15	9	32.63	67,874.58	F		Deputy Sheriff - DLE
2	10/11/2008	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	8	31.08	64,642.25	F		Deputy Sheriff - DLE
3	05/10/2008	PAY	Merit	PBA	13072	3475	140	15	8	30.17	62,759.47	F		Deputy Sheriff - DLE
4	10/13/2007	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	7	28.52	59,319.20	F		Deputy Sheriff - DLE
5	05/12/2007	PAY	Merit	PBA	13072	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
6	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
7	05/13/2006	PAY	Merit	PBA	13072	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
8	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
9	05/14/2005	PAY	Merit	PBA	13072	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
10	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
11	06/07/2004	XFR	Location Change	PBA	13072	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
12	05/01/2004	PAY	Merit	PBA	999	3450	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
13	10/01/2003	PAY	Cost-of Living Adjustment	PBA	999	3450	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
14	05/01/2003	JRC	Reassignment	PBA	999	3450	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
15	04/05/2003	PAY	Cost-of Living Adjustment	UN0	10502	3110	120	01	99	19.34	40,226.78	F		Cadet - DLE
16	11/16/2002	JRC	Reassignment	UN0	10502	3110	120	01	99	18.87	39,245.65	F		Cadet - DLE
17	10/05/2002	PAY	Merit	UN1	15701	2113	120	103	6	18.87	39,245.65	F		Child Investigative Specialist
18	10/06/2001	DEM	Voluntary Demotion	UN1	15701	2119	120	103	5	17.53	36,465.10	F		Child Investigative Specialist
19	10/01/2001	PAY	Cost-of Living Adjustment	UN1	15701	2119	120	103	5	17.97	37,376.77	F		Child Investigative Specialist
20	03/01/2001	PAY	Class & Pay Study	UN1	15638	2113	120	107	1	17.55	36,500.05	F		Child Investigations Supervsr
21	03/01/2001	PAY	Cost-of Living Adjustment	UN1	15638	2113	120	19	1	17.13	35,621.87	F		Child Investigations Supervsr
22	12/16/2000	PRO	Promotion	UN1	15638	2113	120	19	1	16.63	34,584.37	F		Child Investigations Supervsr
23	09/09/2000	PAY	Merit	UN1	999	2113	120	16	2	14.53	30,216.78	F		Child Investigative Specialist
24	08/30/1999	HIR	New Hire	UN1	999	3725	120	104	1	13.43	27,939.60	F		Child Investigative Specialist

PAY DATE
MAY 29 2009

Broward County Sheriff's Office
Employee Action History

Paygroup : **140** Union Code : **ALL** Action : PAY

EmplID : 9714
Name : Treijs,Guntis

Orig. Hire Date : 08/30/1999
Separation Date :

S.No	Eff Date	Action Code	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	10/11/2008	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	8	31.08	64,642.25	F		Deputy Sheriff - DLE
2	05/10/2008	PAY	Merit	PBA	13072	3475	140	15	8	30.17	62,759.47	F		Deputy Sheriff - DLE
3	10/13/2007	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	7	28.52	59,319.20	F		Deputy Sheriff - DLE
4	05/12/2007	PAY	Merit	PBA	13072	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
5	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
6	05/13/2006	PAY	Merit	PBA	13072	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
7	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
8	05/14/2005	PAY	Merit	PBA	13072	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
9	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
10	08/07/2004	XFR	Location Change	PBA	13072	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
11	05/01/2004	PAY	Merit	PBA	999	3450	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
12	10/01/2003	PAY	Cost-of Living Adjustment	PBA	999	3450	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
13	05/01/2003	JRC	Reassignment	PBA	999	3450	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
14	04/05/2003	PAY	Cost-of Living Adjustment	UN0	10502	3110	120	01	99	19.34	40,226.76	F		Cadet - DLE
15	11/16/2002	JRC	Reassignment	UN0	10502	3110	120	01	99	18.87	39,245.65	F		Cadet - DLE
16	10/05/2002	PAY	Merit	UN1	15701	2113	120	103	6	18.87	39,245.65	F		Child Investigative Specialist
17	10/06/2001	DEM	Voluntary Demotion	UN1	15701	2119	120	103	5	17.53	36,465.10	F		Child Investigative Specialist
18	10/01/2001	PAY	Cost-of Living Adjustment	UN1	15701	2119	120	103	5	17.97	37,376.77	F		Child Investigative Specialist
19	03/01/2001	PAY	Class & Pay Study	UN1	15638	2113	120	107	1	17.55	36,500.05	F		Child Investigations Supervsr
20	03/01/2001	PAY	Cost-of Living Adjustment	UN1	15638	2113	120	19	1	17.13	35,621.87	F		Child Investigations Supervsr
21	12/16/2000	PRO	Promotion	UN1	15638	2113	120	19	1	16.63	34,584.37	F		Child Investigations Supervsr
22	09/09/2000	PAY	Merit	UN1	999	2113	120	16	2	14.53	30,216.78	F		Child Investigative Specialist
23	08/30/1999	HIR	New Hire	UN1	999	3725	120	104	1	13.43	27,939.60	F		Child Investigative Specialist

Broward County Sheriff's Office
Employee Action History

Emplid : 9714
Name : Treijs,Guntis

Hire Date : 08/30/1999
Separation Date :

S.No	Eff Date	Action	Action Reason	Union Code	Pos #	Location	Pay Group	Pay Grade	Pay Step	Hourly Rate	Base Pay	Full/Part Time	Empl Class	Job Classifcation
1	05/10/2008	PAY	Merit	PBA	13072	3475	140	15	8	29.29	60,931.52	F		Deputy Sheriff - DLE
2	05/12/2007	PAY	Merit	PBA	13072	3475	140	15	7	27.69	57,591.46	F		Deputy Sheriff - DLE
3	10/14/2006	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	6	26.16	54,405.52	F		Deputy Sheriff - DLE
4	05/13/2006	PAY	Merit	PBA	13072	3475	140	15	6	25.39	52,820.98	F		Deputy Sheriff - DLE
5	10/01/2005	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	5	23.99	49,902.11	F		Deputy Sheriff - DLE
6	05/14/2005	PAY	Merit	PBA	13072	3475	140	15	5	23.29	48,448.61	F		Deputy Sheriff - DLE
7	10/02/2004	PAY	Cost-of Living Adjustment	PBA	13072	3475	140	15	4	22.01	45,771.44	F		Deputy Sheriff - DLE
8	08/07/2004	XFR	Location Change	PBA	13072	3475	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
9	05/01/2004	PAY	Merit	PBA	999	3450	140	15	4	21.36	44,438.37	F		Deputy Sheriff - DLE
10	10/01/2003	PAY	Cost-of Living Adjustment	PBA	999	3450	140	15	3	20.18	41,983.34	F		Deputy Sheriff - DLE
11	05/01/2003	JRC	Reassignment	PBA	999	3450	140	15	3	19.32	40,175.41	F		Deputy Sheriff - DLE
12	04/05/2003	PAY	Cost-of Living Adjustment	UN0	10502	3110	120	01	99	19.34	40,226.78	F		Cadet - DLE
13	11/16/2002	JRC	Reassignment	UN0	10502	3110	120	01	99	18.87	39,245.65	F		Cadet - DLE
14	10/05/2002	PAY	Merit	UN1	15701	2113	120	103	6	18.87	39,245.65	F		Child Investigative Specialist
15	10/06/2001	DEM	Voluntary Demotion	UN1	15701	2119	120	103	5	17.53	36,465.10	F		Child Investigative Specialist
16	10/01/2001	PAY	Cost-of Living Adjustment	UN1	15701	2119	120	103	5	17.97	37,376.77	F		Child Investigative Specialist
17	03/01/2001	PAY	Class & Pay Study	UN1	15638	2113	120	107	1	17.55	36,500.05	F		Child Investigations Supervsr
18	03/01/2001	PAY	Cost-of Living Adjustment	UN1	15638	2113	120	19	1	17.13	35,621.87	F		Child Investigations Supervsr
19	12/16/2000	PRO	Promotion	UN1	15638	2113	120	19	1	16.63	34,584.37	F		Child Investigations Supervsr
20	09/09/2000	PAY	Merit	UN1	999	2113	120	16	2	14.53	30,216.78	F		Child Investigative Specialist
21	08/30/1999	HIR	New Hire	UN1	999	3725	120	104	1	13.43	27,939.60	F		Child Investigative Specialist

3/20/07

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Guntis Treijs			SSN:
Race : Wh	Sex : M	Birthdate :	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	11/16/02			Y	11/16/02

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$80	$100

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/03	6/30/11	12/13/06

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/03	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/02	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/02	4/23/03	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Officer Basic Recruit Training Program	P	720
1/3/05	1/14/05	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/05	9/1/05	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40
2/19/07	3/2/07	03-2007-020-1	2005.04	Case Preparation And Court Presentation	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

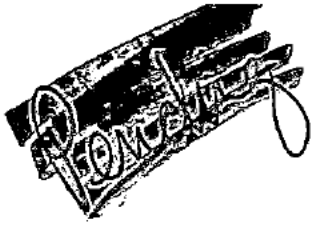
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/23/03
Incident Command System (ICS)	4/23/03

Guntis Treijs (

EOG-02976

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE



Certificate of Achievement

Guntis Treijs

has successfully completed

Case Preparation & Court Presentation
February 19 - March 2, 2007
40 Hours

3/20/07
Now showing on ATTMS
Pending

Given this 2nd day of March, 2007

9714

[redacted]

Director

(B1)

4/16/15

EOG-02937

3/9/07

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Guntis Treijs			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	11/16/02			Y	11/16/02

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$80	$100

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/03	6/30/11	12/13/06

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/03	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/02	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
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Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
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1/3/05	1/14/05	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/05	9/1/05	03-2005-068-3	2005.07	Advance Report Writing And Review	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/23/03
Incident Command System (ICS)	4/23/03

Guntis Treijs [redacted]

Emp #: 009214 CURTIS TREJUS
[redacted]

[redacted]

SSN #: [redacted]
DOB:
Hire: 08/30/1999
Perm: 08/30/1999

Loc: 3475
Stat: A Pos: 000052021 Job: 296 DEPUTY SHE
BU: PBA GR/ST: 15 /07 Org: 23475 LAUDERDALE

Rate: 27.6882 Per Sal: 2,215.06 Ann Sal: 57,591.56

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
08/30/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NEW HIRE			Reason:					Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16	/02	14.5273	1,162.18	30,216.68
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19	/01	16.6271	1,330.17	34,584.42
Action: PROMOTION			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19	/01	17.1259	1,370.07	35,621.82
Action: COLA			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	107	/01	17.5481	1,403.85	36,500.10
Action: C&P S 2001			Reason:					Title: 013 CHILD INVE		
10/01/01	2119		UNR1	30463	52119	103	/05	17.9696	1,437.57	37,376.82
Action: COLA			Reason:					Title: 012 CLD INVEST		
10/06/01	2119		UNR1	30463	52119	103	/05	17.5313	1,402.50	36,465.00
Action: VOL DEMOT			Reason:					Title: 012 CLD INVEST		
10/05/02	2113		UNR1	30463	52113	103	/06	18.8681	1,509.45	39,245.70
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
11/16/02	3110		UNR0	22291	13110	01	/00	18.8681	1,509.45	39,245.70
Action: REASSIGN			Reason:					Title: 439 CADET - DL		
04/05/03	3110		UNR0	22291	13110	01	/00	19.3398	1,547.18	40,226.68
Action: COLA			Reason:					Title: 439 CADET - DL		
05/01/03	3450		PBA	20935	13450	15	/03	19.3151	1,545.21	40,175.46
Action: REASSIGN			Reason:					Title: 296 DEPUTY SHE		
10/01/03	3450		PBA	20935	13450	15	/03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:					Title: 296 DEPUTY SHE		
05/01/04	3450		PBA	20935	13450	15	/04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:					Title: 296 DEPUTY SHE		
08/07/04	3475		PBA	52021	23475	15	/04	21.3646	1,709.17	44,438.42
Action: TRANSFER			Reason:					Title: 296 DEPUTY SHE		
10/02/04	3475		PBA	52021	23475	15	/04	22.0055	1,760.44	45,771.44

Action: COLA Reason: Title: 296 DEPUTY SHE

05/14/05 3475 PBA 52021 23475 15 /05 23.2926 1,863.41 48,448.66
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

10/01/05 3475 PBA 52021 23475 15 /05 23.9914 1,919.31 49,902.06
Action: COLA Reason: Title: 296 DEPUTY SHE

05/13/06 3475 PBA 52021 23475 15 /06 25.3947 2,031.58 52,821.08
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

10/14/06 3475 PBA 52021 23475 15 /06 26.1565 2,092.52 54,405.52
Action: COLA Reason: Title: 296 DEPUTY SHE

[redacted]

RECEIVED

FEB 2 5 2007

MAJOR FRANK LIGHTBOURN

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: CURTIS TREITS CCN: 9714 Date: 2-1-07

Employee Command: LBTS Effective Date of Action: 2-3-07

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4419 or 4420 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	Crime Scene Investigative Aide - CSA Only - 901
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626
☐	☐	Dive Team - 600
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	DUI Task Force - 631
☐	☐	Executive Officer - Lieutenant Only - 625 (Admin. Lv. Adjust)
☐	☐	FTD 1st Year - 520
☐	☐	FTD 2nd Year - 530
☐	☐	FTD 3rd Year - 540
☒	☐	Hazardous Duty Deputy/Sergeants - Alpha Shift - 601
☐	☐	Hazardous Duty Lieutenants Only - Alpha Shift - 602
☐	☐	K-9 - 560
☐	☐	K-9 - Deputies/Sergeants ONLY - 562
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Regional Anti-Crime Squad - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606

Approval Signatures

Supervisor: Lt. Caren Pollaccia Executive Officer Date: 2-1-07

District Chief/Captain: Chief Gooding Lauderdale-By-The-Sea Date: 2-1-07

Regional/Division Major: MAJOR FRANK LIGHTBOURN Date: 2/5/07

Lieutenant Colonel: Date:

DLE Business Manager: Date: 2/7/07

FEB 2 3 2007

Stop Duty 601 - Haz $ 50.40

BSO AP#22 (Revised 9/06)

MB

EOG-02981

EMPLOYEE EARNINGS DLE

PERIOD END DATE FROM 1/6/2007 TO 1/19/2007

LOC 3475 LAUDERDALE-BY-THE-SEA

[redacted]

9714 TREES, CUNTIS
601 PBA HAZARDOUS DUTY - ALPHA

BROWARD SHERIFF'S OFFICE
CHANGE OF EMPLOYEE INFORMATION

NAME: GUNTIS TREIJS

CCN: 9714 **SOCIAL SECURITY NUMBER** [redacted]

JOB TITLE: DEPUTY SHERIFF

CURRENT ASSIGNMENT: D 13

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (Attach Supporting Documentation*)
- ☒ ADDRESS CHANGE
- ☐ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

Supporting Documentation Should Include copy of Social Security Card/Receipt and Marriage License or Divorce Decree

REVISED PERSONAL INFORMATION:

NAME: GUNTIS TREIJS

STREET ADDRESS: [redacted]

CITY, STATE: [redacted]

ZIP CODE: [redacted]

TELEPHONE NUMBER: [redacted]

I hereby authorize release of the above to BSO department/divisions requiring this information.

Guntis Treijs 9714 5/12/06

SIGNATURE CNN DATE

PAY DATE JAN 16 2006

Distribution: White - Human Resources Green - District/Division Yellow - Communications Pink – Employee Benefits Goldenrod - Employee

MB

BSO A#44 (Revised Jun 2000)

FOG-02983

05/31/2006 Broward County Sheriff's Office PG 1
09:22 MB ACTION HISTORY ROSTER CARDS pmacthis

Emp #: 009714 GUNTIS TREIJS
[redacted]
[redacted]

SSN #: [redacted]
DOB:
Hire: 08/30/1999
Perm: 08/30/1999

Loc: 3475
Stat: A Pos: 000052021 Job: 296 DEPUTY SHE
BU: PBA GR/ST: 15 /06 Org: 23475 LAUDERDALE

Rate: 25.3947 Per Sal: 2,031.58 Ann Sal: 52,821.08

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
08/30/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NEW HIRE			Reason:					Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16	/02	14.5273	1,162.18	30,216.68
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19	/01	16.6271	1,330.17	34,584.42
Action: PROMOTION			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	107	/01	17.5481	1,403.85	36,500.10
Action: C&P S 2001			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19	/01	17.1259	1,370.07	35,621.82
Action: COLA			Reason:					Title: 013 CHILD INVE		
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Action: COLA			Reason:					Title: 012 CLD INVEST		
10/06/01	2119		UNR1	30463	52119	103	/05	17.5313	1,402.50	36,465.00
Action: VOL DEMOT			Reason:					Title: 012 CLD INVEST		
10/05/02	2113		UNR1	30463	52113	103	/06	18.8681	1,509.45	39,245.70
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
11/16/02	3110		UNR0	22291	13110	01	/00	18.8681	1,509.45	39,245.70
Action: REASSIGN			Reason:					Title: 439 CADET - DL		
04/05/03	3110		UNR0	22291	13110	01	/00	19.3398	1,547.18	40,226.68
Action: COLA			Reason:					Title: 439 CADET - DL		
05/01/03	3450		PBA	20935	13450	15	/03	19.3151	1,545.21	40,175.46
Action: REASSIGN			Reason:					Title: 296 DEPUTY SHE		
10/01/03	3450		PBA	20935	13450	15	/03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:					Title: 296 DEPUTY SHE		
05/01/04	3450		PBA	20935	13450	15	/04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:					Title: 296 DEPUTY SHE		
08/07/04	3475		PBA	52021	23475	15	/04	21.3646	1,709.17	44,438.42
Action: TRANSFER			Reason:					Title: 296 DEPUTY SHE		
10/02/04	3475		PBA	52021	23475	15	/04	22.0055	1,760.44	45,771.44

PAY DATE JUN 16 2006

Action: COLA Reason: Title: 296 DEPUTY SHE

05/14/05 3475 PBA 52021 23475 15 /05 23.2926 1,863.41 48,448.66
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

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Action: COLA Reason: Title: 296 DEPUTY SHE

05/13/06 3475 PBA 52021 23475 15 /06 25.3947 2,031.58 52,821.08
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

05/18/2006 Broward County Sheriff's Office PG 1
16:22 PM ACTION HISTORY ROSTER CARDS pmacthis

Emp #: 009714 GUNTIS TREINS
[redacted]
SSN #: [redacted]
DOB:
Hire: 08/30/1999
Perm: 08/30/1999

Loc: 3475
Stat: A Pos: 000052021 Job: 296 DEPUTY SHE
BU: PBA GR/ST: 15 /06 Org: 23475 LAUDERDALE

Rate: 25.3947 Per Sal: 2,031.58 Ann Sal: 52,821.08

**** Action History **** From: 01/01/1900 To: 12/31/9999

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Action: NEW HIRE			Reason:				Title: 012 CLD INVEST		
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Action: ANNUAL INC			Reason:				Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19 /01	16.6271	1,330.17	34,584.42
Action: PROMOTION			Reason:				Title: 013 CHILD INVE		
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Action: C&P S 2001			Reason:				Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19 /01	17.1259	1,370.07	35,621.82
Action: COLA			Reason:				Title: 013 CHILD INVE		
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Action: VOL DEMOT			Reason:				Title: 012 CLD INVEST		
10/05/02	2113		UNR1	30463	52113	103 /06	18.8681	1,509.45	39,245.70
Action: ANNUAL INC			Reason:				Title: 012 CLD INVEST		
11/16/02	3110		UNR0	22291	13110	01 /00	18.8681	1,509.45	39,245.70
Action: REASSIGN			Reason:				Title: 439 CADET - DL		
04/05/03	3110		UNR0	22291	13110	01 /00	19.3398	1,547.18	40,226.68
Action: COLA			Reason:				Title: 439 CADET - DL		
05/01/03	3450		PBA	20935	13450	15 /03	19.3151	1,545.21	40,175.46
Action: REASSIGN			Reason:				Title: 296 DEPUTY SHE		
10/01/03	3450		PBA	20935	13450	15 /03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:				Title: 296 DEPUTY SHE		
05/01/04	3450		PBA	20935	13450	15 /04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:				Title: 296 DEPUTY SHE		
08/07/04	3475		PBA	52021	23475	15 /04	21.3646	1,709.17	44,438.42
Action: TRANSFER			Reason:				Title: 296 DEPUTY SHE		
10/02/04	3475		PBA	52021	23475	15 /04	22.0055	1,760.44	45,771.44

Action: COLA Reason: Title: 296 DEPUTY SHE

05/14/05 3475 PBA 52021 23475 15 /05 23.2926 1,863.41 48,448.66
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

10/01/05 3475 PBA 52021 23475 15 /05 23.9914 1,919.31 49,902.06
Action: COLA Reason: Title: 296 DEPUTY SHE

05/13/06 3475 PBA 52021 23475 15 /06 25.3947 2,031.58 52,821.08
Action: ANNUAL INC Reason: Title: 296 DEPUTY SHE

BROWARD SHERIFF'S OFFICE

DLE – Deputies and Sergeants
Field Force Activation

Payment Authorization

Employee Name GUNTIS TREIJS CCN 9714

Classification Title DEP/SHERIFF Work Location COUNTYWIDE Budget Code 13926

Employees currently receiving other supplemental pays as outlined in Article 28.5 of the Deputies and Sergeants collective bargaining agreement are not eligible to receive Field Force Activation Payment.

Date(s) Worked	Number of Hour(s) Worked
10/26/05	12 HRS
10/27/05	12 HRS
10/28/05	12 HRS
10/29/05	12 HRS
10/30/05	12 HRS
10/31/05	12 HRS
11/1/05	12 HRS
11/2/05	12 HRS
11/3/05	12 HRS
11/4/05	12 HRS
11/5/05	12 HRS
11/6/05	8 HRS

Total Hours Worked 140

To be completed by authorizing supervisors/directors:

KEVIN TYRIE CCN 3463
Supervisor's Signature

MAJOR JOHN E. BROOKS #10184
Major's/Asst. Director's Signature

Captain's/Commander's Signature
LT. J. NESTERUK

Lt. Colonel/Director's Signature
Lt. Colonel Hector M. Pesquera 1/26/06

Note: When signatures are obtained, retain copy for employee's district file and send original to Human Resources.

For the Bureau of Human Resource's use only:

Pay Grade: 15/5 Hourly Rate: $23.9914 TOTAL HOURS: 140

Comments:

1/26/06
Approved By (Initials)/Date

1/27/06
Processed By (Initials)/Date

PAY DATE
FEB 10 2006

BSO RP#46 (New 5/05)

EOG-02988

DATE: **October 1, 2005**

TO: **DEPUTY GUNTIS TREIJS CCN: 9714**
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies & Sergeants - Salary Adjustment – October 2005

I am pleased to announce that effective the first full pay period in October 2005 (October 1 - October 14) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 21, 2005.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel John Auer, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Chief Charles Lanza, Department of Fire Rescue and Emergency Services
Executive Director John Curry, Department of Administration
Director William MacDonald, Bureau of Finance and Budget
General Counsel Edward Dion, Department of Legal Affairs

9/16/05

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Guntis Treijs			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	11/16/02			Y	11/16/02

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$20	$80	$100

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/03	6/30/07	

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/03	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/02	LEO1	Industrial/organizational Solutions					Broward	Pass

Equivalency

Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/02	4/23/03	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Officer Basic Recruit Training Program	P	720
1/3/05	1/14/05	03-2005-019-1	1998.12	Criminal Law	P	40
8/15/05	9/1/05	03-2005-068-3	1985.07	Advance Report Writing And Review	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/23/03
Incident Command System (ICS)	4/23/03

[redacted] Guntis Treijs

PAY DATE OCT 7 2005

(B) $36.92

JEB BUSH
GOVERNOR

GUY M. TUNNELL
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

GUNTIS TREIJS

ADVANCED TRAINING CERTIFICATE
ADVANCE REPORT WRITING AND REVIEW
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DORRIS SEIBERT, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

September 1, 2005 [redacted] 03-2005-068-8 DATE

OCT 2005

EOG-02991

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Guntis Treijs

has successfully completed

Advanced Report Writing and Review
August 15-24, 2005 , August 30, 2005,
September 1, 2005
40 Hours

Given this 1st day of September 2005

Director

EOG-02992

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

PAY DATE OCT 7 2005

Certificate of Achievement

Guntis Treijs

has successfully completed

Criminal Law
January 3 - 14, 2005
40 Hours

BROWARD COMMUNITY COLLEGE INSTITUTE OF PUBLIC SAFETY

Given this 14th day of January, 2005

Director

I am not receiving pay for these courses, please Dep. Sheriff 9714 Assist.

9714 [redacted]

EOG-02993

05/19/2005 Broward County Sheriff's Office PAGE 1
11:26:47 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****
Emp #: 009714 3475 [redacted] Stat: A Pos: 000052021
SSN #: [redacted] BU: PBA GR/ST: 15 /05
296 DEPUTY SHE
Hire : 08/30/1999 23475 D13/LAUDER
Birth: [redacted] Rate: 23.2926 Per Sal: 1,863.41 Ann Sal: 48,448.66
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
08/30/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NEW HIRE			Reason:					Title: 012 CLD INVEST		
09/09/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NAME/ADD			Reason:					Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16	/02	14.5273	1,162.18	30,216.68
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19	/01	16.6271	1,330.17	34,584.42
Action: PROMOTION			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19	/01	17.1259	1,370.07	35,621.82
Action: COLA			Reason:					Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	107	/01	17.5481	1,403.85	36,500.10
Action: C&P S 2001			Reason:					Title: 013 CHILD INVE		
10/01/01	2119		UNR1	30463	52119	103	/05	17.9696	1,437.57	37,376.82
Action: COLA			Reason:					Title: 012 CLD INVEST		
10/06/01	2119		UNR1	30463	52119	103	/05	17.5313	1,402.50	36,465.00
Action: VOL DEMOT			Reason:					Title: 012 CLD INVEST		
10/05/02	2113		UNR1	30463	52113	103	/06	18.8681	1,509.45	39,245.70
Action: ANNUAL INC			Reason:					Title: 012 CLD INVEST		
11/16/02	3110		UNR0	22291	13110	01	/00	18.8681	1,509.45	39,245.70
Action: REASSIGN			Reason:					Title: 439 CADET - DL		
04/05/03	3110		UNR0	22291	13110	01	/00	19.3398	1,547.18	40,226.68
Action: COLA			Reason:					Title: 439 CADET - DL		
05/01/03	3450		PBA	20935	13450	15	/03	19.3151	1,545.21	40,175.46
Action: REASSIGN			Reason:					Title: 296 DEPUTY SHE		
10/01/03	3450		PBA	20935	13450	15	/03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:					Title: 296 DEPUTY SHE		
05/01/04	3450		PBA	20935	13450	15	/04	21.3646	1,709.17	44,438.42
Action: ANNUAL INC			Reason:					Title: 296 DEPUTY SHE		
08/07/04	3475		PBA	52021	23475	15	/04	21.3646	1,709.17	44,438.42
Action: TRANSFER			Reason:					Title: 296 DEPUTY SHE		
10/02/04	3475		PBA	52021	23475	15	/04	22.0055	1,760.44	45,771.44

PAY DATE
JUN 3 2005

Action: COLA Reason: Title: 296 DEPUTY SHE

[redacted]

PAY DATE
JUN 3 2005

DATE: **October 1, 2004**

TO: **DLE DEPUTY GUNTIS TREIJS CCN: 9714**
DISTRICT 13-LAUDERDALE-BY-THE-

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2004

I am pleased to announce that effective the first full pay period in October 2004 (October 2 - October 15) the pay schedule for DLE Deputies and Sergeants will be increased by three percent (3%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 22, 2004.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Acting General Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: August 02, 2004

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 04-186 effective August 07, 2004**

The following personnel action shall become effective on the date indicated above.

Deputy Sheriff – DLE Guntis Treijs CCN 97141 PCN 20935 is hereby **transferred** from Dept. 3450/ District 9 – North Broward to Dept. 3475/ District 13 – Lauderdale-By-The Sea PCN 52021 [redacted] reporting to Scott Gooding, District Chief.

Delete ✓
601 Hazy Duty
$ 50.00

Reviewed and Recommended by:

Colonel Thomas Carney Date
Undersheriff

Major Michael C. Goldstein 8.2.04 Date
Director/ Bureau of Human Resources

MC

AUG 27 2004

MB

EOG-02997

Received

AUG 12 2004

Major Larry L. Rogers

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

Employee Name: Deputy Guntis Treijs CCN: 9714 Date: 8/10/04

Employee Command: DLE - District 13 - LBTS Effective Date of Action: 8/7/04

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4419 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA - 950
☐	☐	Aviation - 570
☐	☐	Bomb & Arson - 550
☐	☐	Countywide Assignment - Lieutenant Only - 629
☐	☐	Court Deputy Training Officer - 1Year - 502
☐	☐	Court Deputy Training Officer - 2 Years - 503
☐	☐	Court Deputy Training Officer - 3 Years - 504
☐	☐	Crime Scene - Deputy/Sergeant - 613
☐	☐	Crime Scene - Lieutenant - 622
☐	☐	Criminal Investigations - Deputy/Sergeant - 614
☐	☐	Criminal Investigations - Lieutenant - 627
☐	☐	CPI Trainer 1st Year - 515
☐	☐	CPI Trainer 2nd Year - 516
☐	☐	CPI Trainer 3rd Year - 517
☐	☐	CPIS Assignment - Deputy/Sergeant - 623
☐	☐	CPIS Assignment - Lieutenant - 628
☐	☐	CTO Year (1-3) - 607
☐	☐	CTO Year (4-5) - 608
☐	☐	CTO Year (5) - 609
☐	☐	District Set Team (SET) - 626

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Executive Officer - Lieutenant Only - 625
☐	☐	FTD 1st Year - 520
☐	☐	FTD 2nd Year - 530
☐	☐	FTD 3rd Year - 540
☐	☐	K-9 - 560
☐	☐	Motorcycle Assignment - 590
☐	☐	Regional Narcotics - 615
☐	☐	S.I.D. - Lieutenant Only - 616
☐	☐	Street Narcotics - 617
☐	☐	SWAT - Deputy/Sergeant - 619
☐	☐	SWAT - Lieutenant - 580
☐	☐	Technical Support - 618
☐	☐	Training Assignment - Lieutenant Only - 624
☐	☐	Vehicle Supplement - Deputy/Sergeant - 620
☐	☐	Vehicle Supplement - Lieutenant - 621
☐	☐	Warrants Training Officer (WTO) Year (1-3) - 604
☐	☐	Warrants Training Officer (WTO) Year (4-5) - 605
☐	☐	Warrants Training Officer (WTO) Year (5) - 606
☑	☐	Hazardous Duty - Alpha Shift - 601
☐	☐	DUI/BAT Mobile - CSA Only - 900
☐	☐	Dive Team - 600

50.00 MDR

Approval Signatures

Supervisor: Ken Woodall Lt. Ken Woodall 5885 Date: 8-10-04 AUG 27 2004

District Chief/Captain: Chief Gooding Lauderdale-By-The-Sea Date: 8/10/04

Regional/Division Major: Major Larry L. Rogers Date: 8/12/04

Lieutenant Colonel: LT. COLONEL DANNY WRIGHT - D.W. Date: 8-13-04

DLE Admin. Major: Date: 8-16-04

RECEIVED
AUG 13 2004
LT. COLONEL DANNY WRIGHT

BSO AP-22DLE (Rev. 6/04)

EOG-02998

05/06/2004 Broward County Sheriff's Office PAGE 1
15:56:19 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****
Emp #: 009714 3450 GUNTIS TREIJS Stat: A Pos: 000020935
SSN #: [redacted] BU: PBA GR/ST: 15 /04
296 DEPUTY SHE
Hire : 08/30/1999 [redacted] 13450 DIST 9 NOR
Birth: [redacted] Rate: 21.3646 Per Sal: 1,709.17 Ann Sal: 44,438.42
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GR/	ST	Rate	Per Sal	Ann Sal
08/30/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NEW HIRE			Reason:			Title: 012 CLD INVEST				
09/09/99	3725		UNR1	0	13725	16	/01	0.0000	1,074.60	0.00
Action: NAME/ADD			Reason:			Title: 012 CLD INVEST				
09/09/00	2113		UNR1	30490	52113	16	/02	14.5273	1,162.18	30,216.68
Action: ANNUAL INC			Reason:			Title: 012 CLD INVEST				
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Action: PROMOTION			Reason:			Title: 013 CHILD INVE				
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Action: C&P S 2001			Reason:			Title: 013 CHILD INVE				
10/01/01	2119		UNR1	30463	52119	103	/05	17.9696	1,437.57	37,376.82
Action: COLA			Reason:			Title: 012 CLD INVEST				
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Action: VOL DEMOT			Reason:			Title: 012 CLD INVEST				
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Action: ANNUAL INC			Reason:			Title: 012 CLD INVEST				
11/16/02	3110		UNR0	22291	13110	01	/00	18.8681	1,509.45	39,245.70
Action: REASSIGN			Reason:			Title: 439 CADET - DL				
04/05/03	3110		UNR0	22291	13110	01	/00	19.3398	1,547.18	40,226.68
Action: COLA			Reason:			Title: 439 CADET - DL				
05/01/03	3450		PBA	20935	13450	15	/03	19.3151	1,545.21	40,175.46
Action: REASSIGN			Reason:			Title: 296 DEPUTY SHE				
10/01/03	3450		PBA	20935	13450	15	/03	20.1843	1,614.74	41,983.24
Action: COLA			Reason:			Title: 296 DEPUTY SHE				
[redacted]										
Action: ANNUAL INC			Reason:			Title: 296 DEPUTY SHE				

MAY 21 2004

DEPARTMENT OF LAW ENFORCEMENT

EMPLOYEE SUPPLEMENTAL PAY ACTION FORM

RECEIVED
FEB 2 3 2004
MAJOR DAVID J. CARRY

Employee Name: Guntis Treijs CCN: 97-14 Date: 2-19-04

Employee Command: DLE District 9 Effective Date of Action: 2-22-04

Check the supplemental pay below and indicate whether the supplemental pay should be activated or discontinued on the effective date specified above. Once the appropriate approval signatures are obtained, the form must be forwarded to the Bureau of Human Resources, Classification and Compensation Section for processing. Please call 321-4419 for assistance or questions.

ACTIVATE	DISCONTINUE	SUPPLEMENTAL PAY TYPE
☐	☐	Airport CSA
☐	☐	Aviation
☐	☐	Bomb & Arson
☐	☐	Countywide Assignment - Lieutenant Only
☐	☐	Court Deputy Training Officer Year 1-3
☐	☐	Court Deputy Training Officer Year 4-5
☐	☐	Court Deputy Training Officer Year 5
☐	☐	Crime Scene - Deputy/Sergeant/Lieutenant
☐	☐	Criminal Investigations - Deputy/Sergeant/Lieutenant
☐	☐	CPI Trainer 1st Year
☐	☐	CPI Trainer 2nd Year
☐	☐	CPI Trainer 3rd Year
☐	☐	CPIS Assignment
☐	☐	CTO Year 1-3
☐	☐	CTO Year 4-5
☐	☐	CTO Year 5
☐	☐	District Set Team (SET)
☐	☐	Dive
☐	☐	DUI/BAT Mobile - Community Service Aides Only
☐	☐	Executive Officer - Lieutenant Only
☐	☐	FTD 1st Year
☐	☐	FTD 2nd Year.
☐	☐	FTD 3rd Year
☐	☐	K-9
☐	☐	Motorcycle Assignment
☐	☐	Professional Compliance
☐	☐	Regional Narcotics
☐	☐	S.I.D. - Lieutenant Only
☐	☐	Street Narcotics
☐	☐	SWAT - Deputy/Sergeant
☐	☐	SWAT - Lieutenant
☐	☐	Technical Support
☐	☐	Training Assignment - Lieutenant Only
☐	☐	Vehicle Supplement
☐	☐	Warrants Training Officer (WTO) Year 1-3
☐	☐	Warrants Training Officer (WTO) Year 4-5
☐	☐	Warrants Training Officer (WTO) Year 5
☒	☐	Hazardous Duty - Alpha Shift 2.00 -2.00

Approval Signatures

Supervisor: _____ Date: _____

District Chief/Captain: CHIEF TONY VARONA 3698 Date: 02-19-2004

Regional/Division Major: MAJOR DAVID J. CARRY Date: 2/23/04

Lieutenant Colonel: LT. COLONEL DANNY WRIGHT DIRECTOR RAY SAXON Date: 2/25/04

DLE Admin. Major: _____ Date: 2-26-04

DATE: **September 30, 2003**

TO: **DEPUTY GUNTIS TREIJS CCN: 9714**
DISTRICT 9-NORTH BROWARD

FROM: **Sheriff Ken Jenne**

SUBJECT: DLE Deputies and Sergeants Salary Adjustment – October 2003

I am pleased to announce that effective the first full pay period in October 2003 (October 4 - October 17) the pay schedule for DLE Deputies and Sergeants will be increased by four and one-half percent (4 1/2%). This adjustment will be processed for employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in paychecks received on October 24, 2003.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel James Wimberly, Department of Detention and Community Control
Executive Director John Curry, Department of Administration
Inspector General Martin Rahinsky, Dept. of Professional Standards
Major Michael C. Goldstein, Director, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Legal Counsel Kim Kisslan, Department of Legal Affairs
Employee Personnel File

Effective from 5/19/03

FDLE
Florida Department of Law Enforcement

Higher Education For Salary Incentive Report

CJSTC 63

Use this form to report or update officers' higher education hours or degrees to the Criminal Justice Standards and Training Commission. Officers earn academic hours from the post-secondary educational schools, colleges or universities.

1. SSN: [redacted]

2. Name: Trella Guntis

9714

3. Agency ORI: **FL0060000**

4. Agency name: **Broward County Sheriff's Office**

5. Employment date: **11/16/02**

6. Degree: Master

7. Conferring Institution: **Western Michigan University**

8. Accrediting Association: **North Central Association of Colleges and Secondary Schools**

9. Major: **Political Science** 10. Date Degree Conferred: **April 1995**

11. If no degree conferred, indicate date associate degree requirements were met:

12. If no degree conferred, indicate number of hours earned: _____ Semester Hours _____ Quarter Hours

13. *I hereby attest that the above information is true and can be verified by official transcripts and diplomas on file with the employing agency.*

Agency Administrator's signature

06/13/03.
Date signed

Effective 1/1/1992

$36.92

Duplicate already processed for pay date 10/15/03

AUG 01 2003

WESTERN MICHIGAN UNIVERSITY
OFFICE OF THE REGISTRAR
KALAMAZOO, MICHIGAN 49008-3899

01 OF 01
05/13/03

OFFICIAL TRANSCRIPT

CON 9114

NAME: GUNTIS TREIJS
STUDENT ID: [redacted]
CURRENT COLLEGE: GRADUATE COLLEGE
CURRICULUM: POLITICAL SCIENCE

ENTRY DATE: GRADUATE- FALL 1993
DEGREE: MASTER OF ARTS
AWARDED: 04/95
CURRICULUM: POLITICAL SCIENCE

MAY 16 2003

MAIL TO:
HEATHER DENOBRIGA, H/R
BROWARD COUNTY SHERIFFS OFFICE
PO BOX 9507
FORT LAUDERDALE FL 33310

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL 1993			
LING 112	STAND AMER ENG-ADVAN	4 U	CR
PSCI 645	NATL SYS & INTL POL	3 G	B
PSCI 610	AMER POL INSTITUTION	3 G	BA

ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
6.0	6.0	19.5	3.25 3.25

COURSE	TITLE	CREDIT	GRADE
SEMESTER: SPRING 1994			
PSCI 506	PROB AMER GOVERNMENT	4 G	C
PSCI 552	U.N. SYSTEM/DEVELOPMENT	3 G	BA
PSCI 564	INTRO POLIT ANALYSIS	3 G	B

ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
10.0	10.0	27.5	2.75 2.94

COURSE	TITLE	CREDIT	GRADE
SEMESTER: SUMMER II 1994			
PSCI 598	STUDIES POLIT SCIENC	2 G	A
PSCI 712	PROF FIELD EXPER	3 G	CR

ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
2.0	5.0	8.0	4.00 3.06

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL 1994			
PSCI 526	ADMIN LAW & PUB REG	3 G	BA
PSCI 536	COMPARATIVE PUBL ADM	3 G	BA
PSCI 646	SEM/DEVELOPMENT ADM	3 G	BA

ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
9.0	9.0	31.5	3.50 3.20

GRADUATE CUMS:
ATTEMPT: 27.0 EARNED: 30.0 HONOR PTS: 86.5 GPA: 3.20
ACADEMIC STANDING: GOOD STANDING

END OF DOCUMENT

Registrar Susan O'Hakent

NOTICE: INFORMATION IN THIS TRANSCRIPT IS PROTECTED BY THE FAMILY RIGHTS AND PRIVACY ACT. RELEASE TO A THIRD PARTY IS PROHIBITED.

This document is printed on Brown Security paper and does not require a raised seal. The document is valid only when it bears the signature of the Registrar. Release of this information to a third party without written consent of the student is prohibited by law.

EOG-0995

WESTERN MICHIGAN UNIVERSITY

OFFICE OF THE REGISTRAR
Kalamazoo, Michigan 49008

TRANSCRIPT KEY:

Grading System (Adopted 1979)

Grade:	Explanation:	Honor Points:
A	Outstanding, Exceptional	4.0
BA		3.5
B	Very Good, High Pass	3.0
CB		2.5
C	Satisfactory	2.0
DC		1.5
D	Poor	1.0
E	Failure	0.0
X	Failure (unofficial withdrawal)	0.0

Other Marks:

AP = Advanced Placement
AUD = Audit
CO = Correspondence Course
CR = Credit under credit/no credit system
(undergraduate = 'C' or better)
(graduate = 'B' or better)
DE = Department Exam
EX = Continuing Education
G = Graduate Credit
HC = Honors Course
I or I/NC = Incomplete
(undergrad 'I' becomes failure after one year)
(Since 1993 graduate 'I' becomes a failure after one year)
IB = International Baccalaureate
NC = No Credit under credit/no credit system
SA = Study Abroad
SI = Self-Instructional Course
TC = Telecourse
U = Undergraduate Credit
W = Withdrawn

The undergraduate standard for good standing and graduation is 2.00.
The Master's standard for good standing and graduation is 3.00.
The Doctorate and Specialist's standard for good standing and graduation is 3.25.

Undergraduate Honors:

cum laude: 3.50 - 3.69 grade-point average
Magna cum laude: 3.70 - 3.89 grade-point average
Summa cum laude: 3.90 - 4.00 grade-point average
All grades at WMU are counted. A minimum of 60 hours must be taken at WMU.

Repeated Courses: (Undergraduate Only)

All courses taken are listed with the grades assigned. No courses have been deleted. Grades for repeated courses with an original registration prior to Fall Semester 1989 are computed in the grade-point average. Only the most recent grade is computed in the grade-point average for courses with a Fall Semester 1989 or later original registration.

INFORMATION ON THIS TRANSCRIPT IS PROTECTED BY THE FAMILY RIGHTS AND PRIVACY ACT. RELEASE TO A THIRD PARTY IS PROHIBITED.

Western Michigan University is accredited by the North Central Association of Colleges and Secondary Schools and fully accredited by the National Council for Accreditation of Teacher Education (NCATE). Some individual schools and colleges are accredited by the various accrediting agencies in their respective fields.

Admission Classification:

Undergraduate:
0 = Non-degree
1 = Freshman
2 = Sophomore
3 = Junior
4 = Senior

Graduate:
5 = Master
6 = Specialist
7 = Doctor
8 = Non-degree

Trimester Designation:

Fall Semester	= August to December, 15 weeks
Winter Semester	= January to April, 15 weeks
Spring Session	= April to June, 7½ weeks
Summer Session	= June to August, 7½ weeks
Academic year	= Fall and Winter Semesters

Course Numbering System:

0-99	= Below college level, remedial
100-199	= Freshman level
200-299	= Sophomore level
300-399	= Junior level
400-499	= Senior level
500-599	= Graduate or advanced undergraduate level
600-699	= Graduate level
700-799	= Graduate (Seminars, Theses, Dissertations, Research, Credit/No Credit Grading)

05/28/2003 Broward County Sheriff's Office PAGE 1
10:21:37 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 009714 3450 CURTIS TREIJS Stat: A Pos#: 020935
S.S.#: [redacted] BU: PBA GRST: 15 -03
296 DEPUTY SHE
Hire : 08/30/1999 [redacted] 13450 DIST 9 NOR
Birth: [redacted] Rate: 19.3151 Per-Sal: 1,545.21 Ann-Sal: 40,175.46
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST	Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16 01	0.00001	074.60	0.00
Action: NEW HIRE			Reason:			Title: 012 CLD INVEST			
09/09/99	3725		UNR1	00000	13725	16 01	0.00001	074.60	0.00
Action: NAME/ADD			Reason:			Title: 012 CLD INVEST			
09/09/00	2113		UNR1	30490	52113	16 02	14.52731	162.18	30,216.68
Action: Annual Inc			Reason:			Title: 012 CLD INVEST			
12/16/00	2113		UNR1	10296	52113	19 01	16.62711	330.17	34,584.42
Action: PROMOTION			Reason:			Title: 013 CHILD INVE			
03/01/01	2113		UNR1	10296	52113	19 01	17.12591	370.07	35,621.82
Action: COLA			Reason:			Title: 013 CHILD INVE			
03/01/01	2113		UNR1	10296	52113	107 01	17.54811	403.85	36,500.10
Action: C&P S 2001			Reason:			Title: 013 CHILD INVE			
10/01/01	2119		UNR1	30463	52119	103 05	17.96961	437.57	37,376.82
Action: COLA			Reason:			Title: 012 CLD INVEST			
10/06/01	2119		UNR1	30463	52119	103 05	17.53131	402.50	36,465.00
Action: VOL DEMOT			Reason:			Title: 012 CLD INVEST			
10/05/02	2113		UNR1	30463	52113	103 06	18.86811	509.45	39,245.70
Action: Annual Inc			Reason:			Title: 012 CLD INVEST			
11/16/02	3110		UNR0	22291	13110	01 00	18.86811	509.45	39,245.70
Action: REASSIGN			Reason:			Title: 439 CADET - DL			
04/05/03	3110		UNR0	22291	13110	01 00	19.33981	547.18	40,226.68
Action: COLA			Reason:			Title: 439 CADET - DL			
05/01/03	3450		PBA	20935	13450	15 03	19.3151	545.21	40,175.46
Action: REASSIGN			Reason:			Title: 296 DEPUTY SHE			

JUN 0 6 2003

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: May 19, 2003

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 03-114 effective May 1, 2003**

The following **Cadets – DLE** are hereby graduated from the 216th Police Academy and **promoted** to **Deputy Sheriff – DLE** reporting to the assignments below:

[redacted]

22291 Guntis Treijs * CCN: 9714 Dept. 3450/ District 9 – North Broward PCN 20935

[redacted]

10-1-03 Reassignment

5-1-04 ann. Date

01/0

19.3398

Delete Job Salary Madd

500 Masters $23.08

296 PBA

15/3 $19.3151

Reviewed and Recommended by:

Colonel Thomas Carney Date
Undersheriff

5-20-03

Major Michael C. Goldstein Date
Director/ Bureau of Human Resources

JUN 0 6 2003

EOG-03006

FDLE
Florida Department of
Law Enforcement

State icer Certification Examinati
TEST RESULTS

CJSTC
516

09N. Brow
3450/20935
9714

Examination Administration Number 2003-014 - Examination Date 4/30/2003

School: 139903 - - Broward Community College

Guntis Treijs,
[redacted]

SSN:	[redacted]
Discipline:	LE
Examination Type:	ABA
ReTake Nbr:	0
Effective Date:	4/30/2003

We are happy to inform you that you passed the Law Enforcement State Officer Certification Examination.

Pass/ Fail

RECEIVED
MAY 14 2003

EXAMINATION RESULTS: **Pass**

STATE OFFICER CERTIFICATION EXAMINATION

This examination is one of the prerequisites for certification as an officer. Section 943.133, Florida Statutes, provides additional information regarding statutory requirements for employment and certification. The results of the Certification Examination are reported above. Please see the last column entitled "Pass/Fail": PASS indicates a passing score was obtained; FAIL indicates failure.

If this was your first or second time taking the examination and you did not pass the examination, you will be required to retake and pass a re-examination.

OR

If this was your third time taking the examination and you did not pass the examination, you will be required to re-enter and successfully complete the basic training program and satisfy all requirements of the program. You must then apply for and take the entire examination.

A new application must be submitted prior to the deadline date of your next requested examination.

For inquiries relating to the examination, please call **(850) 410-8602.** This number is monitored eight (8) hours per day by staff. A voice mailbox will activate when staff is on the telephone or it is after the close of the business day. All messages will be returned within 24 hours of receipt. Additional examination information is located at:

www.fdle.state.fl.us

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Fl 33312

DATE: May 27, 2003 **MEMO #:** SA03-055

TO: Major Michael C. Goldstein, Director
Human Resources Bureau

THROUGH: Diana M. Viscarra, Selection & Assessment Manager
Human Resources Bureau

FROM: Brad Bohnet, Human Resources Analyst
Human Resources Bureau

SUBJECT: Certified Deputy Sheriff Candidate Guntis Treijs

Human Resources has worked closely with the Department of Law Enforcement in identifying and processing certified candidates for the position of Deputy Sheriff. BSO employee Guntis Treijs has successfully completed the process and has been selected to fill a law enforcement vacancy. Mr. Treijs brings over three and a half (3.5) years of experience with BSO and is currently making $40,226. As a result of his experience, and current salary, Mr. Treijs has a salary requirement of $40,175 (PBA/Grade 15, Step 03) for the position of Certified Deputy Sheriff.

Your favorable response to this request would be greatly appreciated.

Thank you for your attention to this matter.

APPROVED: **DISAPPROVED:**

Major Michael C. Goldstein Major Michael C. Goldstein

5/27/03 - I spoke w/ Guntis and explained step 3. BB.

DMV/bb

H:\SLASSESS\Memos\2003\Salary\DLE\Treijs, Guntis (Step 3).doc

JUN 06 2003

[redacted] PERSONNEL FILE REVIEW LOG

EMPLOYEE NAME:	TREIJS, Guntis 9174	

DATE	REVIEW BY/AGENCY	REASON/COPIES Y/N
4-11-02	OPM - Molly Blomquist 1913	Official - employment
06 11 02	FITZGERALD/BSOA BGIU	LE DIS CADET BG
12-2-02	RN Mail (USCS	applicant

* REMOVAL OF ANY ITEMS FROM THE PERSONNEL FILE IS NOT PERMITTED.

* IF COPIES ARE NECESSARY, PLEASE ASK FOR ASSISTANCE.

Tyler, Mamie

From: Hely, Joanna
Sent: Friday, May 09, 2003 11:09 AM
To: Tyler, Mamie; Boswell, Michelle; St. Vil, Guerline
Subject: FW: PLACEMENT OF CADETS

FYI

-----Original Message-----
From: Saxon, Raymond
Sent: Friday, May 09, 2003 10:00 AM
To: Viscarra, Diana
Cc: Petersen, Vicki; Hely, Joanna; Campbell, Marilyn; Lawless, John; Aragon, Olga
Subject: PLACEMENT OF CADETS

[redacted]

Freije Guntis [redacted] Guntis Treus - District 9, North Broward - [redacted] 22291 1-3450

What's the effective date
Eff 5-3-03

I E-mailed Joanna

② Cadet PCN update to new Dept # or District

MAY 23 2003

① Make copies for each emp file

AGREEMENT FOR REIMBURSEMENT OF HIRING AND TRAINING EXPENSES

(Deputy Sheriff Cadet- Department of Law Enforcement)

WHEREAS, the Broward County Sheriff's Office hereinafter referred to as "Sheriff" will incur substantial expenses in the process of training Curtis Travis hereinafter referred to as "Applicant" to be a Deputy Sheriff Cadet - Law Enforcement; and

WHEREAS, these training expenses can only be recovered through the services of the Applicant with the Broward County Sheriff's Office after completion of training; and

WHEREAS, the Sheriff will suffer substantial damages if the undersigned Applicant should leave the Sheriff any time within the two (2) years following completion of formal police training through the Broward County Police Academy.

NOW, THEREFORE, in consideration for the Sheriff providing training to the Applicant, the Applicant agrees as follows:

1. **REIMBURSEMENT OBLIGATION.** The Applicant in consideration of the agreement by the Sheriff, to provide him/her with formal police training through the Broward County Police Academy, located at the Institute of Public Safety of Broward Community College to be followed upon successful completion thereof by a period of field training under the supervision of experienced Broward County Deputy Sheriffs, does hereby agree that in the event his/her employment with the Sheriff ceases due to any cause other than "termination" as defined below, within twenty-four (24) months from completion of formal police training through the Broward County Police Academy, the Applicant will reimburse the Sheriff for all expenses incurred in connection with his/her hiring and training.

2. **DEFINITION OF "TERMINATION".** Termination as used in this Agreement shall mean any discontinuance of the Applicant's employment initiated by the Agency with good cause.

3. **EXPENSES INCURRED FOR REIMBURSEMENT OBLIGATION.** It is agreed that the expenses which the Sheriff will incur in connection with the Applicant's hiring and training, and thus, the Applicant's reimbursement obligation, shall consist of all amounts expended or incurred by the Agency in hiring and training the Applicant from the initiation of the hiring process through field training, including, but not limited to the following:

(a) Expenses for the cost of hiring ($869.00)

(b) Police Academy tuition ($2,320.00)

Thus, the Applicant's reimbursement obligation shall consist of no less than THREE THOUSAND ONE HUNDRED AND EIGHTY NINE ($3,189) DOLLARS.

4. **CREDIT FOR CONTINUOUS EMPLOYMENT.** Credit for service rendered will be given against the Applicant's reimbursement obligation at the rate of one-twenty-fourth of the total reimbursement obligation for each four (4) weeks of full-time employment with the Sheriff subsequent to completion of the formal police training through the Broward County Police Academy. Any absence from work due to illness, non-duty related injury or other cause for a period greater than two (2) weeks shall be excluded from the period of service for which credit will be given.

5. **TERMS OF REPAYMENT.** Complete payment of the reimbursement obligation shall be made by the Applicant within twenty-four (24) months of cessation of employment in monthly installments of no less than one-twenty-fourth of the total reimbursement obligation, commencing on the first day of the month following the month during which cessation of employment occurs, and payable on or before the first of each month thereafter. The Applicant agrees that in the event of his/her failure to make any payment required pursuant to the Agreement in a timely manner, the total amount of the reimbursement obligation then remaining unpaid shall immediately become due and payable. The Applicant further agrees that in the event the Sheriff incurs court costs, attorney's fees, or other costs of collection in an effort to collect any delinquent sums owing pursuant to this Agreement, the Applicant will pay such expenses in addition to the portion of reimbursement obligation then due.

6. The consideration that the Sheriff provides for the Applicant's obligations under this Agreement is the providing of training for the Applicant. Such commencement of training by the Sheriff is the Sheriff's acceptance of this Agreement.

Dustin Treis — 1/24/03

Signature *Date*

STATE OF FLORIDA *, COUNTY OF* BROWARD *. The foregoing instrument was acknowledged before me this* 24 *day of* January *, 200*3 *, by* Dustin Treis .

(Print name of person acknowledging)

Personally Known [✓*] OR Produced Identification [ ]*

Deborah E Morell

(Signature of Notary Public)

Type of Identification Produced Driver's License #:

Deborah E Morell

(Printed name of Notary Public as commissioned)

OFFICIAL NOTARY SEAL
DEBORAH E MORELL
NOTARY PUBLIC STATE OF FLORIDA
COMMISSION NO. CC955957
MY COMMISSION EXP. AUG. 14,2004

(Commission Number)

(STAMP SEAL)

H:\SLASSESS\FORMS\Reimbursement of hiring and training cost.doc

**** Current Status ****

Emp #: 009714 3110 CURTIS TREIJS Stat: A Pos#: 022291
S.S.#: [redacted] BU: UNR0 GRST: 01 -00
439 CADET - DL
Hire : 08/30/1999 13110 LAW ENFORC
Birth: [redacted] Rate: 18.8681 Per-Sal: 1,509.45 Ann-Sal: 39,245.70
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST	Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16 01	0.00001,074.60		0.00
Action: NEW HIRE				Reason:			Title: 012 CLD INVEST		
09/09/99	3725		UNR1	00000	13725	16 01	0.00001,074.60		0.00
Action: NAME/ADD				Reason:			Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16 02	14.52731,162.18	30,216.68	
Action: Annual Inc				Reason:			Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19 01	16.62711,330.17	34,584.42	
Action: PROMOTION				Reason:			Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19 01	17.12591,370.07	35,621.82	
Action: COLA				Reason:			Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	107 01	17.54811,403.85	36,500.10	
Action: C&P S 2001				Reason:			Title: 013 CHILD INVE		
10/01/01	2119		UNR1	30463	52119	103 05	17.96961,437.57	37,376.82	
Action: COLA				Reason:			Title: 012 CLD INVEST		
10/06/01	2119		UNR1	30463	52119	103 05	17.53131,402.50	36,465.00	
Action: VOL DEMOT				Reason:			Title: 012 CLD INVEST		
10/05/02	2113		UNR1	30463	52113	103 06	18.86811,509.45	39,245.70	
Action: Annual Inc				Reason:			Title: 012 CLD INVEST		
[redacted]									
Action: REASSIGN				Reason:			Title: 439 CADET - DL		

DEC 0 6 2002

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: November 5, 2002

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 02-282 effective November 16, 2002**

The following personnel action shall become effective on the date indicated above.

[redacted]

Child Investigative Specialist Guntis Treijs CCN 9714 PCN 30463 is hereby reassigned to the position of Cadet – DLE from Dept. 2113/ Child Protective Investigation Section to Dept. 3110/ Law Enforcement Management reporting to the 216th Police Academy.

OD
103/6
A 188681
10-1-03

do not chg
am. Date
PCN 2229/439 ✓
Unro ✓
01/0
A 188681 ✓
money never
Delete eval ✓
screen

Reviewed and Recommended by:

Colonel Thomas Carney — Date
Undersheriff

11-8-02
Major Michael C. Goldstein — Date
Director/ Bureau of Human Resources

RT DEC 06 2002
MB

EOG-03014

Bohnet, Brad

From: Lauria, Paul
Sent: Tuesday, October 15, 2002 5:19 PM
To: Bohnet, Brad
Subject: RE: Guntis Treijs

ANYTHING FOR YOU BRAD. (THIS TIME.....DON'T GET USED TO IT.)
THANK ALL THE HR MUNCHKINS WHO FILLED OUR VACANCIES.
GUNTIS IS A GOOD MAN AND WE WISH HIM WELL

-----Original Message-----
From: Bohnet, Brad
Sent: Tuesday, October 15, 2002 2:26 PM
To: Lauria, Paul
Subject: Guntis Treijs

Sir, Investigator Treijs is going to the November Academy. The closest possible transfer date to the November Academy is November 16th. Please advise if this transfer date is acceptable to you.

Thank you for your consideration.

Brad

-----Original Message-----
From: Bohnet, Brad
Sent: Friday, September 20, 2002 11:14 AM
To: Lauria, Paul
Subject: Guntis Treijs

Hello Sir:

CPIS Investigator Guntis Treijs, (ccn 9714, DOH 08/30/99) has successfully completed the process for the position of Deputy Sheriff Cadet and has been approved by DLE Administration for placement. The next academy orientation begins on October 9th, with the closest possible transfer date to the academy orientation being October 5th. Please advise if this transfer date is acceptable for you.

Thank you for your consideration.

Brad

EOG-03015

DEPUTY SHERIFF – DLE/DETENTION — ***SELECTION CHECK SHEET***

Treijs, Guntis [redacted] **02DLE** _____ SSN [redacted] List _____

Deputy Sheriff Cadet

Initial Application Received By _____ Date Received 2-22-02

REQUIRED DOCUMENTS REVIEW

FLORIDA CERTIFICATION OR STATE TEST SCORES: Attached _____ In Process _____ Not Applicable (Cadet) ✓

TABE: (P) / F 3/25/02 N/A *AGILITY*: (P) F ~~3-15-02~~ 3-12-02 N/A *SWIM*: (P) F 1-28-02 N/A *BAT*: (P) F 91% 2/13/02

DRIVING HISTORY: Attached ✓ Advised to Request ____ Within Standards ✓ Outside Standards ____ Reapply Date _____

DISPOSITION: Attached ✓ N/A ✓ *MILITARY DD214*: Attached ✓ N/A ✓

PRE-SCREEN INTERVIEW

Scheduled Date N/A Scheduled Time _____ Pre-Screen Interviewer _____

Within Standards _____ Outside Standards _____ Inactivation Code _____

Disposition Requested _____ Reapply Date _____ Comments _____

Advised Applicant About Inconsistency _____ Yes N/A

Background Investigation Needed at this Stage? No _____ Yes _____ Reason _____

EMPLOYMENT QUESTIONNAIRE

Date Given 4-10-02 Date Received 4-11-02 Received/Reviewed By [signature]

CONTROLLED SUBSTANCES:

Within Standards ✓ Outside Standards _____ Inactivation Code _____ Reapply Date _____

CRIMINAL HISTORY:

Within Standards ✓ Outside Standards ___ Disposition Attached ___ Disposition Requested ___ Date Requested _____

Inactivation Code _____ Reapply Date _____ Comments _____

COMPLETION: Complete ✓ Incomplete _____ (Note Below Information/Documents Applicant Needs for Completion)

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

POLYGRAPH EXAMINATION

Scheduled Date 4/13/02 (R) Scheduled Time 9:00 Polygraphist Broadhurst

No Deception Indicated ✓ Deception Indicated _____ Disqualifying Admissions _____ Retest _____

Within Standards ✓ Outside Standards _____ Score 3 Report Scored By BB

Inactivation Code _____ Reapply Date _____ Comment _____

DEPUTY SHERIFF – DLE/DETENTION **SELECTION CHECK SHEET**

Name _____ SSN _____ List _____

DRUG/MEDICAL EXAMINATION - Sunshine Medical Center

DRUG: Scheduled Exam Date 6-13-02 Negative ✓ Positive _____ Received Date 6-25-02

MEDICAL: Scheduled Exam Date 6-13-02 Pass ✓ Fail _____ Received Date 6-21-02

PSYCHOLOGICAL EVALUATION

WRITTEN BATTERY: Scheduled Date 6-4-02 Scheduled Time _____ Location WL

CLINICAL INTERVIEW: Scheduled Date 6-6-02 Scheduled Time _____ Dr. Bryan

Verbal Date 6-10-02 Score 5 Comment _____

Report Received Date 7-2-02 Score 5 Comment _____

Recommended B Not Recommended _____ Inactivation Code _____ Comment _____

ATW (IN HOUSE) **BACKGROUND INVESTIGATION**

Date File Sent 061102 Assigned Investigator FITZGERALD Date Assigned 061102

NCIC/FCIC Date Sent/Received 061102 / 061102 Docketrac Date Sent/Received 061102 / 061202

Birth Certificate: Yes ✱ No____ High School Diploma/GED: Yes ✱ No____ Out of State GED Scores:_____

Name Change Doc.: Yes____ No____ N/A ✓ Background Investigation Report-CJSTC Form 77: Yes ✓ No____

CJSTC Form 76: Yes____ No____ N/A____ Completed for Eligibility/Date: N/A

Recommended: Yes ✓ No____ Current Employer Contacted: Yes ✓ No____ Investigator: FITZGERALD Date 073002

Final Review Date: 073002 C.35 Reviewed By: RSA Comments: # EMPLOYERS FILE / 99 BGI

APPLICANT FILE REVIEW

DLE/DDCC APPROVAL:

Date File Sent 10-11-02 Reviewed By R. CAYOU Date Reviewed 10-11-02 H.R. Received Date 10-11-02

Selected for Hire _____ Comments _____

Not Selected for Hire_____ Applicant not selected for hire for the following reason(s): _____

M.D. **HUMAN RESOURCES BUREAU:**

Reviewed By JMM Date Reviewed 10/15/02 Received Date _____

Approved ✓ Disapproved____ Inactivation Code_____ Reapply Date_____ Comments_____

CLASSIFICATION/PAY/HIRING INFORMATION

Hire Date 11-16-02 CCN _____ Vacancy # _____ Location _____

Full Time ✓ Part Time _____ Hours/Shift _____ Salary Range [redacted]

EOG-03017

[redacted] OWARD SHERIFF'S OFFICE
BACKGROUND UPDATE FORM FOR CERTIFIED POSITION

The Broward Sheriff's Office is an equal opportunity employer and does not discriminate on the basis of age, color, disability, marital status, national origin, race, religion, sex, or sexual orientation. PLEASE PRINT CLEARLY.

Personnel Division
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312

Voice Phone - (305) 321-4400
TDD Phone - (305) 831-8928

RECEIVED APR 1 1 2002

Position Applying for: DEPUTY SHERIFF

	Social Security Number [redacted]	Date of Application
Last Name: TREIJS	First Name: GUNTIS	Middle Initial: A / Q
Current Address & Apartment # [redacted]	City [redacted] State	Zip Code [redacted]
Home Phone Number [redacted]	Work Phone Number [redacted]	Other Phone [redacted]
Current Classification	Current Work Location: CPIS	Shift/Hours/Days Off: 12PM-8PM SAT-SUN OFF

Please check the box indicating Yes or No to the following questions:

1. Are you currently in a probationary status?
   [ ] Yes [X] No
2. Have you been declined for Cross Certification in the past year?
   [ ] Yes [X] No
3. Have you received any written reprimands or suspensions?
   [ ] Yes [X] No
4. Are you currently under investigation by Professional Compliance for any alleged wrong doing?
   [ ] Yes [X] No

When returning your Background Update form you must attach copies of the following documentation:

1. [redacted]
2. Social Security card with your current name.
3. Current Florida drivers license with your current name and address.
4. [redacted]
5. [redacted]

By signing this document, I certify that all of the information on this entire background update form is true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, or misrepresentation is sufficient cause for rejection of this form, removal of my name from any employment list, or dismissal from service. I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing. I understand this application is the property of the Broward Sheriff's Office and information contained herein is public record. I authorize and direct any persons or organizations to release and furnish records and information as may be relevant to determine my fitness and suitability for employment in the aforesaid position. I release the custodian of such records, including the Sheriff's Office, from any liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me.

Print Your Name	Sign Your Name	Date	CCN	Social Security Number
TREIJS	Guntis Treijs	4/10/02	9714	[redacted]

BSO REFERENCES: List your current supervisor.

Last Name: MCCOY	First Name: CHRISTOPHER	Rank: SGT.
Division/Unit: CDIS	Shift: 9-5	Work Number: 7975299

List two (2) BSO supervisors you have worked for in the Department of Corrections and Rehabilitation.

1. Last Name: N/A	First Name:	Rank:
Division/Unit:	Shift:	Work Number:
2. Last Name:	First Name:	Rank:
Division/Unit:	Shift:	Work Number:

PERSONAL REFERENCES: List three personal references who are neither relatives nor currently employed by BSO. Each reference must be from a separate residence.

1. Last Name: MUIZNIEKS	First Name: VALDIS	Years Known: 9
Mailing Address: 4469 LAKEFOREST DR	City: KALAMAZOO State: MI	Zip Code: 49008
Apartment: N/A	Home Number: 616/345-4211	Work Number:
2. Last Name: SZENTIVANYI	First Name: IEVA	Years Known: 9
Mailing Address: 14367 STILLMEADOW DR.	City: HOUSTON State: TX	Zip Code: 77079
Apartment: N/A	Home Number: 281/5565934	Work Number: N/A
3. Last Name: MOORE	First Name: GWENDOLYN	Years Known: 3
Mailing Address: 2444 NW 26 TH AVE	City: FT. LAUD State: FL	Zip Code: 33311
Apartment: N/A	Home Number: 535 0968	Work Number: 765 4159

NEIGHBORHOOD REFERENCES: List three neighbors in the neighborhood you currently reside in. All references must be in the immediate area. Indicate by checking the appropriate box where each reference is located (next door, front or rear).

1. Last Name: GRANIZO	First Name: CARLOS	Front [ ] Rear [ ] Side [X]
Address: [redacted]	City: SUNRISE State: FL	Zip Code: 33351
Apartment: 205	Home Number: 7489744	Work Number: 384-5500x 41
2. Last Name: LOZANO	First Name: RAMIRO	Front [X] Rear [ ] Side [ ]
Address: [redacted]	City: SUNRISE State: FL	Zip Code: 33351
Apartment: 104	Home Number: 578 3068	Work Number: 5933219
3. Last Name: BEISGEN	First Name: BARBARA	Front [X] Rear [ ] Side [ ]
Address:	City: State:	Zip Code:
Apartment: 105	Home Number: 7477753	Work Number: N/A

If Applicable, list the Building Manager or Rental Agent for your current residence.

Last Name: SHARPS	First Name: THERESA	LEASING ADMINISTRATOR
Address: 10 000 REFLECTION BLVD.	City: SUNRISE State: FL	Zip Code: 33351
Apartment:	Home Number:	Work Number: 954/742 1222

LOCAL LAW ENFORCEMENT AGENCY: List the local law enforcement agency for the area you currently reside in.

Agency: SUNRISE PD		Phone Number: 954/7463600
Address: 10440 W. OAKLAND PARK	City: SUNRISE State: FL	Zip Code: 33351

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
FLORIDA NATIONAL GUARD
OFFICE OF THE ADJUTANT GENERAL
ST. FRANCIS BARRACKS, P.O. BOX 1008
ST. AUGUSTINE, FLORIDA 32085-1008

May 2, 2001

Deputy Chief of Staff,
Personnel

Guntis Treijs
[redacted]

Dear Mr. Treijs:

Your request for information has been received in this headquarters. Attached is a copy of the documents you requested.

If we can be of any further assistance, please feel free to contact Mrs. Cullipher, 904-823-0302.

Sincerely,

Daniel J. Taylor
Colonel, Florida Army
National Guard
Deputy Chief of Staff, Personnel

BACKGROUND
JUN 13 2002
INVESTIGATIONS

JC1-4664

Broward Sheriff's Office
Child Protective Investigations
359 North State Road 7
Plantation, FL 33317
(954) 797-5299 Phone
(954) 327-2764 Admin. Ops. Fax
(954) 585-3756 Admin. Maj. Fax
(954) 327-2689 Investigative Fax

FAX

DATE: 6/13/02 **# OF PAGES:** 3 *(including cover)*

TO: MR. BOB FITZGERALD, SPVR.

FROM: GUNTIS TREIJS

Message:

As per your request, I am faxing you my discharge letter from Florida Army NG. I also requested NG to forward you a copy of it directly. Thx

If you have trouble receiving this fax, please call CPIS at (954) 797-5299

BACKGROUND
JUN 13 2002
INVESTIGATIONS

Fitzgerald, Robert

From: Fitzgerald, Robert
Sent: Thursday, June 13, 2002 12:50 PM
To: Treijs, Guntis
Subject: RE: Military Service

Got it...thank you...

-----Original Message-----
From: Treijs, Guntis
Sent: Thursday, June 13, 2002 12:38 PM
To: Fitzgerald, Robert
Subject: RE: Military Service

Fax sent @ 1230 PM on 6/13/2002. Guntis Treijs

-----Original Message-----
From: Fitzgerald, Robert
Sent: Wednesday, June 12, 2002 2:24 PM
To: Treijs, Guntis
Subject: Military Service

Mr. Treijs:

My name is Bob Fitzgerald and I'm conducting your Deputy Sheriff Cadet background investigation. In reviewing your previous (1999) background investigation, I noted that you had served with the Michigan National Guard...would you please provide a copy of your separation from that military unit (or transfer orders, if you are still active here in Florida)? The only military document in previous background investigation file is a DD214/Member 4, which was issued to you after you completed Basic Training at Fort Benning (GA)...I think the form I'm looking for from you, re: the National Guard, is the DD256 or DD256A.

Thanks for your assistance...

Bob Fitzgerald, Supervisor
Background Investigation Unit
(954) 321-4429 *phone*
(954) 321-4664 *fax*

EOG-03022

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
FLORIDA NATIONAL GUARD
OFFICE OF THE ADJUTANT GENERAL
ST. FRANCIS BARRACKS, P.O. BOX 1008
ST. AUGUSTINE, FLORIDA 32085-1008
June 14, 2002

Deputy Chief of Staff,
Personnel

Broward Sheriff's Office
Background Investigation Unit
ATTN: Bob Fitzgerald
2601 West Broward Blvd.
Ft. Lauderdale, FL 33312

Dear Mr. Fitzgerald:

A request for information regarding Guntis Treijs, [redacted] has been received in this headquarters. Attached is the information he authorized be sent to you.

If we can be of any further assistance, please feel free to contact Mrs. Cullipher, 904-823-0302.

Sincerely,

Daniel J. Taylor
Colonel, Florida Army
National Guard
Deputy Chief of Staff, Personnel

BACKGROUND
JUN 18 2002
INVESTIGATIONS

D. ARTMENT OF THE ARMY AND A FORCE
NATIONAL GUARD BUREAU
REPORT OF SEPARATION AND RECORD OF SERVICE

REPORT OF SEPARATION AND RECORD OF SERVICE IN THE ARMY NATIONAL GUARD OF FLORIDA AND AS A RESERVE OF THE ARMY					
1. LAST, FIRST, MIDDLE NAME TREIJS, GUNTIS J			2. COMPONENT ARNGUS/FLARNG		3. SOCIAL SECURITY NUMBER [redacted]
4. DATE OF ENL 19961105	5a. RANK SPC	5b. PAY GR E-4	6. DATE OF RANK 19961105		7. DATE OF BIRTH [redacted]
8. STATION OR INSTALLATION AT WHICH EFFECTED CO A -1-124TH INF REGT, HOLLYWOOD, FL 33020					
COMMAND TO WHICH TRANSFERRED USAR CONTROL GROUP - Annual Training 9700 Page Blvd St. Louis, MO 63132				10a. EFFECTIVE DATE 19991104 10b. NET SERVICE THIS PEROD YRS-MOS-DAYS 03-00-00	
11. TERMINAL DATE OF OBLIGATION 20041104		12. HIGHEST EDUCATION LEVEL 16		13. PERSONNEL SECURITY INVESTIGATION TYPE ENTNAC	DATE COMPLETED 19961212
14. AWARDS AND DECORATIONS FLSAD				15. MILITARY EDUCATION 11B10 INFANTRY	
16. SERCIVEMAN'S GROUP LIFE INSURANCE $0				17. PRIMARY MILITARY OCCUPATIONAL SKILL 11B10 INFANTRY	
18. REMARKS NGB FORM 22 AND NGB FORM 55 WERE MAILED TO SOLDIER'S LAST KNOW ADDRESS.					
19. MAILING ADDRESS [redacted]				20. SIGNATURE OF SEPARATED SOLDIER SOLDIER NOT AVAILABLE	
21. NAME, GRADE AND TITLE OF OFFICER RICARDO R ROIG LT, IN, FLARNG Commanding				22. SIGNATURE OF OFFICER AUTHORIZED TO SIGN RRR	
23. AUTHORITY AND REASON PARA 8-27s, NGR 600-200 TRANSITION CODE: ERA					
24. Character of Service HONORABLE		25. Type of Certificate Issued NGB FORM 55		26. Reenlistment Eligibility RE-1	

AUTOMATED SEPARATION DOCUMENT IN LIEU OF NGB FORM 22

STATE OF FLORIDA DEPARTMENT OF MILITARY AFFAIRS
OFFICIAL COPY
OFFICE OF THE ADJUTANT GENERAL

EOG-03024

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
FLORIDA NATIONAL GUARD
Office of the Adjutant General
St. Francis Barracks, P. O. Box 1008
St. Augustine, Florida 32085-1008

ORDERS P334-034 30 November 1999

TREIJS GUNTIS, [redacted] SPCM (WP5NA0-232) FL ARNGUS, CO A 1ST BN [redacted] Attached to: (N/A)

You are discharged from the Army National Guard and assigned to component indicated on day following effective date.

Reserve assignment: USAR Control Group, Annual Training, 9700 Page Blvd., St. Louis, MO 63132
Effective date: 19991104
Type of discharge: HONORABLE (NGB Form 55a)
Additional instructions: Records outlined in NGR 600-200 will be forwarded this Headquarters not later than 29 January 2000. Transaction Code: ERA Para/Line 203/05. RE 1.

FOR ARNG/ARMY USE
Auth: Para 8-27s, NGR 600-200, Verbal Orders of the Adjutant General, FL [redacted]
SRIP Entitlement: Bonus:Q
Format: 510

8M
9LA65

FOR THE ADJUTANT GENERAL:

\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
\\ HQ, FLARNG //
\\ OFFICIAL //
\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\

DANIEL J. TAYLOR
COL, FI, FLARNG
Director, Military Personnel

DISTRIBUTION:
1-HRO
1-RRM
CO A 1ST BN 124TH INF
HQS 1ST BN 124TH INF
53RD INF MACOM

N/A

STATE OF FLORIDA DEPARTMENT OF MILITARY AFFAIRS
OFFICIAL COPY
OFFICE OF THE ADJUTANT GENERAL

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD. SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NO.
TREIJS, GUNTIS	ARMY/ARNG	[redacted]

4.a GRADE, RATE, OR RANK	4.b PAY GRADE	5. DATE OF BIRTH (YYYYMMDD)	6. RESERVE OBLIG. TERM. DATE
SPC	E4	[redacted]	Year 2004 Month 11 Day 04

7.a PLACE OF ENTRY INTO ACTIVE DUTY	7.b HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)
LANSING MEPS, MI	[redacted]-0000

8.a LAST DUTY ASSIGNMENT AND MAJOR COMMAND	8.b STATION WHERE SEPARATED
W2L5 ITB 50 IN 01 BN CO B TR TC	FORT BENNING, GA 31905

9. COMMAND TO WHICH TRANSFERRED	10. SGLI COVERAGE
SEE BLOCK 18.	[X] None Amount: $

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)
11B10 00 INFANTRYMAN--0 YRS-0 MOS//NOTHING FOLLOWS

12. RECORD OF SERVICE	Year(s)	Month(s)	Day(s)
a. Date entered AD This Period	1997	01	09
b. Separation Date This Period	1997	04	24
c. Net Active Service This Period	0000	03	16
d. Total Prior Active Service	0000	00	00
e. Total Prior Inactive Service	0000	02	04
f. Foreign Service	0000	00	00
g. Sea Service	0000	00	00
h. Effective Date of Pay Grade	1996	11	05

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
ARMY SERVICE RIBBON//SHARPSHOOTER MARKSMANSHIP QUALIFICATION BADGE WITH GRENADE BAR//MARKSMAN MARKSMANSHIP QUALIFICATION BADGE WITH RIFLE BAR//NOTHING FOLLOWS

14. MILITARY EDUCATION (Course title, number of weeks and month and year completed)
NONE//NOTHING FOLLOWS

15.a MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERAN'S EDUCATIONAL ASSISTANCE PROGRAM	Yes	No	15.b HIGH SCHOOL GRADUATE OR EQUIVALENT	Yes	No	16. DAYS ACCRUED LEAVE PAID
		X		X		9.0

17. MEMBER WAS PROVIDED A COMPLETE DENTAL EXAM AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION [ ] Yes [X] No

18. REMARKS
DATA HEREIN SUBJECT TO COMPUTER MATCHING WITHIN DOD OR WITH OTHER AGENCIES FOR VERIFICATION PURPOSES AND DETERMINING ELIGIBILITY OR COMPLIANCE FOR FEDERAL BENEFITS//MEMBER HAS NOT COMPLETED FIRST FULL TERM OF SERVICE//BLOCK 9: THE ADJUTANT GENERAL, MICHIGAN, 2500 SOUTH WASHINGTON AVENUE, LANSING, MI 48913-5101//NOTHING FOLLOWS

RECEIVED
APR 23 1999
PERSONNEL DIVISION

19.a MAILING ADDRESS AFTER SEPARATION (Include Zip Code)	19.b NEAREST RELATIVE (Name and address - Include Zip Code)
[redacted]-0000	[redacted]-0000

20. MEMBER REQUESTS COPY 6 BE SENT TO MI DIR OF VET AFFAIRS	[X] Yes	[ ] No

21. SIGNATURE OF MEMBER BEING SEPARATED

22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature)
DUDLEY P. LOVE, CW3, USA, C, TRNG STU DIV

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION	24. CHARACTER OF SERVICE (Include upgrades)
RELEASE FROM ACTIVE DUTY TRAINING	HONORABLE

25. SEPARATION AUTHORITY	26. SEPARATION CODE	27. REENTRY CODE
AR 635-200, CHAP 4	MBK	NA

28. NARRATIVE REASON FOR SEPARATION
COMPLETION OF REQUIRED ACTIVE SERVICE

29. DATES OF TIME LOST DURING THIS PERIOD	30. MEMBER REQUESTS COPY 4
NONE EOG-03026	Initials

June 12, 2002

Guntis Treijs
SS # [redacted]
[redacted]
Tel. [redacted]

Florida Army National Guard
Attn. Records

RE: DISCHARGE ORDERS

Please forward a copy of my discharge orders from Florida Army National Guard to:

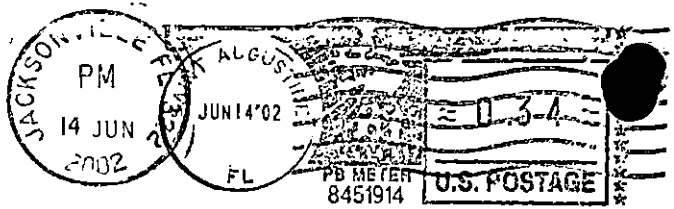
Bob Fitzgerald, Supervisor
Background Investigation Unit
Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 321-4429 *phone*
(954) 321-4664 *fax*

Thank you,

Guntis Treijs

STATE OF FLORIDA
DEPARTMENT OF MILITARY AFFAIRS
Office of the Adjutant General
St. Francis Barracks, P.O. Box 1008
St. Augustine, Florida 32085-1008

DCSPER-SIB/REC



Broward Sheriff's Office
Background Investigation Unit
ATTN: Bob Fitzgerald
2601 West Broward Blvd.
Ft. Lauderdale, FL 33312

EOG-03028

33312+1308

HORIZATION AND RELEASE

TO: Concerned Person or
Authorized Representative of
Any Organization, Institution,
or Repository of Records

I, GUNTIS TREIJS, hereby authorize any duly authorized representative of the
(Print your full name)

BROWARD COUNTY SHERIFF'S OFFICE bearing this release or a copy thereof to obtain any information and/or copies of records as may be relevant and necessary to determine my fitness and suitability for employment in the position for which I have applied.

I hereby authorize and direct you to release and furnish such information and/or copies of records upon request by the bearer.

This authorization is executed with full knowledge and understanding that information and/or copies of records disclosed shall become the property of the Broward Sheriff's Office, shall be used for official employment evaluation, and are used as selection criterion only where related to performance of the job for which I have applied; that the Broward Sheriff's Office will take appropriate measures to protect aforementioned information and/or copies of records against unauthorized disclosure; and that certain non-exempt portions of the information and/or copies of records disclosed may be made available for inspection by third parties pursuant to public records and other laws.

I hereby release the custodian of such records, including the Sheriff's Office, from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me.

Guntis Treijs
Signature

4/10/2002
Date

[redacted]
Current Address

[redacted]
Telephone number (include area code)

[redacted] [redacted]
City State Zip code

STATE OF Florida, COUNTY OF Broward The foregoing instrument was acknowledged before me
this 10 day of April, 2002, by GUNTIS TREIJS.
(Print name of person acknowledging)

Personally Known [✓] OR Produced Identification [ ]

Type of Identification Produced _____

James D. Edwards
(Signature of Notary Public)

JAMES D. EDWARDS
(Printed name of Notary Public as commissioned)

CC931595
(Commission Number)

James D. Edwards
MY COMMISSION # CC931595 EXPIRES
April 26, 2004
BONDED THRU TROY FAIN INSURANCE, INC.

(STAMP SEAL)

EOG-03029

FDLE Florida Department of Law Enforcement

Authority For Release of Information
(Background Investigation Waiver)

CJSTC 58

To: *Concerned Person or Authorized Representative of Any Organization, Institution or Repository of Records*

APPLICANT'S NAME: GUNTIS TREIJS

DATE OF BIRTH: [redacted]

SOCIAL SECURITY #: [redacted]

EMPLOYING AGENCY REQUESTING BACKGROUND INFO: BROWARD SHERIFF'S OFFICE

I hereby authorize any employee or authorized representative bearing this release, or copy thereof, to obtain any information in your files pertaining to my employment records including, but not limited to, achievement, attendance, personal history, disciplinary records, medical records, credit records, and criminal history records. I hereby direct you to release such information upon request of the bearer. This release is executed with full knowledge and understanding that the information is for the official use of the requesting agency. Consent is granted for the agency to furnish such information, as is described above, to third parties in the course of fulfilling its official responsibilities. I hereby release you, as the custodian of such records, and employer, educational institution, physician, hospital or other repository of medical records, credit bureau or consumer reporting agency, including its officers, employees, and related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information, or any attempt to comply with it. A photocopy of this form will be as effective as the original.

I hereby authorize the National Records Center, St. Louis, Missouri, or other custodian of my military record to release information or photocopies from my military personnel and related medical records, including a photocopy of my DD 214, Report of Separation, to:

Broward Sheriff's Office, Bureau of Human Resources

2601 West Broward Boulevard, Ft. Lauderdale, FL 33312

Florida State Statute 768.095 titled employer immunity from liability; disclosure of information regarding former employees states: - An employer who discloses information about a former employee's job performance to a prospective employer of the former employee upon request of the prospective employer or of the former employee is presumed to be acting in good faith and, unless lack of good faith is shown by clear and convincing evidence, is immune from civil liability for such disclosure of its consequences. For the purposes of this section, the presumption of good faith is rebutted upon a showing that the information disclosed by the former employer was knowingly false or deliberately misleading, was rendered with malicious purpose, or violated any civil right of the former employee protected under chapter 760.

Pursuant to Section 943.13 (4), (5) and (7) F.S., Chapter 2001-94, Laws of Florida, disclosure of information is required unless contrary to state or federal law. Civil penalties may be available for refusal to disclose non-privileged legally obtainable information.

Guntis Treijs — Applicant's Signature

4/10/2002 — Date

[redacted] — Applicant's Address

AFFIDAVIT

STATE OF Florida COUNTY OF Broward

Before me personally appeared GUNTIS TREIJS who says that he/she executed the above instrument of his/her own free will and accord, with full knowledge of the purpose therefore.

Sworn and subscribed in my presence this 10 day of April, 2002. My Commission expires on 4-26, 2004.

James D. Edwards — Notary Public

James D. Edwards
MY COMMISSION # CC931595 EXPIRES
April 26, 2004
BONDED THRU TROY FAIN INSURANCE INC.

Personally Known ✓ - or - Produced Identification _____

Type of Identification Produced: _____

BROWARD SHERIFF'S OFFICE
INITIAL APPLICATION FOR EMPLOYMENT

The Broward Sheriff's Office is an equal opportunity employer and does not discriminate on the basis of age, citizenship, intending citizenship status, color, disability, marital status, national origin, race, religion, sex, or sexual orientation.

RECEIVED
FEB 27 2002
HUMAN RESOURCES

Job Line: (888) 276-7827
www.sheriff.org

Human Resources Bureau
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312

Voice Phone: (954) 321-4100
TDD Phone: (954) 831-8948

Position Applying for		
Deputy Sheriff		
(include employee name and CCN) Troy Green 9874		
Social Security Number [redacted]	Date of Application	

Last Name	First Name	Middle Initial
Treijs	Guntis	n/a
Mailing Address [redacted]	**City** [redacted] **State** [redacted]	**Zip Code** [redacted]
Home Phone Number [redacted]	**Work Phone Number** [redacted]	**Pager/Cellular Number** [redacted]
E-mail Address [redacted]		

PLEASE PRINT CLEARLY AND DO NOT LEAVE ANY FIELD BLANK.

In accordance with the American with Disabilities Act of 1991, the Broward Sheriff's Office will reasonably accommodate qualified individuals with a disability. The reasonable accommodation requirement applies to the application process, pre-employment testing, interview, and actual employment. If you are disabled and require an accommodation, you may request it and the Broward Sheriff's Office will make every reasonable effort to provide it to you. However, some types of accommodations may require some preparation before they can be provided. Therefore, we suggest that you make such requests as early as possible by attaching your request to this Initial Application.

ENTERED

Please answer the following questions by circling the appropriate response:

1. Do you wish to claim Veteran's Preference per Florida law?

   YES (NO)

   If Yes, it is your responsibility to complete the Veteran's Preference Claim Form and to provide proof of eligibility both of which must accompany this application. Human Resources will provide the form upon request.

2. Are you a U.S. Citizen or resident alien lawfully authorized to work in the U.S.?

   (YES) NO

3. Are you currently an employee of the Broward Sheriff's Office?

   (YES) NO Current Classification: CPIS CCN: 9714

   Current Department: CBI Hire Date: 08/30/99

By signing this document, I certify that all of the information on this entire application is true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, or misrepresentation is sufficient cause for rejection of this application, removal of my name from consideration, or dismissal from service. I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that all employees are subject to random drug testing.

I understand that this application is the property of the Broward Sheriff's Office and information contained herein is public record. I am also attesting that I understand and meet all of the minimum requirements of the position I am applying for as stated on the job announcement.

Guntis Treijs	Guntis Treijs	[redacted]	2/27/02
Print Full Name	**Signature**	**Social Security Number**	**Date**

For office use only:	CS	CSICH Q	Code 08 Qualified Eligible

BSO AP#2 (revised 04/01)

EOG-03031

EDUCATION/TRAINING: List all education/training which you feel relates to the position for which you are applying. Describe in sufficient detail to demonstrate that you meet the minimum requirements of the position.

High School graduate or GED attained — Name of Institution: Riga H/S #6

(YES) NO — Month/Year: 6/82 — Location: Riga, Republic of Latvia

Colleges/Universities attended

Name	Location	Number of Credits attained	Major Field of Study	Type of Degree	Date of Graduation
Nova Southeastern	Davie FL	22	Law	n/a	n/a
Western Michigan University		30	Pol. Sci	MA	04/25/95
University of Latvia		140	History	BA	06/30/89

Academy, Business, Trade, or other schools attended

Name	Location	Total Class Hours	Subjects Taken	Date of Certification
n/a				

Current Professional Licenses or Certificates

Name	Issuing Agency	Date Issued	Expiration Date
Child Protective Professional	Issued by Department of Children and Families	8/17/01	8/17/04

EMPLOYMENT: Please list all full-time and part-time work experience which you feel relates to the position for which you are applying. Start with the most recent related position and work back. Major changes in duties or job titles with the same employer should be listed as separate positions. Describe job duties in sufficient detail to demonstrate that you meet the minimum requirements of the position. Use additional sheets, in the same format, if necessary.

Most recent related position

Child Protective Investigator, BSO

Title of Position | Employer | Complete Address (include zip code)

8/30/99 | pres | 3 years | 40

Start Date (M/D/Y) | End Date (M/D/Y) | Total Time (Years/Months) | Hours per Week | Reason for Leaving

SGT. McCoy | 954/7975299

Name/Title of Supervisor | Telephone Number | Number of Employees Supervised

Description of Job Duties: I am investigating child abuse.

Most Recent Salary: 30,000

Next most recent related position

Protective Investigator

Title of Position | Employer | Complete Address (include zip code)

4/18/99 | 8/29/99 | DCF | 40 | 201 W. Broward

Start Date (M/D/Y) | End Date (M/D/Y) | Total Time (Years/Months) | Hours per Week | Reason for Leaving

Ms. Shirley Nolen | 954/5067240

Name/Title of Supervisor | Telephone Number | Number of Employees Supervised

Description of Job Duties: I was investigating child abuse.

Most Recent Salary: 28,000

STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES
DIVISION OF DRIVER LICENSES TRANSCRIPT OF DRIVER RECORD

FIRST	MIDDLE OR MAIDEN	LAST	SUFFIX
GUNTIS	TREIJS	[redacted]	

[redacted]
ADDRESS

[redacted]
CITY, STATE, ZIP

DOB	HEIGHT	RACE	SEX	SOCIAL SECURITY NUMBER
[redacted]	511	B	M	[redacted]

CLASS	DATE ISSUED	DATE EXPIRED	RESTRICTIONS	ENDORSEMENTS
E	09/09/97	[redacted]		

EXAMS:	VISION	SIGNS	RULES	DRIVING	MOTORCYCLE
	1	1	1	1	0 0

DRIVER EDUCATION	SEARCH DATE	REQUESTOR
	02/27/02	0629

[redacted]
FLORIDA DRIVER LICENSE/ID NUMBER

PRIOR STATE AND DRIVER LICENSE NUMBER

DATE ORIG. DL ISSUED	CDL ISSUE DATE	PREVIOUS BATCH	CURRENT BATCH
09/09/97			090997R03

DUPLICATE LICENSE:

REPLACEMENT LICENSE:

CRASH/OFFENSE EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	INFORMATION FROM COUNTY/STATE	CITY	COURT	ENTRY	DESCRIPTION	REP	CITATION	CRASH	DISP	ACTION	DOCKET OR TICKET NUMBER	DEPT. USE ONLY BATCH
** ENTRIES BELOW COVER THIS PERSONS ENTIRE RECORD **														
** THIS PERSON HAS A DIGITAL IMAGE **														
END OF RECORD														

IN COMPLIANCE WITH SECTION 322.201, F.S. I, SANDRA C. LAMBERT, DIRECTOR, DIVISION OF DRIVER LICENSES, DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES, STATE OF FLORIDA, DO HEREBY CERTIFY THAT I AM THE CUSTODIAN OF THE RECORDS OF SAID DIVISION OF DRIVER LICENSES AND THAT THIS IS A TRUE AND CORRECT TRANSCRIPT OF THE ABOVE NAMED SUBJECT'S DRIVING RECORD AS TAKEN FROM THE OFFICIAL RECORDS ON FILE IN THIS DEPARTMENT.

Sandra C Lambert
DIRECTOR

LICENSE CLASSES

CLASS A	ANY TRACTOR-TRAILER WITH A GVWR OF 26,001 POUNDS OR MORE.
CLASS B	ANY SINGLE VEHICLE WITH A GVWR OF 26,001 POUNDS OR MORE.
CLASS C	ANY ENDORSED VEHICLE WITH A GVWR OF LESS THAN 26,001 POUNDS.
CLASS D	ANY SINGLE VEHICLE OF 8,000 POUNDS OR MORE, BUT LESS THAN 26,001 POUNDS GVWR, OR MORE THAN 80 INCHES WIDE.
CLASS E	REGULAR OPERATOR'S LICENSE
CLASS E(L)	LEARNER'S LICENSE

RESTRICTIONS

A. CORRECTIVE LENSES	N. LEFT FOOT ACCELERATOR
B. OUTSIDE REARVIEW MIRROR	P. PROBATION-INTERLOCK DEVICE
C. BUSINESS PURPOSES	R. RESTRICTED
D. EMPLOYMENT PURPOSES	S. OTHER RESTRICTIONS
E. DAYLIGHT DRIVING ONLY	T. NO PASSENGERS ON MOTORCYCLE
F. AUTOMATIC TRANSMISSION	X. MEDICAL ALERT BRACELET
G. POWER STEERING	Y. EDUCATION PURPOSES
I. DIRECTIONAL SIGNALS	1. VEHICLES W/O AIR BRAKES
J. GRIP ON STEERING WHEEL	2. CDL INTRASTATE ONLY
K. HEARING AID	3. CDL BUS ONLY
L. SEAT CUSHION	4. CMV < 26,001 LBS. GVWR
M. HAND CONTROLS OR PEDAL EXTENSION	5. NO TRACTOR/TRAILERS
	6. NO CLASS A PASSENGER VEHICLE
	7. NO CLASS B PASSENGER VEHICLE

REPRESENTATIVE CODES

C - REPRESENTED BY COUNSEL
W - COUNSEL WAIVED

DISPOSITION CODES

1. - GUILTY
2. - ESTREATURE
3. - FORFEITURE
4. - ADJUDGED DELINQUENT
5. - ADJUDICATION WITHHELD

CITATION/CRASH CODE

C - INDICATES CITATION ISSUED
A - INDICATES CRASH

ACTION CODES

D - DEPARTMENT ACTION
C - COURT ACTION

FOG-03003

NOTE: SOME LICENSES ISSUED BY THE STATE OF FLORIDA ARE VALID IN FLORIDA ONLY.
THIS RESULTS FROM APPLICANT RETAINING A VALID LICENSE FROM ANOTHER JURISDICTION.
***THIS VIOLATION CANNOT BE USED TO SURCHARGE AN AUTOMOBILE LIABILITY INSURANCE POLICY F.S. 626.9701

Recycled Paper
HSMV 73260 (Rev. 1/97)

First Name GUNTIS M.I. Last Name TREIJS

SSN [redacted] SEX M Certified N Race W CJTC# 0-911-28 D.O.B. [redacted]

Date 01/25/2002

Testing Information

	Tabe Test	Book#	Reading	Math	Lang.	Physical	Swim
Tabe Test 1	03/25/2002	A8	12.9	12.9	12.9	08/12/2002	01/28/2002
Tabe Test 2							
Tabe Test 3							

	B.A.T. Test 1	Book#	Score 1	B.A.T. Test 2	Book#	Score 2	B.A.T. Test 3	Book#	Score 3
Law Enf.	02/13/2002	1	91%						
Correction									
C.O.P.									

Comment

DENISE BEAULIEU ◦ MANAGER
INSTITUTE OF PUBLIC SAFETY
TESTING CENTER
3501 DAVIE ROAD, BLDG. 22
DAVIE, FL 33314-1604

<CTRL-W> -- save/end	<ESC> -- abandon operation
arrows -- position cursor	<CTRL-Y> -- delete a field
<Enter> -- move to next field	<BACKSPACE> -- previous field

Date : 01/25/02

First Name : GUNTIS M.I.: Last Name : TREIJS

ALIAS:
FIRST NAME : B.A.T.P.-91% Last Name : PASSED-02-13-02

SSN : [redacted] DOB : [redacted] CJTC# : 0-911-28

SEX : M Certified : N RACE : W

TESTING INFORMATION

1st TABE	N/A /	.0 READ	.0 MATH	.0 LANG	PHYSICAL : 02/25/02
2nd	/ /	.0	.0	.0	SWIM : 01/28/02

TEST % : .00 DATE : / / ND : .0 DATE : / /

DENISE BEAULIEU • MANAGER
INSTITUTE OF PUBLIC SAFETY
TESTING CENTER
3501 DAVIE ROAD, BLDG. 22
DAVIE, FL 33314-1604

tandard Form 86
evised September 1995
.S. Office of Personnel Management
CFR Parts 731, 732, and 736

02007231

Form approved:
O.M.B. No. 3206-0007
NSN 7540-00-634-4036
85-111

UNITED STATES OF AMERICA

AUTHORIZATION FOR RELEASE OF INFORMATION

Carefully read this authorization to release information about you, then sign and date it in ink.

Authorize any investigator, special agent, or other duly accredited representative of the authorized ederal agency conducting my background investigation, to obtain any information relating to my ctivities from individuals, schools, residential management agents, employers, criminal justice agencies, redit bureaus, consumer reporting agencies, collection agencies, retail business establishments, or other ources of information. This information may include, but is not limited to, my academic, residential, chievement, performance, attendance, disciplinary, employment history, criminal history record formation, and financial and credit information. I authorize the Federal agency conducting my vestigation to disclose the record of my background investigation to the requesting agency for the urpose of making a determination of suitability or eligibility for a security clearance.

Understand that, for financial or lending institutions, medical institutions, hospitals, health care ofessionals, and other sources of information, a separate specific release will be needed, and I may be ntacted for such a release at a later date. Where a separate release is requested for information lating to mental health treatment or counseling, the release will contain a list of the specific questions, levant to the job description, which the doctor or therapist will be asked.

Further Authorize any investigator, special agent, or other duly accredited representative of the U.S. ffice of Personnel Management, the Federal Bureau of Investigation, the Department of Defense, the efense Investigative Service, and any other authorized Federal agency, to request criminal record formation about me from criminal justice agencies for the purpose of determining my eligibility for cess to classified information and/or for assignment to, or retention in, a sensitive National Security sition, in accordance with 5 U.S.C. 9101. I understand that I may request a copy of such records as ay be available to me under the law.

Authorize custodians of records and other sources of information pertaining to me to release such formation upon request of the investigator, special agent, or other duly accredited representative of any ederal agency authorized above regardless of any previous agreement to the contrary.

Understand that the information released by records custodians and sources of information is for official e by the Federal Government only for the purposes provided in this Standard Form 86, and that it may redisclosed by the Government only as authorized by law.

opies of this authorization that show my signature are as valid as the original release signed by me. This thorization is valid for five (5) years from the date signed or upon the termination of my affiliation with e Federal Government, whichever is sooner. Read, sign and date the release on the next page if you swered "Yes" to question 21.

Signature (Sign in ink)	Full Name (Type or Print Legibly)	Date Signed
Guntis Treijs	Guntis Treijs	12/12/01
Other Names Used: n/a		Social Security Number: [redacted]
From Address (Street, City): [redacted]	State	ZIP Code: [redacted]
		Home Telephone Number (Include Area Code): [redacted]

11-4-02 Spoke w/ Myra Goldstein Molly Blanchard and I spoke to Supervisor. Mgr

EOG-02036

Holly Blumquist

303-994-4304

INS Border Patrol

Glenn Treyz

tandard Form 86
evised September 1995
.S. Office of Personnel Management
CFR Parts 731, 732, and 736

02007231

Form approved:
O.M.B. No. 3206-0007
NSN 7540-00-634-4036
86-111

UNITED STATES OF AMERICA

AUTHORIZATION FOR RELEASE OF INFORMATION

Carefully read this authorization to release information about you, then sign and date it in ink.

Authorize any investigator, special agent, or other duly accredited representative of the authorized ederal agency conducting my background investigation, to obtain any information relating to my ctivities from individuals, schools, residential management agents, employers, criminal justice agencies, redit bureaus, consumer reporting agencies, collection agencies, retail business establishments, or other ources of information. This information may include, but is not limited to, my academic, residential, chievement, performance, attendance, disciplinary, employment history, criminal history record formation, and financial and credit information. I authorize the Federal agency conducting my vestigation to disclose the record of my background investigation to the requesting agency for the urpose of making a determination of suitability or eligibility for a security clearance.

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Understand that the information released by records custodians and sources of information is for official se by the Federal Government only for the purposes provided in this Standard Form 86, and that it may redisclosed by the Government only as authorized by law.

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Signature (Sign in ink)	Full Name (Type or Print Legibly)		Date Signed
Guntis Treijs	Guntis Treijs		12/12/01
Other Names Used: n/a			Social Security Number: [redacted]
Current Address (Street, City): [redacted]	State	ZIP Code	Home Telephone Number (Include Area Code): [redacted]

EOG-03038

10/17/2002 Broward County Sheriff's Office PAGE 1
13:33:40 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 009714 2113 [redacted] Stat: A Pos#: 030463
S.S.#: [redacted] BU: UNR1 GRST: 103 -06
012 CLD INVEST
Hire : 08/30/1999 [redacted] 52113 CHILD PROT
Birth: [redacted] Rate: 18.8681 Per-Sal: 1,509.45 Ann-Sal: 39,245.70
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16	01	0.00001	074.60	0.00
Action: NEW HIRE			Reason:			Title: 012 CLD INVEST				
09/09/99	3725		UNR1	00000	13725	16	01	0.00001	074.60	0.00
Action: NAME/ADD			Reason:			Title: 012 CLD INVEST				
09/09/00	2113		UNR1	30490	52113	16	02	14.52731	162.18	30,216.68
Action: Annual Inc			Reason:			Title: 012 CLD INVEST				
12/16/00	2113		UNR1	10296	52113	19	01	16.62711	330.17	34,584.42
Action: PROMOTION			Reason:			Title: 013 CHILD INVE				
03/01/01	2113		UNR1	10296	52113	19	01	17.12591	370.07	35,621.82
Action: COLA			Reason:			Title: 013 CHILD INVE				
03/01/01	2113		UNR1	10296	52113	107	01	17.54811	403.85	36,500.10
Action: C&P S 2001			Reason:			Title: 013 CHILD INVE				
10/01/01	2119		UNR1	30463	52119	103	05	17.96961	437.57	37,376.82
Action: COLA			Reason:			Title: 012 CLD INVEST				
10/06/01	2119		UNR1	30463	52119	103	05	17.53131	402.50	36,465.00
Action: VOL DEMOT			Reason:			Title: 012 CLD INVEST				
10/05/02	2113		UNR1	30463	52113	103	06	18.86811	509.45	39,245.70
Action: Annual Inc			Reason:			Title: 012 CLD INVEST				

OCT 25 2002

DATE: **December 13, 2001**

TO: GUNTIS TREIJS, CHILD INVESTIGATIVE SPECIALIST
CHILD PROTECTIVE INVEST. SERV

FROM: **Sheriff Ken Jenn**

SUBJECT: Unrepresented Employees – October 2001 Wage Increase

---

I am pleased to announce effective the first full pay period in October 2001, the pay scale for unrepresented employees will be increased by two and one-half percent (2 1/2%). This adjustment will be processed for unrepresented employees whose salary falls within the established BSO pay range.

This salary adjustment will be reflected in paychecks received on December 21, 2001. A separate check will also be distributed on December 28, 2001 for the retroactive amount.

Should you require additional information, please contact Compensation Manager Joanna Hely at 321-4418 or Senior Human Resources Analyst Jennifer Persan at 321-4416.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel Harold Wilber, Executive Director, Dept. of Detention & Community Control
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Bureau of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Assistant Director Elijah Williams, Department of Legal Affairs

**** Current Status ****

Emp #: 009714 2119 [redacted] Stat: A Pos#: 030463
S.S.#: [redacted] BU: UNR1 GRST: 103 -05
012 CLD INVEST
Hire : 08/30/1999 52119 CPI III
Birth: [redacted] Rate: 17.5313 Per-Sal: 1,402.50 Ann-Sal: 36,465.00
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST	Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16 01	0.00001	074.60	0.00
Action: NEW HIRE				Reason:			Title: 012 CLD INVEST		
09/09/99	3725		UNR1	00000	13725	16 01	0.00001	074.60	0.00
Action: NAME/ADD				Reason:			Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16 02	14.52731	162.18	30,216.68
Action: Annual Inc				Reason:			Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19 01	16.62711	330.17	34,584.42
Action: PROMOTION				Reason:			Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	19 01	17.12591	370.07	35,621.82
Action: COLA				Reason:			Title: 013 CHILD INVE		
03/01/01	2113		UNR1	10296	52113	107 01	17.54811	403.85	36,500.10
Action: C&P S 2001				Reason:			Title: 013 CHILD INVE		
10/06/01	2119		UNR1	30463	52119	103 05	17.53131	402.50	36,465.00
Action: VOL DEMOT				Reason:			Title: 012 CLD INVEST		

OCT 26 2001

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: October 9, 2001

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 01-234 effective October 6, 2001**

Child Investigative Supervisor Treijs Guntis CCN 9714 PCN 10296 is hereby **voluntarily demoted** to the position of **Child Investigative Specialist** in Dept. 2119/ Child Protective Investigation Section PCN 30463 reporting to Major Paul Lauria.

Child Investigative Specialist Jacqueline Lashbrook CCN 9257 PCN 30463 is hereby **promoted** to the position of **Child Investigative Supervisor** in Dept. 2119/ Child Protective Investigation Section PCN 10296 reporting to Major Paul Lauria.

11/1/02
107/1
@ 17.5484

10-1-01 Date

UNR 1
012
103/5
@ 17.5313

500
Master
.2885
BTL
.0224

Reviewed and Recommended by:

10/10/2001
Colonel Thomas Carney Date
Undersheriff

10 9 01
Major Michael C. Goldstein Date
Director/ Bureau of Human Resources

MT

OCT 26 2001

EOG-03042

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

DATE: October 5, 2001

TO: Major Raymond Saxon
DLE Administration

FROM: Major Paul Lauria
Child Protective Investigations Section

SUBJECT: **VOLUNTARY DEMOTION / PROMOTION TO SUPERVISOR**

Attached you will find a request for a voluntary demotion from CPI Supervisor Guntis Treijs ccn 9714 / position control number 10296. From a command perspective and personal reasons by the affected employee this request is approved at the section level. Lt. Col Brennan was consulted and he concurred with the recommendation.

Also approved, by Lt. Col. Brennan, is the promotion of Jacqueline Lashbrook ccn 9257 / pcn 30463 to fill the vacancy created when Treijs steps down. To facilitate these moves a simple switching of the pcns is suggested if required.

I have checked with Human Resources Classification and upon his demotion Treijs would be slotted into Grade 103 Step 5 at rate of 17.5313 hr. Lashbrook would be placed in the Grade 107 Step 1 at the rate of 17.5484 hr. Mr. Treijs requested the change effective October 1, 2001, so no 5-day notice is required.

We request that this change be executed on October 6th, 2001, which is the beginning of the next pay period. Thank you for your consideration in this matter.

Approved _____ Date 10/5/01 Disapproved _____
Major Paul Lauria

Approved _____ Date 10-8-01 Disapproved _____
Major Raymond Saxon

KEN JENNE
SHERIFF
BROWARD COUNTY
P.O. Box 9507
Fort Lauderdale, Florida 33310

DATE: October 1, 2001

TO: Major Paul Lauria
Child Protective Investigation Section

FROM: Commander D. Berry
Child Protective Investigation Section

SUBJECT: SUPERVISOR TREIJS VOLUNTARY DEMOTION

Please find attached Supervisor Guntis Treijs's memorandum requesting a voluntary demotion from supervisor to investigator. The effective date requested is October 1, 2000.

I concur with this request and recommend an effective date of October 6, 2001 due to the start of the new pay period and he will be transferring his supervisory responsibilities to the new squad leader.

I have also attached a copy of Mr. Treijs's ninety day notification of upcoming performance evaluation.

cc: Lieutenant Bukata

September 24, 2001

Commander Deborah Berry
Child Protective Investigations Section
Broward Sheriff's Office

Guntis Treijs
Supervisor, Squad 11
Child Protective Investigations
Section
Broward Sheriff's Office

RE: transfer

Please accept my request to be transferred effective October 1, 2001 to the capacity of Child Protective Investigator under the supervision of Sergeant Christopher McCoy, as I was originally a member of Squad 5.

Sincerely,

Guntis Treijs

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION OF UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME:	TITLE:	DIVISION:
Treijs, Guntis	Supervisor	DLE / Child Protective Investigations Section
ANNIVERSARY DATE:	9/1/2001	TODAY'S DATE 9-25-01

Your annual performance evaluation is scheduled for completion. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, District/Unit objectives, BSO objectives, special assignments or projects.

Please see the description below of any performance deficiency issues which will be addressed during the evaluation performance meeting. Progress in these areas will be reviewed at the meeting. You are encouraged to present any information that might help illustrate the results of your work efforts.

PERFORMANCE IMPROVEMENT AREA(S): these work behaviors and/or responsibilities must show continued improvement in order that the job requirements are being met:

Supervisor Treijs had several developmental issues concerning his supervisory responsibilities. For a variety of reasons, Supervisor Treijs has chosen to accept a voluntary demotion to child protective investigator effective October 1, 2001.

The primary purpose of this evaluation is to assist all BSO employees in both their career and personal development. Since any evaluation process will be at times difficult for both supervisors and employees, a spirit of fair play and reasonableness must guide our interactions.

Signature of Supervisor

Should you have any questions, please contact your supervisor directly.

BROWARD SHERIFF'S OFFICE
BUREAU OF HUMAN RESOURCES
2001 CLASSIFICATION AND PAY STUDY

RESULTS EFFECTIVE 3/1/01

DEPT#	LOCATION	NAME	NEW CLASSIFICATION	NEW RANGE MINIMUM	NEW RANGE MAXIMUM	NEW PAY GRADE	NEW PAY STEP	NEW HOURLY RATE	NEW ANNUAL RATE
2113	CHILD PROTECTIVE INVES	9714 TREIJS, GUNTIS	CHILD INVEST SPEC SUPERVISOR	36500.10	59454.72	107	1	17.5481	36,500.10

DATE: **June 18, 2001**

TO: **Unrepresented Employee**

FROM: Sheriff Ken Jenne

SUBJECT: **Classification and Pay Study**

The Classification and Pay Study was an ambitious undertaking and was conducted as a team/partnership approach between employees, managers, directors, human resources project staff and Human Resources Management Partners (HRMP), a consulting firm. I would like to thank you for your efforts in fostering this approach. Please know that the successful completion of this study would not have been possible without your participation and cooperation. The scope of the study covered 479 employees in 139 job classifications. This collaborative effort resulted in classification and pay recommendations from our consultant.

I am pleased to inform you that as a result of this comprehensive study, effective pay date June 22, 2001, employees will receive a three percent (3%) pay adjustment to their base salary, followed by placement into a new salary range. In most cases, placement into the new salary range has resulted in a pay increase, as well as an increased earning potential.

These salary adjustments will be retroactive to March 1, 2001. The retroactive amount will be distributed as a separate check on June 29, 2001.

Please be aware that these salary adjustments will not have an impact on your anniversary date for purposes of future annual increases.

I am very proud and appreciative of the work that you do. Thank you for your patience and cooperation during the various phases and final implementation of the 2001 Classification and Pay Study.

Should you require additional information, please contact Compensation Manager Joanna Hely at 321-4418 or Senior Human Resources Analyst Jennifer Persan at 321- 4416.

cc: Colonel Thomas Carney, Undersheriff, Department of Law Enforcement
Colonel Harold Wilber, Executive Director, Dept. of Detention and Community Control
Executive Director John Curry, Department of Administration
Major Michael C. Goldstein, Director of Human Resources
Director William MacDonald, Bureau of Finance and Budget
Employee Personnel File

:OWARD SHERIFF'S OFFIC

CHANGE OF EMPLOYEE INFORMATION

NAME: GUNTIS TREIJS

CCN: 9714

JOB TITLE: CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR

CURRENT ASSIGNMENT: CPIS

RECEIVED
MAY - 1 2001
HUMAN RESOURCES

CHECK APPROPRIATE BOXES:

- ☐ NAME CHANGE (ATTACH SUPPORTING DOCUMENTATION)
- ☒ ADDRESS CHANGE
- ☒ TELEPHONE NUMBER CHANGE
- ☐ MARITAL STATUS CHANGE

REVISED PERSONAL INFORMATION:

NAME: GUNTIS TREIJS

STREET ADDRESS: [redacted]

CITY, STATE: [redacted]

ZIP CODE: [redacted]

TELEPHONE NUMBER: [redacted]

ENTERED

I hereby authorize release of the above to BSO department/divisions requiring this information.

Guntis Treijs
SIGNATURE / CCN

4/27/2001
DATE

DISTRIBUTION:
White copy to Personnel
Green to District/Division
Yellow to Communications
Goldenrod to Employee

MAY 11 2001

EOG-03049

BSO A#44 (NEW 9/89)

cc

05/07/2001 Broward County Sheriff's Office PAGE 1
11:48:34 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 009714 2113 GUNTIS TREIJS Stat: A Pos#: 010296
S.S.#: [redacted] BU: UNR1 GRST: 19 -01
013 CHILD INVE
Hire : 08/30/1999 [redacted] 52113 CHILD PROT
Birth: [redacted] Rate: 16.6271 Per-Sal: 1,330.17 Ann-Sal: 34,584.42
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16	01	0.00001,074.60		0.00
Action: NEW HIRE				Reason:				Title: 012 CLD INVEST		
09/09/99	3725		UNR1	00000	13725	16	01	0.00001,074.60		0.00
Action: NAME/ADD				Reason:				Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16	02	14.52731,162.18		30,216.68
Action: Annual Inc				Reason:				Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19	01	16.62711,330.17		34,584.42
Action: PROMOTION				Reason:				Title: 013 CHILD INVE		

MAY 11 2001

Broward Sheriff's Office
Out-of-Classification Pay Form

To be completed by requesting employee's supervisor:

Name: TREIJS (Last) Guntis (First) (M.I.) CCN: 9714

District / Division: Child Protective Investigations Section

Current Classification Title: Child Investigative Specialist

Temporary Classification Title: '(Acting) Child Investigative Specialist Supervisor

Days and hours employee worked in out-of-classification position to meet requirements of the 40-hour rule (pursuant to applicable bargaining unit agreement or Policy and Procedures Manual):

10/23, 24, 25, 26, and 27/00

Temporary Assignment: _____ (Beginning Date)

OR

*Continuing Temporary Assignment: **10/30/00** (Beginning Date) ***Hours Calculated up to 12/1/00 but this is continuous.***

*Note: A memo must be sent to Personnel when a Continuing Temporary Assignment is discontinued.

Total Hours Per Pay Period: **80 per period; *total to 12/1/00 = 200 hrs***

To be completed by authorizing supervisors / directors:

N/R
Supervisor's Signature

Major's Signature (DCP Districts Only)

14/3/00
Div. Director/Cmdr. or Bureau Director's Signature

Corrections Unit Manager (DCR Only)

*Note: When signatures are obtained, retain copy for employee's district/division file and send original to Personnel.

For the Personnel Division's use only:

Classification: Acting Child Invest. Spec. Supv. Pay Grade: 16/2 Hourly Rate: 14.5273

Supplements: L = Longevity 12 x 1.05 = _____ L = Longevity 12 x 1.05 = _____ B = Batmobile x 1.05 = _____

X = Supplements x 1.05 = _____ Out-of-Classification x 1.05 = 15.2537

TOTAL HOURS: 200

12/13/00
Approved By (Initials)/Date

MB 12/7/2000
Processed By (Initials)/Date

BSO AP#45 (New 11/94)

DEC 2 2 2000

EOG-03051

KEN JENNE
SHERIFF
BROWARD COUNTY
P.O. Box 9507
Fort Lauderdale, Florida 33310

RECEIVED
NOV 27 2000
HUMAN RESOURCES

DATE: November 21, 2000 MEMO: PL-CPIS 00-003

MEMO TO: Director Homer Reid
Department of Human Resources

FROM: Major Paul Lauria
Division Director, Child Protective Investigations Section

SUBJECT: **OUT OF CLASS PAY / GUNTIS TREIJS, CCN 9714**

Child Investigative Specialist Guntis Treijs, CCN 9714 has been Acting Child Investigative Specialist Supervisor since October 21, 2000. This assignment will continue until his formal promotion to Child Investigative Specialist Supervisor occurs. Please process the attached request for him to receive Out of Class Pay.

I may be reached by calling 327-2756 if you need to speak with me about this request.

PL:mce
Cc: File – Correspondence
Employee Personnel (Divisional) File

12/21/2000 Broward County Sheriff's Office PAGE 1
09:22:20 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****
Emp #: 009714 2113 / GUNTIS TREIJS
S.S.#: [redacted]
Stat: A Pos#: 010296
BU: UNR1 GRST: 19 -01
013 CHILD INVE
52113 CHILD PROT
Hire : 08/30/1999 [redacted]
Birth: [redacted] Rate: 16.6271 Per-Sal: 1,330.17 Ann-Sal: 34,584.42
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16	01	0.00001	074.60	0.00
Action: NEW HIRE			Reason:					Title: 012 CLD INVEST		
09/09/99	3725		UNR1	00000	13725	16	01	0.00001	074.60	0.00
Action: NAME/ADD			Reason:					Title: 012 CLD INVEST		
09/09/00	2113		UNR1	30490	52113	16	02	14.52731	162.18	30,216.68
Action: Annual Inc			Reason:					Title: 012 CLD INVEST		
12/16/00	2113		UNR1	10296	52113	19	01	16.62711	330.17	34,584.42
Action: PROMOTION			Reason:					Title: 013 CHILD INVE		

JAN 0 5 2001

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: December 7, 2000

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 00-309 effective December 16, 2000**

The following personnel action shall become effective on the date indicated above.

Child Investigative Specialist Guntis Trejis CCN 9714 PCN 30490 is hereby promoted to the position of **Child Investigative Supervisor** in Dept. 5-2113/ Child Protective Investigations Services PCN 10296 reporting to Major Paul Lauria.

16/2
$ 14.5273 x 1.05 = $ 15.2537
Prom

Ann 01/01/2002
013
19/1
$ 16.6271

Reviewed and Recommended by:

Colonel Thomas Carney
Undersheriff
Date

John Curry, Exec. Director
Department of Administration
Date

JAN 0 5 2001

500
23.08
.385
GTL
996
.1016
1.31

09/25/2000 Broward County Sheriff's Office PAGE 1
13:22:43 PERSONNEL ROSTER CARD pmacthis

**** Current Status ****

Emp #: 009714 2113 [redacted] Stat: A Pos#: 030490
S.S.#: [redacted] BU: UNR1 GRST: 16 -02
012 CLD INVEST
Hire : 08/30/1999 [redacted] 52113 CHILD PROT
Birth: [redacted] Rate: 14.5273 Per-Sal: 1,162.18 Ann-Sal: 30,216.68
Perm : 08/30/1999

**** Action History **** From: 01/01/1900 To: 12/31/9999

Date	Loc	Civ	BU	Pos #	Org	GRST		Rate	Per-Sal	Ann-Sal
08/30/99	3725		UNR1	00000	13725	16	01	0.00001,074.60		0.00
Action: NEW HIRE				Reason:				Title: 012 CLD INVEST		
09/09/99	3725		UNR1	00000	13725	16	01	0.00001,074.60		0.00
Action: NAME/ADD				Reason:				Title: 012 CLD INVEST		
[redacted]										
Action: Annual Inc				Reason:				Title: 012 CLD INVEST		

SEP 29 2000

MB

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

DATE: December 22, 1999

TO: Guntis Trejis
Child Protective Services

FROM: Sheriff Ken Jenne

SUBJECT: Unrepresented Employees - Salary Adjustment

I am pleased to announce effective the first full pay period in January 2000 (January 1 – January 14) the pay schedule for unrepresented employees will be increased by three percent (3%). This adjustment will be processed for unrepresented employees whose salaries fall within the established BSO pay ranges. This increase will be reflected in pay checks received on January 21, 2000.

Should you require additional information, please contact the Compensation section representatives at 321-4419 or 321-4420.

cc: Executive Director John Curry, Department of Administration
Director Homer J. Reid, Bureau of Human Resources
Director William MacDonald, Bureau of Management, Finance and Budget
Employee Personnel File

H:\Classcomp\MEMOS\UNR 2000 Increase.doc

LOC: 2112 CHILD PROTECTIV
ORG: 52112 CHILD PROTECTIVE SVCS

EMP SSN: [redacted] EMP#: 09714 GUNTIS TREJIS STATUS: F BIRTH: [redacted] HIRE: 08/30/99 TAX MSTATUS: M
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 4 SIT 4 LIT 4 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
09/09/99	00000002	NA	NAME/ADDRESS CHANGE	UNR1	16 1		012 CHILD INVESTIGATIVE SPEC
08/30/99	00000001	NWHIR	NEW HIRE	UNR1	16 1	13.4325	012 CHILD INVESTIGATIVE SPEC
00/00/00	00000003			UNR1	16 1		012 CHILD INVESTIGATIVE SPEC

8/30/99 Masters Supplement $23.08 Bi-Weekly.

OCT 15 1999

KEN JENNE
SHERIFF
BROWARD COUNTY
P. O. BOX 9507
FT. LAUDERDALE, FL 33310-9507

DATE: September 27, 1999

MEMO TO: Salary Maintenance, Human Resources

FROM: Homer J. Reid, Director of Human Resources

SUBJECT: MASTERS DEGREE SUPPLEMENTAL

9714

Said employee Guntis Treijs, hired on August 30, 1999 in the position of Child Investigative Specialist, has received a Master Degree in Political Science. Degree was conferred on April 1995.

The required Official Transcript has been received and verified by the Certifications area of Human Resources.

Degree is from Western Michigan University, accredited by the North Central Association of Colleges and Secondary Schools.

Additional Educational Supplement monies is hereby approved for the amount of $50.00 per month as agreed upon in the F.O.P. Union contract, dated April 8, 1988, and/of the Sheriff's instructions via memo dated April 13, 1989, effective April 22, 1989, for employees not covered by the F.O.P. or Federation of Public Employees.

Any additional requests for State Educational Incentive payments for Certified employees only, for Associates and/or Bachelors degrees will be granted when the approved CJSTC-23 form is received from F.D.L.E.

Homer J. Reid
Director of Human Resources

HJR/hdn

cc: Employee File

OCT 15 1999

#23308

EOG-03058

WESTERN MICHIGAN UNIVERSITY
OFFICE OF THE REGISTRAR
KALAMAZOO, MICHIGAN 49008-3899

09/09/99

OFFICIAL TRANSCRIPT

RECEIVED
SEP 15 1999
PERSONNEL DIVISION

NAME: GUNTIS TREIJS
STUDENT ID: [redacted]
CURRENT COLLEGE: GRADUATE COLLEGE
CURRICULUM: POLITICAL SCIENCE
ENTRY-DATE: GRADUATE-FALL 1993
DEGREE: MASTER OF ARTS
AWARDED: 04/95
CURRICULUM: POLITICAL SCIENCE

MAIL TO:
BROWARD CO. SHERIFF'S OFFICE
SHERIFF'S BUREAU/HEATHER DENOBRIGA
P.O. BOX 9507
FT. LAUDERDALE, FL 33310

WESTERN MICHIGAN UNIVERSITY 1903

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL, 1993			
LING 112	STAND AMER ENG-ADVAN	4 U	CR
PSCI 645	NATL SYS & INTL POLT	3 G	B
PSCI 610	AMER POL INSTITUTION	3 G	BA
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
16.0	16.0	19.5	3.25 / 3.25
SEMESTER: WINTER, 1994			
PSCI 506	PROB AMER GOVERNMENT	4 G	C
PSCI 552	U.N. SYSTEM/DEVELOPMENT	3 G	BA
PSCI 564	INTRO POLIT ANALYSIS	3 G	B
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
10.0	10.0	27.5	2.75 / 2.94
SEMESTER: SUMMER, 1994			
PSCI 598	STUDIES POLIT SCIENC	2 G	A
PSCI 712	PROF FIELD EXPER	3 G	CR
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
2.0	5.0	8.0	4.00 / 3.06

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL, 1994			
PSCI 526	ADMIN LAW & PUB REG	3 G	BA
PSCI 536	COMPARATIVE PUBL ADM	3 G	BA
PSCI 646	SEM/DEVELOPMENT ADM	3 G	BA
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
9.0	9.0	31.5	3.50 / 3.20

GRADUATE CUMS:
ATTEMPT: 27.0 EARNED: 30.0 HONOR PTS: 86.5 GPA: 3.20

ACADEMIC STANDING: GOOD STANDING

E N D O F D O C U M E N T

Registrar

NOTICE: INFORMATION IN THIS TRANSCRIPT IS PROTECTED BY THE FAMILY RIGHTS AND PRIVACY ACT. RELEASE TO A THIRD PARTY IS PROHIBITED.

ECG-03059

Document is printed on Brown Security paper and does not require a raised seal. The Document is valid only when it bears the signature of the Registrar.
Release of this information to a third party without written consent of the student is prohibited by law.

WESTERN MICHIGAN UNIVERSITY

OFFICE OF THE REGISTRAR
Kalamazoo, Michigan 49008

TRANSCRIPT KEY

Grading System (Adopted 1979)

Grade:	Explanation:	Honor Points:
A	Outstanding, Exceptional	4.0
BA		3.5
B	Very Good, High Pass	3.0
CB		2.5
C	Satisfactory	2.0
DC		1.5
D	Poor	1.0
E	Failure	0.0
X	Failure (unofficial withdrawal)	0.0

Other Marks:

I or /NC = Incomplete
(undergrad "I" becomes failure after one year)
(Since 1993 graduate "I" becomes a failure after one year)
W = Withdrawn
CR = Credit under credit/no credit system
(undergraduate = "C" or better)
(graduate = "B" or better)
NC = No Credit under credit/no credit system
AUD = Audit
GI = Graduate Credit
UI = Undergraduate Credit
R = Repeated Course
EXT = Continuing Education
(HC) = Honors Course
(CO) = Correspondence Course
(SI) = Self-Instructional Course
(TC) = Telecourse

Admission Classification:

Undergraduate:
0 = Non-degree
1 = Freshman
2 = Sophomore
3 = Junior
4 = Senior

Graduate:
5 = Master
6 = Specialist
7 = Doctor
8 = Non-degree

Trimester Designation:

Fall Semester = August to December, 15 weeks
Winter Semester = January to April, 15 weeks
Spring Session = April to June, 7½ weeks
Summer Session = June to August, 7½ weeks
Academic year = Fall and Winter Semesters

Course Numbering System:

0-99 = Below college level, remedial
100-199 = Freshman level
200-299 = Sophomore level
300-399 = Junior level
400-499 = Senior level
500-599 = Graduate or advanced undergraduate level
600-699 = Graduate level
700-799 = Graduate (Seminars, Theses, Dissertations, Research, Credit/No Credit Grading)

The undergraduate standard for good standing and graduation is 2.00.
The Master's standard for good standing and graduation is 3.00.
The Doctorate and Specialist's standard for good standing and graduation is 3.25.

Undergraduate Honors:

cum laude: 3.50 - 3.69 grade-point average
Magna cum laude: 3.70 - 3.89 grade-point average
Summa cum laude: 3.90 - 4.00 grade-point average
All grades at WMU are counted. A minimum of 60 hours must be taken at WMU.

Repeated Courses: (Undergraduate Only)

All courses taken are listed with the grades assigned. No courses have been deleted. Grades for repeated courses with an original registration prior to Fall Semester 1989 are computed in the grade-point average. Only the most recent grade is computed in the grade-point average for courses with a Fall Semester 1989 a later original registration.

INFORMATION ON THIS TRANSCRIPT IS PROTECTED BY THE FAMILY RIGHTS AND PRIVACY ACT. RELEASE TO A THIRD PARTY IS PROHIBITED!

Western Michigan University is accredited by the North Central Association of Colleges and Secondary Schools and fully accredited by the National Council for Accreditation of Teacher Education (NCATE). Some individual schools and colleges are recognized by the various accrediting agencies in their respective fields.

EOG-03060

BROWARD SHERIFF'S OFFICE
EMPLOYEES BENEFITS PLUS PACKAGE

In order for the Broward Sheriff's Office to initiate the Employees Benefits Plus Package, eligible employees must sign the attached enrollment forms and return them to EMPLOYEE BENEFITS by 9/3/99 The benefits that have been listed as 1 through 4 and described herein, comprise the Employees Benefits Plus Package. If you wish to receive this package, please check the appropriate line and sign below.

X I hereby authorize my employer to enroll me in the Employees Benefits Plus Package.

_____ I do not want to be enrolled in the Employees Benefits Plus Package.

G. Treijs
Signature of Employee

8/30/99
Date

GUNTIS TREIJS
Employee Name (Please Print)

Done PD 9/17/99 jw

9714

SEP 17 1999

EOG-03061

LOC: 3650 CHILD PROTECTIV
ORG: 23650 CHILD PROTECTIVE INVEST

EMP SSN: [redacted] EMP#: 09714 GUNTIS TREJIS STATUS: F BIRTH: [redacted] HIRE: 08/30/99 TAX MSTATUS: M
STATE CODE: FL LOCALITY: FLSA EXEMP: N DEPENDENTS : FIT 4 SIT 4 LIT 4 EXTRA TAX: .00
TELEPHONE: [redacted] ADDRESS: [redacted] CITY: [redacted] STATE: [redacted]

EFF.DATE	TRANS #	ACTION	CODE/CAT/DESCRIPTION	BU	GRST	BASE PAY	JOB TITLE
09/09/99	00000002	NA	NAME/ADDRESS CHANGE	UNR1	16 1		012 CHILD INVESTIGATIVE SPEC
08/30/99	00000001	NWHIR	NEW HIRE	UNR1	16 1	13.4325	012 CHILD INVESTIGATIVE SPEC

SEP 17 1999

Form W-4 (1999)

Purpose. Complete Form W-4 so your employer can withhold the correct Federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7, and sign the form to validate it. Your exemption for 1999 expires February 16, 2000.

Note: *You cannot claim exemption from withholding if (1) your income exceeds $700 and includes more than $250 of unearned income (e.g., interest and dividends) and (2) another person can claim you as a dependent on their tax return.*

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet. The worksheets on page 2 adjust your withholding allowances based on itemized [illegible]ons, adjustments to income, or two-earner/two-job situations. Complete all worksheets that apply. They will help you figure the number of withholding allowances you are entitled to claim. **However, you may claim fewer allowances.**

Child tax and higher education credits. For details on adjusting withholding for these and other credits, see Pub. 919, Is My Withholding Correct for 1999?

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See line E below.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, you should consider making estimated tax payments using Form 1040-ES. Otherwise, you may owe additional tax.

Two-[illegible]/two jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding will usually be most accurate when all allowances are claimed on the Form W-4 prepared for the highest paying job and zero allowances are claimed for the others.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your estimated total annual tax. Get Pub. 919 especially if you used the Two-Earner/Two-Job Worksheet and your earnings exceed $150,000 (Single) or $200,000 (Married).

Recent name change? If your name on line 1 differs from that shown on your social security card, call 1-800-772-1213 for a new social security card.

Personal Allowances Worksheet

A	Enter "1" for **yourself** if no one else can claim you as a dependent	A ____
B	Enter "1" if: • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are $1,000 or less.	B ____
C	Enter "1" for your **spouse.** But, you may choose to enter -0- if you are married and have either a working spouse or more than one job. (This may help you avoid having too little tax withheld.)	C ____
D	Enter number of **dependents** (other than your spouse or yourself) you will claim on your tax return	D ____
E	Enter "1" if you will file as **head of household** on your tax return (see conditions under **Head of household** above)	E ____
F	Enter "1" if you have at least $1,500 of **child or dependent care expenses** for which you plan to claim a credit	F ____
G	**Child Tax Credit:** • If your total income will be between $20,000 and $50,000 ($23,000 and $63,000 if married), enter "1" for each eligible child. • If your total income will be between $50,000 and $80,000 ($63,000 and $115,000 if married), enter "1" if you have two eligible children, enter "2" if you have three or four eligible children, or enter "3" if you have five or more eligible children	G ____
H	Add lines A through G and enter total here. **Note:** This amount may be different from the number of exemptions you claim on your return. ▶	H ____

For accuracy, complete all worksheets that apply.

- If you plan to **itemize or claim adjustments to income** and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.
- If you are **single,** have **more than one job** and your combined earnings from all jobs exceed $32,000, OR if you are **married** and have a **working spouse or more than one job** and the combined earnings from all jobs exceed $55,000, see the Two-Earner/Two-Job Worksheet on page 2 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 below.

---------- **Cut here and give the certificate to your employer. Keep the top part for your records.** ----------

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **For Privacy Act and Paperwork Reduction Act Notice, see page 2.**

OMB No. 1545-0010
1999

1 Type or print your first name and middle initial: Guntis Treijs — Last name: [redacted]

2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

3 ☐ Single ☑ Married ☐ Married, but withhold at higher Single rate.
Note: *If married, but legally separated, or spouse is a nonresident alien, check the Single box.*

City or town, state, and ZIP code: [redacted]

4 If your last name differs from that on your social security card, check here. You must call 1-800-772-1213 for a new card ▶ ☐

5	Total number of allowances you are claiming (from line H above or from the worksheets on page 2 if they apply)	5 [redacted]
6	Additional amount, if any, you want withheld from each paycheck	6 $
7	I claim exemption from withholding for 1999, and I certify that I meet **BOTH** of the following conditions for exemption: • Last year I had a right to a refund of **ALL** Federal income tax withheld because I had **NO** tax liability **AND** • This year I expect a refund of **ALL** Federal income tax withheld because I expect to have **NO** tax liability. If you meet both conditions, write "EXEMPT" here ▶	7

Under penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or I am entitled to claim exempt status.

Employee's signature (Form is not valid unless you sign it) ▶ Guntis Treijs Date ▶ August 30, 1999

8 Employer's name and address (Employer: Complete 8 and 10 only if sending to the IRS)	9 Office code (optional)	10 Employer identification number

EOG-03063

Deductions and Adjustments Worksheet

Note: *Use this worksheet only if you plan to itemize deductions or claim adjustments to income on your 1999 tax return.*

1	Enter an estimate of your 1999 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes (but not sales taxes), medical expenses in excess of 7.5% of your income, and miscellaneous deductions. (For 1999, you may have to reduce your itemized deductions if your income is over $126,600 ($63,300 if married filing separately). Get Pub. 919 for details.)	1	$
2	Enter: $7,200 if married filing jointly or qualifying widow(er); $6,350 if head of household; $4,300 if single; $3,600 if married filing separately	2	$
3	**Subtract** line 2 from line 1. If line 2 is greater than line 1, enter -0-	3	$
4	Enter an estimate of your 1999 adjustments to income, including alimony, deductible IRA contributions, and student loan interest	4	$
5	**Add** lines 3 and 4 and enter the total	5	$
6	Enter an estimate of your 1999 nonwage income (such as dividends or interest)	6	$
7	**Subtract** line 6 from line 5. Enter the result, but not less than -0-	7	$
8	**Divide** the amount on line 7 by $3,000 and enter the result here. Drop any fraction	8	
9	Enter the number from Personal Allowances Worksheet, line H, on page 1	9	
10	**Add** lines 8 and 9 and enter the total here. If you plan to use the Two-Earner/Two-Job Worksheet, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, on page 1	10	

Two-Earner/Two-Job Worksheet

Note: *Use this worksheet only if the instructions for line H on page 1 direct you here.*

1	Enter the number from line H on page 1 (or from line 10 above if you used the Deductions and Adjustments Worksheet)	1	
2	Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here	2	
3	If line 1 is **GREATER THAN OR EQUAL TO** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter -0-) and on Form W-4, line 5, on page 1. **DO NOT** use the rest of this worksheet	3	

Note: *If line 1 is **LESS THAN** line 2, enter -0- on Form W-4, line 5, on page 1. Complete lines 4–9 to calculate the additional withholding amount necessary to avoid a year end tax bill.*

4	Enter the number from line 2 of this worksheet	4	
5	Enter the number from line 1 of this worksheet	5	
6	**Subtract** line 5 from line 4	6	
7	Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here	7	$
8	**Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding amount needed	8	$
9	Divide line 8 by the number of pay periods remaining in 1999. (For example, divide by 26 if you are paid every other week and you complete this form in December 1998.) Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck	9	$

Table 1: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $4,000	0	40,001 - 45,000	8
4,001 - 7,000	1	45,001 - 54,000	9
7,001 - 12,000	2	54,001 - 62,000	10
12,001 - 18,000	3	62,001 - 70,000	11
18,001 - 24,000	4	70,001 - 85,000	12
24,001 - 28,000	5	85,001 - 100,000	13
28,001 - 35,000	6	100,001 - 110,000	14
35,001 - 40,000	7	110,001 and over	15

All Others

If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above
$0 - $5,000	0	65,001 - 80,000	8
5,001 - 11,000	1	80,001 - 100,000	9
11,001 - 16,000	2	100,001 and over	10
16,001 - 21,000	3		
21,001 - 25,000	4		
25,001 - 40,000	5		
40,001 - 50,000	6		
50,001 - 65,000	7		

Table 2: Two-Earner/Two-Job Worksheet

Married Filing Jointly

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $50,000	$400
50,001 - 100,000	770
100,001 - 130,000	850
130,001 - 240,000	1,000
240,001 and over	1,100

All Others

If wages from HIGHEST paying job are—	Enter on line 7 above
$0 - $30,000	$400
30,001 - 60,000	770
60,001 - 120,000	850
120,001 - 250,000	1,000
250,001 and over	1,100

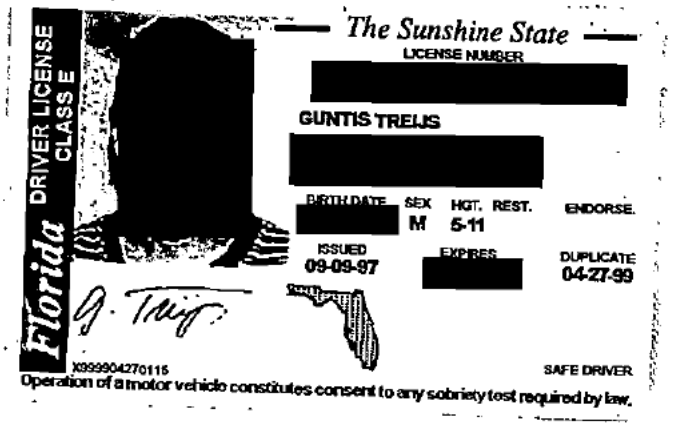
Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. The Internal Revenue Code requires this information under sections 3402(f)(2)(A) and 6109 and their regulations. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may also subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, and the District of Columbia for use in administering their tax laws.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is: **Recordkeeping** 46 min., **Learning about the law or the form** 10 min., **Preparing the form** 1 hr., 10 min. If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Tax Forms Committee, Western Area Distribution Center, Rancho Cordova, CA 95743-0001. **DO NOT** send the tax form to this address. Instead, give it to your employer.

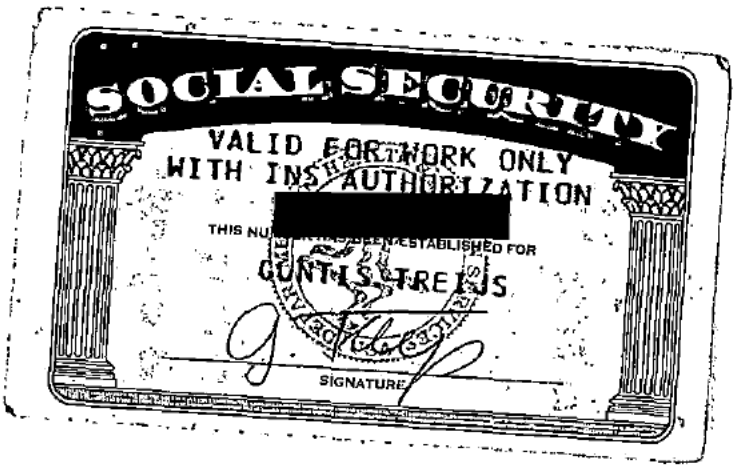
EOG-03084

up



ORIGINAL APPROVED

RECEIVED
MAY 13 1999
PERSONNEL DIVISION



CIVILIAN POSITIONS — **SELECTION CHECK SHEET**

Name Treijs, Guntis SSN [redacted]

Job Title CHILD IONVESTIGATIVE SPECIALIST

Initial Application Received By NA Date Received NA

INITIAL APPLICATION REVIEW

CONTROLLED SUBSTANCES:

Within Standards _____ Outside Standards _____ Inactivation Code _____ Reapply Date _____

CRIMINAL HISTORY:

Within Standards____Outside Standards ___ Disposition Attached ___Disposition Requested____ Date Requested_____

Inactivation Code_____Reapply Date_____

Comments:

Poly - Monday. 5/24/99 9 00 am.
Psych Thursday 5/27/99 8 30
Retested - had to come back.

EMPLOYMENT QUESTIONNAIRE

Date Given 04/22/99 Date Received 04/23/99 Received/Reviewed By 04.23.99 JMW

CONTROLLED SUBSTANCES:

Within Standards ✓ Outside Standards _____ Inactivation Code _____ Reapply Date_____

CRIMINAL HISTORY:

Within Standards✓Outside Standards ___Disposition Attached___Disposition Requested___ Date Requested _____

Inactivation Code_____Reapply Date_____ Comments_____

COMPLETION: Complete _____ Incomplete _____ (Note Below Information/Documents Applicant Needs for Completion)

Required Documents

Drivers License	____	Birth Certificate	____	High School Diploma	____
Social Security Card	____	Resident Alien Card	o 7/16/99	G.E.D.	____
Marriage License	____	U.S. Passport	____	Transcripts	____
DD-214	____	Naturalization	____	College Degree	____
Drivers License History	____				

Name: **SSN:**

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

DRUG/MEDICAL EXAMINATION - Sunshine Medical Center

DRUG:
Scheduled Exam Date 06/18/99 Negative X Positive _____ Received Date 06/21/99

MEDICAL:
Scheduled Exam Date _____ Time _____ Pass _____ Fail _____ Received Date _____

BACKGROUND INVESTIGATION

Date File Received in Backgrounds 06/17/99 **COMPLETE FOR:** **ELIGIBILITY** XX **CURRENT** _____
Date File Received in Backgrounds 072399 **COMPLETE FOR:** **ELIGIBILITY** _____ **CURRENT** XX

Assigned Investigator J. Tucker Date Assigned 06/29/99

Assigned Investigator J. Tucker Date Assigned 072399

NCIC/FCIC Date Sent/Received 06/21/99 / 06/22/99 Docketrac Date Sent/Received 06/21/99 / 06/29/99

Current Employer Contacted (Yes) X No

Recommended for ELIGIBILITY X Yes _____ No Investigator J. Tucker 0744 Date 07/23/99
Recommended for EMPLOYMENT X Yes _____ No Investigator J. Tucker 0744 Date 08/09/99

Final Review Date 080999 Reviewed By _____ Comment _____

APPLICANT FILE REVIEW

PERSONNEL DIVISION:

Date File Sent _____ Reviewed By DMW Date Reviewed 08/12/99 Received Date _____

Approved ✓ Disapproved ____ Inactivation Code _____ Reapply Date _____ Comments _____

CLASSIFICATION/PAY/HIRING INFORMATION

Hire Date 8/30/99 CCN 9719 Vacancy # TBA Budget Code 3725

Full Time _____ Part Time _____ Hours/Shift _____ Salary Range Grade 16 / Step 01

rev. 09/97I:\SUGGESTIONS\FACESHEE.T

EOG-03067

Name: [redacted] SSN: [redacted]

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

Needs _____ Date Advised _____ Date Received _____

DRUG/MEDICAL EXAMINATION - Sunshine Medical Center

DRUG:
Scheduled Exam Date 06-18-99 Negative X Positive _____ Received Date 06/21/99

MEDICAL:
Scheduled Exam Date WA Time _____ Pass _____ Fail _____ Received Date _____

Eligibility /os BACKGROUND INVESTIGATION

Date File Sent 06-17-99 Assigned Investigator J Tucker Date Assigned 062399

NCIC/FCIC Date Sent/Received 062199 / 062299 Docketrac Date Sent/Received 062199 / 06/29/99

Eligibility - yes
Recommended ___Yes ___No Current Employer Contacted ___ Yes ___ No Investigator J. Tucker /Date 07/23/99

Final Review Date _____ Reviewed By _____ Comment _____

APPLICANT FILE REVIEW

PERSONNEL DIVISION:

Date File Sent _____ Reviewed By _____ Date Reviewed _____ Received Date _____

Approved____ Disapproved____ Inactivation Code_____ Reapply Date_____ Comments_____

CLASSIFICATION/PAY/HIRING INFORMATION

Hire Date _____ CCN _____ Vacancy # _____ Budget Code _____

Full Time _____ Part Time _____ Hours/Shift _____ Salary Range _____

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

August 12, 1999

Mr. Guntis Treijs
[redacted]

Dear Mr. Treijs:

The Broward County Sheriff's Office would like to congratulate you for successfully completing the selection process for the position of **Child Investigative Specialist**. Please accept this letter as confirmation regarding employment with Broward Sheriff's Office. You were offered and accepted employment with our agency as a **Child Investigative Specialist** earning an annual salary of $27,940. Your first day of work will be an orientation process and will begin at **8:00 A.M.** sharp on Monday, 08/30/1999. Please report to the following address:

Broward County Sheriff's Office
Ron Cochran Public Safety Complex
2601 West Broward Boulevard, Personnel Office
Fort Lauderdale, Florida 33312
(954) 321-4400

You will be with the Human Resources staff for all day on the day of your Orientation. You will be required to complete all of your insurance paperwork at this time. Please be prepared to choose a family physician and pediatrician at this time. Please bring the dates of birth and social security numbers of all of your dependents. A birth certificate is required if your dependent has a different last name than you. If you have any questions or need additional information before your orientation, please call 321-4409 or 831-8355.

You must bring proper identification which includes your drivers license or state identification card and social security card. Please keep in mind this orientation will be your first day of work, therefore we ask that you dress in proper business attire.

Congratulations! We look forward to seeing you and please call if you need further information.

Sincerely,

Diana M. Viscarra, Acting Employment and Recruitment Manager
Human Resources Bureau

cc: file

g:\apps\trac\notices\hired.wpn

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APR 23 1999

PERSONNEL DIVISION

BROWARD COUNTY SHERIFF'S OFFICE EMPLOYMENT QUESTIONNAIRE

The Broward County Sheriff's Office is an equal opportunity employer and does not discriminate on the basis of age, citizenship, intending citizenship status, color, disability, marital status, national origin, race, religion, sex, or sexual orientation.

These factors are **NOT** used as selection criteria, except in rare instances where such factors are bona fide occupational qualifications. This information may be used, however, for identification purposes in conducting a background investigation.

In accordance with the "Americans with Disabilities Act of 1991", the Broward County Sheriff's Office will reasonably accommodate qualified individuals with a disability. The reasonable accommodation requirement applies to the application process, any pre-employment test, interview, and actual employment. If you are disabled and require accommodation, you may request it and the Broward Sheriff's Office will make every reasonable endeavor to provide it to you. However, some types of accommodations may require some preparation before they can be provided. Therefore, we suggest that you make such requests as early as possible by contacting the Personnel Division.

COMPLETE QUESTIONNAIRE Use additional sheets in the same format if necessary.

DO NOT LEAVE ANY BLANKS

Resumes may not substitute for any information requested on this questionnaire.

PLEASE PRINT CLEARLY

Position Applied for: CHILD INVESTIGATIVE SPECIALIST

Social Security Number [redacted]			Date 4/22/99
Last Name TREIJS	First Name GUNTIS		Middle Name n/a
Mailing Address [redacted]	City	State	Country Zip Code
Home Phone Number [redacted]	Work Phone Number n/a		Extension n/a
Height 5'10" / Weight 200	Color of Eyes BLUE	Color of Hair BROWN	Distinguishing marks, scars, &/or tattoos NONE
Date of Birth (mo/dev/yr) [redacted]	Place of Birth City RIGA,	State LATVIA	Country LATVIA Zip Code LV1009

List all other names you have ever used that are different than your current name: If None, check here [✓]

Last Name	First Name	Middle Name	Reason	From(mo/yr)	To(mo/yr)
n/a	n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a	n/a

Have you ever applied to the Broward Sheriff's Office before? [ ] Yes [✓] No

Position applied for	Date (mo/yr)	Outcome
n/a	n/a	n/a
n/a	n/a	n/a

Are you a present or previous employee of the Broward Sheriff's Office? [ ] yes [✓] No

Position	From (mo/yr) To (mo/yr)	Reason for leaving
n/a	n/a	n/a

BSO AP#40 (NEW 01/84)

EOG-03070

[redacted] [redacted]

RESIDENCES: List chronologically all residences for the last TEN years. Include residences while at school and in the military.

From (mo/yr)	To (mo/yr)	Address	City	State	Country	Zip Code
5/1998	PRESENT	[redacted]				
9/1997	5/1998					
8/1997	9/1997					
3/1997	8/1997					

EDUCATION/TRAINING: List all education/training.

High School graduation or GED attained	Institution where attained Name	Location
[X] Yes [ ] No	RIGA HIGHSCHOOL #6	LATVIA

Colleges and Universities attended

Name	Location	Total Hours Sem.	Qtr.	Major/Minor Field of Study	Degree Received
NOVA SOUTHEASTERN UNIVERSITY	FT. LAUDERDALE	2	9	LAW	
WESTERN MICHIGAN UNIVERSITY	KALAMAZOO MI 49008	30		POLITICAL SCIENCE	MA
UNIVERSITY OF LATVIA	RIGA LATVIA	120		HISTORY PRE-LAW	BA
KALAMAZOO VALLEY COMMUNITY COLLEGE		12		POLITICAL SCIENCE	

Academy, Business, Trade, or other schools attended

Name	Location	Total Class Hours	Subjects Taken	Certification Received

Current Professional Licenses or Certificates and Issuing Agency	Date: issued	expiration
FLORIDA DRIVER'S LICENCE T620-280-64-3440	9/9/97	9/24/03

MILITARY:
Have you ever served in the Armed Services of the United States (including Coast Guard, Reserves, and National Guard)? [ ] Yes [ ] No

Branch: ARMY	Period From (mo/date/yr)	To (mo/date/yr)	Type of Discharge
Service Number:			
Highest Rank: E-4	E-4 1/9/97	4/24/97	HONORABLE

Was any type of disciplinary action taken against you?	Offense:	Action taken:
[ ] Yes [X] No		

Residences (continued) —

From	To	
6-96	3-97	[redacted]
6-93	6-96	[redacted]
7-91	6-93	
1-69	7-91	

January 1997 – April 1997 Michigan Army National Guard training Fort Benning GA

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APR 23 1999
PERSONNEL DIVISION

MPLOYMENT: List all full and part-time paid work experience you have had in the past ten (10) years. Start with the most recent position and ork back. Major changes in duties or job titles with the same employer should be listed as separate positions. Describe job duties in detail. Use dditional sheets in the same format if necessary. Resumes may not substitute for any information requested on this questionnaire.

1. Most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
4/7/99	PRESENT	1		40	PROTECTIVE INVESTIGATOR		CURRENTLY EMPL.

Employer: DEP. OF CHILDREN AND FAMILIES Address: 1403 NW 40TH AVENUE LAUDERHILL, FL 33313 Phone: 954/ 327 2758

Description of Duties: INVESTIGATIONS OF THE CHILD ABUSE

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

2. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
10/27/97	4/1/99	1	6	40	PUBLIC ASSISTANCE SPECIALIST	MARCIA BOUDREAU	PROMOTION

Employer: DEP. OF CHILDREN AND FAMILIES Address: 311 N. STATE RD 7 PLANTATION, FL 33317 Phone: 327 5000

Description of Duties: DETERMINATION OF ELIGIBILITY FOR PUBLIC ASSISTANCE SPECIALIST

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [X] Unemployed [ ] In School From(mo/day/yr): 7/1/97 To(mo/day/yr): 10/25/97

3. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
9/1/93	6/15/96	2	9	40	ADMINISTRATOR	DR. U. MUIZNIEKS	COMPLETION OF PROGRAMS

Employer: LATVIAN STUDIES CENTER Address: 1702 FRATERNITY BLVD. DR KALAMAZOO, MI 49006 Phone: 616/ 343-2667

Description of Duties: ADMINISTRATION OF STUDENT EXCHANGE PROGRAMS

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [ ] In School From(mo/day/yr): To(mo/day/yr):

4. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	Title of Position	Name & Title of Supervisor	Reason for Leaving
3/1/96	5/15/96		3	20	SECURITY OFFICER		TIME CONFLICT

Employer: BURNS INTERNATIONAL SECURITY Address: 615 W. CENTRE AVE., KALAMAZOO, MI 49009 Phone: 616/ 323 2020

Description of Duties: MONITORING VIDEO CAMERAS, RADIO CHANNELS

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [X] In School From(mo/day/yr): 8/93 To(mo/day/yr): 4/95

5. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving
8/94	10/95	1	2	20	STUDENT SERVICE OFFICER	SGT H. ROSS	GRADUATED

Employer WESTERN MICHIGAN UNIVERSITY POLICE DEP. Address KALAMAZOO, MI 49007 Phone 6/6/387-5555 5000

Description of Duties: ASSISTING POLICE OFFICERS

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [X] In School From(mo/day/yr): 7/30/91 To(mo/day/yr): 7/5/93

6. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving
6/30/89	7/30/91	2		40	TRAVEL MANAGER		RELOCATION

Employer TRAVEL AGENCY SATELLITE Address KALKU 20 RIGA, LATVIA LV 1050 Phone 371/721 6201

Description of Duties: ARRANGED INTERNATIONAL GROUP TRAVEL

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [X] Unemployed [ ] In School From(mo/day/yr): 7/5/93 To(mo/day/yr): 8/24/93

7. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving
6/6/96	8/1/97	1	1	40	TRAVEL MANAGER		RELOCATION

Employer PERFORMING ARTS ABROAD Address 10203 M-89 RICHLAND, MI 49007 Phone 6/6/629-9755

Description of Duties: ARRANGED INTERNATIONAL GROUP TRAVEL

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

BETWEEN THESE JOBS (if Applicable): [ ] Unemployed [X] In School From(mo/day/yr): 4/1/89 To(mo/day/yr): 6/29/89

8. Next most recent position

From Mo./Day/Yr.	To Mo./Day/Yr.	Total Time Yrs.	Total Time Mths.	Hours Per Week	/ Title of Position	Name & Title of Supervisor	Reason for Leaving
3/1/94	8/15/94		5	40	INTERN	VILLAGE MANAGER DON FLANDERS	RETURN TO SCHOOL

Employer VILLAGE OF VICKSBURG Address 101 W. MAIN STREET VICKSBURG, MI 49097 Phone 6/6/626-1919 649-1919

Description of Duties: ASSISTED VILLAGE MANAGER

Supervised (did subordinate Performance Evaluations) [ ] Yes [ ] No | For Office Use

1. Have you ever been dismissed from any employment? [ ] Yes [X] No
2. Have you ever been asked to resign from any employment? [ ] Yes [X] No
3. Have you ever resigned from any employment following allegations of misconduct? [ ] Yes [X] No
4. Have you ever resigned from any employment following allegations of unsatisfactory performance? [ ] Yes [X] No
5. Have you ever left a job by mutual agreement following unfavorable conditions or circumstances? [ ] Yes [X] No
6. Have you ever received an unsatisfactory evaluation from an employer? [ ] Yes [X] No
7. Have you ever applied to any other law enforcement agency not listed as an employer? [ ] Yes [X] No
8. Have you ever performed any service for any law enforcement agency not listed as an employer? [ ] Yes [X] No
9. Are you an owner, partner, or corporate officer in any other business not listed as an employer? [ ] Yes [X] No
10. Do you have any objections to having your current employer contacted? [ ] Yes [X] No

IF YOU ANSWERED YES TO ANY OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:

n/a

ORGANIZATIONAL MEMBERSHIPS: List all professional, trade, and business organizations you have been involved with and positions held:

Organization Name:	City/State:	Position held:
n/a		

LANDLORD: If you live in a rental unit, provide the name of the person or company to whom you pay rent.

Name: n/a	Phone Number: n/a
Address: Street, City, State, Zip Code n/a	

LAW ENFORCEMENT AGENCY: Provide the name of the law enforcement agency which has jurisdiction where you reside:

Name: BROWARD SHERIFF'S OFFICE	Phone Number: 7654321
Address: Street, City, County, State, Zip Code	

EOG-03075

REFERENCES: List 5 references who have [redacted] knowledge of your qualifications and fitness [redacted] position for which you have applied. Do not include relatives or former employers.

Name: STALLONE, DANIEL	Occupation: CODE ENFORCEMENT DIR.	Years Known: 1
Address: Street, City, State, Zip Code [redacted] [ ] Residence [X] Business	Phone: [redacted] [ ] Residence [X] Business	
Name: SUKIS, ANDIS	Occupation: ATTORNEY	Years Known: 3
Address: Street, City, State, Zip Code [redacted] [ ] Residence [X] Business	Phone: [redacted] [ ] Residence [X] Business	
Name: JACOBS, TIMOTHY	Occupation: SPECIAL AGENT	Years Known: 3
Address: Street, City, State, Zip Code [redacted] [ ] Residence [X] Business US SECRET SERVICE	Phone: [redacted] [ ] Residence [X] Business	
Name: ABOLINS, EGILS	Occupation: CHIEF FINANCIAL OFFICER	Years Known: 7
Address: Street, City, State, Zip Code [redacted] [ ] Residence [ ] Business	Phone: [redacted] [ ] Residence [X] Business	
Name: ORNSTEIN, MORTON	Occupation: PUBLIC ASSISTANCE SPEC	Years Known: 1
Address: Street, City, State, Zip Code [redacted] [ ] Residence [X] Business	Phone: [redacted] [ ] Residence [X] Business	

Compete this section only if you have applied for a sworn/certified officer position.

NEIGHBORS: The Florida Department of Law Enforcement has stated that contact should be made with at least 3 neighbors of an applicant for a sworn/certified officer position. List a total of 3 neighbors to include those that live on each side of you and one who lives to the rear or to the front. If you live in an apartment complex, list 3 neighboring tenants.

Name:	Phone Number:
Address: Street, City, State, Zip Code	
Name:	Phone Number:
Address: Street, City, State, Zip Code	
Name:	Phone Number:
Address: Street, City, State, Zip Code	

CONTROLLED SUBSTANCES:

1. Do you now illegally use any drugs or controlled substances or have you ever casually used (used but did not become addicted to) any drugs or controlled substances illegally in the past? [ ] Yes [X] No

2. Do you now or have you ever illegally possessed, supplied, or sold any drugs or controlled substances? [ ] Yes [X] No

IF YOU ANSWERED YES TO EITHER OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:
Include: Which drugs or controlled substances, type of activity, number of times, first time (mo/yr), last time (mo/yr), etc.

CONVICTIONS: Most convictions are not an automatic bar to appointment. The circumstances surrounding the conviction are considered, such as: the nature, number, severity, date of the offense, subsequent history, efforts at rehabilitation, and relation of the offence to the requirements of the position for which you applied.

LIST ALL CONVICTIONS OF CIVIL OR CRIMINAL LAW VIOLATIONS:

Charge: n/a	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:
Charge:	Date (mo/yr):	City/State:	Charging Agency:
Disposition/Penalty:	Date (mo/yr):	City/State:	Court Agency:

DRIVER'S LICENSE/MOTOR VEHICLE OPERATION HISTORY:

List all current and previous driver's licenses issued to you:

State:	Type:	Restrictions:	Driver Lic #:		Date Issued:	Expired:
				[ ] Current [ ] Previous		
FL	E	NONE	[redacted]	[X] Current [ ] Previous	9/9/97	[redacted]
MI	E	NONE		[ ] Current [X] Previous	NO KNOWLEDGE	
TX	E	NONE		[ ] Current [X] Previous	NO KNOWLEDGE	

List all motor vehicle accidents you were involved in as a driver within the past 7 years: [X] check here if None

Date(mo/yr):	City/State:	Police Report Taken [ ] Yes [ ] No	Citation Issued to You: [ ] Yes [ ] No
Details of Accident:			Disposition:
Date(mo/yr):	City/State:	Police Report Taken [ ] Yes [ ] No	Citation Issued to You: [ ] Yes [ ] No
Details of Accident:			Disposition:
Date(mo/yr):	City/State:	Police Report Taken [ ] Yes [ ] No	Citation Issued to You: [ ] Yes [ ] No
Details of Accident:			Disposition:

List all traffic convictions within the past 7 years: (Exclude parking violations) [X] check here if None

Date (mo/yr):	City/State:	Nature of Violation:	Disposition or Penalty:

1. Has your driver's license ever been revoked or have you ever been refused a driver's license? [ ] Yes [X] No

2. Has your driver's license ever been suspended? [ ] Yes [X] No

IF YOU ANSWERED YES TO ANY OF THE QUESTIONS ABOVE, LIST THE QUESTION NUMBER AND PROVIDE ALL DETAILS BELOW:

REQUIRED DOCUMENTATION

Submit all of the following documents that apply to you along with this questionnaire.

Provide:

(1) **ORIGINAL** documentation

[redacted]

and

(2) **A COPY** of each document submitted

At the time that you submit your documents, **the Personnel Division will collect the copies of all required original documents and return the original to you.** Submit original and a copy of certified official English translation and equivalency for all foreign language documents.

- Original Social Security Card
- Original or certified copy of birth certificate issued by state, county, or municipal authority bearing an official seal
- Original court documents establishing all name changes
- Current Driver's License
- Original High School diploma and/or transcripts OR certificate of equivalent education such as possession of a GED or graduation from United States Armed Forces Institute
- All original official college or university transcripts and diplomas
- All original official academy, business, trade, and other school transcripts and diplomas
- All original professional licenses and certificates
- Original DD214 Military Discharge papers denoting type of separation and character of service
- Final disposition of all convictions of civil or criminal law violations from Clerk of the Court where violations occurred

ATTESTATION AND CONSENT

I, TREIJS, GUNTIS, thoroughly understand that I am being considered for employment in the
(Print your full name)

position for which I have applied, and consent to submitting to the following background investigation and other selection processes wh may include: fingerprint processing, polygraph, post conditional employment offer medical and/or urinalysis, psychological evaluation, interview, and other means deemed necessary and proper by the Broward Sheriff's office to complete its investigation as to my fitn and suitability for the classification for which I have applied. I thoroughly understand that I must successfully complete the above mentio processes. I am attesting that I understand and meet all of the minimum requirements as stated on the job announcement.

I am seeking employment on the basis that I know that no unfavorable information will be developed by the Broward Sheriff's Office or ot individuals or agencies with the exception of what I have indicated on my application and employment questionnaire and has been explai by me in detail during the hiring process. By signing this document, I certify that all of the information contained in this entire questionna and all documents submitted is true and complete to the best of my knowledge. I understand that all information is subject to investigat and that omission, falsification, misrepresentation, or other unfavorable information developed is sufficient cause for removal of my na from any employment list or dismissal from service.

I understand that the application, employment questionnaire, and all documents submitted are the property of the Sheriff's Office and n exempt information contained in said forms and documents is public record.

I understand that the Broward Sheriff's Office will not reimburse any expenses I might incur in seeking this position. I recognize that time required to process and select employees for this position may be lengthy and time consuming. No promises or commitments expected by me as to a time when a hiring decision and/or actual hiring might take place.

I understand that unless defined by applicable law, any employment relationship with the Sheriff's Office is "at will", that I may discharged at any time with or without cause, and that this "at will" relationship may not be changed unless authorized, in writing, by Sheriff.

I understand and agree that any employment offered to me will be contingent upon my acceptance of compensatory time off instead cash payments of overtime hours that I work, to the extent allowed by law and that the Sheriff has the absolute discretion to periodic substitute cash, in whole or in part, for my accrued compensatory time.

I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing.

I authorize and direct any persons or organizations to release and furnish records and information as may be relevant to determine my fitn and suitability for employment in the position for which I have applied. I release the custodian of such records, including the Sheriff's Offi from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with authorization, except for damages resulting from knowingly providing false or misleading information about me.

I agree to conform to rules, regulations, and orders of the Sheriff's Office and acknowledge that these rules, regulations, and orders n be changed, interpreted, withdrawn, or added to by the Sheriff's Office at its discretion at any time and without prior notice to me.

I understand and consent to all of the above statements and conditions.

Guntis Treijs — 4/23/99

Signature — Date

STATE OF FLORIDA, COUNTY OF BROWARD The foregoing instrument was acknowledged before

this 23rd day of APRIL, 1999, by VERONA A. GAYLE
(Print name of person acknowledging)

Verona A. Gayle
(Signature of Notary Public)

Personally Known [ ] OR Produced Identification [X]

Type of Identification Produced [redacted]

VERONA A. GAYLE
(Printed name of Notary Public as commissioned)

CC628732
(Commission Number)

Verona A Gayle
Notary Public, State of Florida
My Comm. Expires Mar. 10, 2001
No. CC628732
Bonded Thru: Official Notary Service
1-(800) 723-0121

(STAMP SEAL)

AUTHORIZATION AND RELEASE

TO: Concerned Person or
Authorized Representative of
Any Organization, Institution,
or Repository of Records

I, TREIJS GUNTIS, hereby authorize any duly authorized representative of the
(Print your full name)

BROWARD COUNTY SHERIFF'S OFFICE bearing this release or a copy thereof to obtain any information and/or copies of records as may be relevant and necessary to determine my fitness and suitability for employment in the position for which I have applied.

I hereby authorize and direct you to release and furnish such information and/or copies of records upon request by the bearer.

This authorization is executed with full knowledge and understanding that information and/or copies of records disclosed shall become the property of the Broward Sheriff's Office, shall be used for official employment evaluation, and are used as selection criterion only where related to performance of the job for which I have applied; that the Broward Sheriff's Office will take appropriate measures to protect aforementioned information and/or copies of records against unauthorized disclosure; and that certain non-exempt portions of the information and/or copies of records disclosed may be made available for inspection by third parties pursuant to public records and other laws.

I hereby release the custodian of such records, including the Sheriff's Office, from any and all liability for damages by me, my heirs, family, or associates resulting from any attempts at lawful compliance with this authorization, except for damages resulting from knowingly providing false or misleading information about me.

Gunti Treijs
Signature

4/22/99
Date

[redacted]
Current Address

[redacted]
Telephone number (include area code)

[redacted]
City State Zip code

STATE OF FLORIDA, COUNTY OF BROWARD The foregoing instrument was acknowledged before me
this 23rd day of APRIL, 1999, by VERONA A. GAYLE.
(Print name of person acknowledging)

Verona A. Gayle
(Signature of Notary Public)

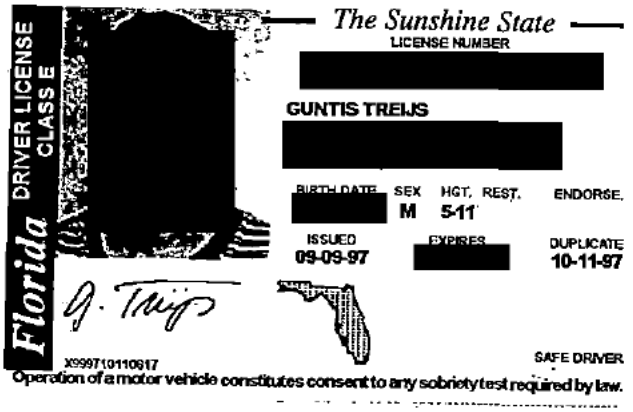
Personally Known [ ] OR Produced Identification [X]
Type of Identification Produced DRIVER'S LICENSE [redacted]

VERONA A. GAYLE
(Printed name of Notary Public as commissioned)

CC 628732
(Commission Number)

Verona A Gayle
Notary Public, State of Florida
My Comm. Expires Mar 10, 2001
No. CC628732
Bonded Thru: Official Notary Service
1-(800) 723-0121

(STAMP SEAL)



RECEIVED
APR 23 1999
PERSONNEL DIVISION
ORIGINAL
APPROVED

ORIGINAL

RECEIVED
MAY- 1-3 1999
PERSONNEL DIVISION

APPROVED
RECEIVED
MAY
PERSONNEL DIVISION

Noraksts

DZIMŠANAS APLIECĪBA
СВИДЕТЕЛЬСТВО О РОЖДЕНИИ

Pils.
Гр. Jānis Jānovičs

dzimis (usi)
родился (лась)

Bērna dzimšanas vieta, pilsēta, ciems
Место рождения ребенка: город, селение
Rīga Latv. PSR

rajons apgabals
район область

par ko dzimtsarakstu aktu reģistrācijas grāmatā par dzimšanu
о чем в книге записей актов гражданского состояния

datumā
числа

Izdarīts attiecīgs ieraksts ar Nr. 13-2708
произведена соответствующая запись за №

ZIMOGS

VECĀKI:
РОДИТЕЛИ:

Tēvs
Отец

tautība
национальность
latviete

Māte
Мать

vārds un tēva vārds — имя и отчество

tautība
национальность
Latvijas PSR

Reģistrācijas vieta
Место регистрации

uz atrašanās vieta — нынешнее местожительство

Kad izdota
Дата выдачи

RC № 357408

Paraksts

(v. Nikitina)

1933 gada „23." aprīlī Es, 5 Rīgas valsts notariāta kantora valsts notārs B. Bērziņa apliecinu, ka šis noraksts no dokumenta pirmraksta ir pareizs. Pirmrakstā dzēsumu, piebaltojumu, svītrotu vārdu un citu neatrunātu labojumu vai ipatību nebija.

Ierēģistrēts ar № 4-2857
Iekasēta valsts nodeva 5 Rbl
Valsts notārs

RIGAS VALSTS NOTARIĀTA KANTORIS
3

EOG-03083

RECEIVED
MAY 13 1993
PERSONNEL DIVISION
ORIGINAL
APPROVED

Translated from Latvian

COPY

BIRTH CERTIFICATE

Cit. Treijs Guntis s. of Italo
was born on [redacted]
the [redacted] of [redacted]
Birthplace of the child: city, village Riga
district region Latv.SSR
about what in the Birth Register of the Registry Office
on the [redacted]
was made appropriate entry No B-2708

PARENTS:

Father [redacted] s. of Voldemars
nationality Latvian
Mother [redacted] d. of Janis
nationality Latvian
Place of registration Riga City Registry Office
Issued on [redacted]

II-RC No 357008

Seal Manager of the Registry Office (Signature)
(M.Nikitina)

On April 23, 1993 I, State Notary of the Fifth Riga State Notary Office B.Bazevicha, certify the identity of this copy with the original of the document. In the latter there were no erasures, additions, crossed-out words or any other unauthorized corrections or distinctions.

Register entry No 4-2857
State fee LVR 5 paid in
Seal State Notary (Signature)

Translated by A.Bunga

Riga City, on April 24, 1993 I, I.Tseicha, Senior State Notary of the First Riga State Notary Office, hereby authenticate the signature made by translator A.Bunga known to me.

Register entry No 1-6134
State fee Rbl. 5 paid in
Senior State Notary:

RIGAS 1. VALSTS NOTARA KANCELEJA

EOG-03084

Certificate of Completion

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awarded to

GUNTIS TREIJS

Public Assistance Pre-Service Training

presented by

Department of Children and Families, Economic Self-Sufficiency Services

Presented this 30th day of January, 1998

Aimée Lundeen
Program Administrator

Brenda S. Gilbert
Trainer

ECG-03085

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DEPARTMENT OF THE ARMY

CERTIFICATE OF ACHIEVEMENT

AWARDED TO

SPECIALIST GUNTIS TREIJS

COMPANY B, 1ST BATTALION, 50TH INFANRTY
UNITED STATES ARMY INFANTRY TRAINING BRIGADE

FOR BEING SELECTED THE HONOR GRADUATE
FOR FOURTH PLATOON, CYCLE #12-97

24 APR 1997

THOMAS W. HAYDEN
LTC, IN
COMMANDING

DA FORM 2442, 1 JUN 81

EOG-03086

Western Michigan University

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APPROVED

Upon the recommendation of the faculty and by the authority of the Board of Trustees, Western Michigan University has conferred upon

Guntis Treijs

the degree of

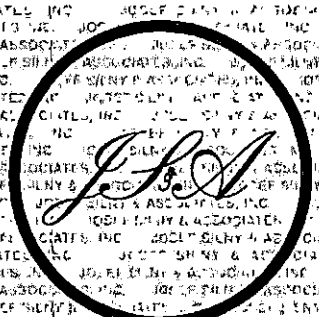
Master of Arts

with all the rights and honors pertaining thereto.
Given at Kalamazoo, in the State of Michigan, this
22nd day of April, 1995.

Diether Haenicke
President

Betty A. Locker
Secretary, Board of Trustees

EOG-03087



REPORT OF EVALUATION OF EDUCATIONAL CREDENTIALS

NAME: Guntis Treijs

SSN: [redacted]

COUNTRY: Latvia

PURPOSE OF EVALUATION: Employment

January 9, 2002

In response to Mr. Treijs' request, the following is an evaluation of his academic credentials from Latvia (formerly USSR). Mr. Treijs' evaluation was completed on January 9, 2002.

Mr. Treijs attended the University of Latvia (Latvijas Universitate) from 1982 to 1989. Founded in 1919, the University of Latvia is a recognized (accredited) state institution of higher education in Latvia. In order to be accepted into the University of Latvia, applicants must have the Certificate of General Secondary Education (Atestats par Visparejo Videjo Izgitibu). This is the equivalent of graduation from a college preparatory program at an accredited high school in the United States.

Mr. Treijs specialized in History and received the degree of Historian, Teacher of History & Social Sciences on June 21, 1989. This is the equivalent of the U.S. degree of Bachelor of Arts in History and Social Studies Education, earned at a regionally accredited institution of higher education in the United States. Mr. Treijs' grade point average in U.S. terms was 2.86.

MAY 12 2003

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2. **U.S. ARMED FORCES**
   Air Force, Army, Marines

3. **LICENSING BOARDS**
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   Physical Therapy: California, Hawaii, Maine, Mississippi
   Psychology: Delaware, Florida, Maryland, Virginia
   Respiratory Care: National Board for Respiratory Care, California, Florida
   Speech-Language Pathology: American Speech-Language-Hearing Association.

4. **STATE DEPARTMENTS OF EDUCATION**
   Alabama, Alaska, Arkansas, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maryland, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, West Virginia, Wisconsin, Wyoming

5. **OTHER GOVERNMENTAL AND PRIVATE AGENCIES**
   American Association of Colleges of Osteopathic Medicine, American Association of Colleges of Podiatric Medicine, Association of American Veterinary Medical Colleges, Broward County Sheriff's Office, Central Application Service for Physician Assistants, Florida Department of Health and Rehabilitative Services, NCAA, New York State Department of Civil Service Offices of Personnel: the City of Miami, Miami Beach, Ft. Lauderdale, New York City

6. **HUNDREDS OF COLLEGES AND UNIVERSITIES**

EOG-03089

Below is the course-by-course evaluation of Mr. Treijs' study at the University of Latvia in terms of U.S. courses, semester credit hours and grades.

COURSES	CREDITS	GRADES
First Semester:		
Ethnography	1.75	C
Primitive Society *	1.00	B
History of Ancient Times *	1.75	C
History of the USSR *	1.75	B
History of the CPSU *	1.75	Pass
Foreign Language (Unspecified)	4.00	Pass
Numismatics	0.50	Pass
Principles of Scientific Work *	1.00	Pass
History of Latvia *	1.00	Pass
Physical Training	1.75	Pass
Second Semester:		
History of the CPSU *	1.75	A
Archaeology *	1.75	C
History of Ancient Times *	2.50	C
History of the USSR *	2.50	B
Logic *	1.00	Pass
Latin Language	1.00	Pass
Foreign Language (Unspecified)	2.50	Pass
History of Latvia *	4.00	Pass
Physical Training	1.75	Pass
TML #	1.00	Pass
Course Paper #	1.00	C

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EOC-03000

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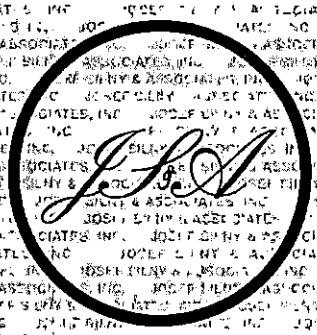
6. **HUNDREDS OF COLLEGES AND UNIVERSITIES**



Third Semester:

History of the CPSU*	1.75	A	
Latin Language	1.00	C	
History of Middle Ages*	2.50	C	
History of the USSR*	2.75	C	
Foreign Language (Unspecified)	2.75	Pass	
History of Latvia *	1.75	Pass	
Physical Training	1.75	Pass	

Fourth Semester:

Marxist-Leninist Philosophy *	1.75	B	
History of Middle Ages *	1.75	A	
History of the USSR*	2.50	B	
History of Latvia *	1.25	B	
Military Training *	0.00	B	
Foreign Language (Unspecified)	1.75	Pass	
History of Asian and African States *	1.00	Pass	
LSSR Cultural Monuments *	0.75	Pass	
History of Latvia *	1.00	Pass	
Physical Training	1.75	Pass	
Meth of Pion and Koms Work *	0.00	Pass	
Course Paper #	1.00	C	

Fifth Semester:

Marxist-Leninist Philosophy *	1.75	B	
Foreign Language (Unspecified)	1.75	B	
History of Asian and African States *	1.00	B	
Theory of State and Law *	1.00	A	
History of the USSR*	2.75	Pass	
History of New Times*	2.75	Pass	
Study of Sources of History of the USSR *	1.00	Pass	
Soviet State Law*	1.00	Pass	

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6. **HUNDREDS OF COLLEGES AND UNIVERSITIES**

Physical Training		1.75	Pass
Military Training *		0.00	Pass
Sixth Semester:			
Political Economy *		1.75	C
Psychology		1.50	A
Study of Sources of History of the USSR *		2.50	A
History of New Times *		2.50	B
Military Training *		0.00	C
History of Asian and African States *		1.25	Pass
Study of Sources of History of the USSR *		1.75	Pass
General History of Art *		1.00	Pass
Soviet Administration Law *		1.00	Pass
Physical Training		1.75	Pass
Course Paper #		1.00	B
Civil Defense *		0.00	Pass
Seventh Semester:			
Political Economy *		1.75	B
Scientific Atheism *		0.75	B
Education		1.75	B
History of Modern Times *		2.50	B
Historiography of History of the USSR *		1.75	B
History of Asian and African States *		1.75	Pass
History of Southern and Western Slavs *		1.75	C
Soviet Civil Law *		1.00	Pass
Soviet Labour Law *		1.00	Pass
Military Training *		0.00	Pass
Physical Training		1.75	Pass
Eighth Semester:			
History of Modern Times *		2.50	B
History of Asian and African States *		1.75	B
History of Southern and Western Slavs *		1.75	C
Historiography of History of the USSR *		1.00	B
Military Training *		0.00	B

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ORGANIZATIONS WHICH ACCEPT EVALUATIONS DONE BY JS&A

1. **U.S. FEDERAL GOVERNMENT**
   The United States Immigration and Naturalization Service, The United States Department of Agriculture, The United States Department of Defense, The United States Office of Personnel Management. The United States Labor Department, Federal Bureau of Prisons, Health Care Financing Administration.

2. **U.S. ARMED FORCES**
   Air Force, Army, Marines

3. **LICENSING BOARDS**
   Accounting: Alaska, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Indiana, Kansas, Kentucky, Maryland, Michigan, Missouri, Nevada, New Hampshire, New Mexico, North Dakota, Ohio, Oregon, Pennsylvania, Puerto Rico, South Carolina, Tennessee, Vermont, Virginia, Washington, Wisconsin, Wyoming
   Architecture: California
   Clinical Social Work, Marriage and Family Therapy, Mental Health: Florida
   Contractors: Louisiana
   Cosmetology: North Carolina, Utah, Vermont
   Dentistry: Colorado, Florida
   Engineering: Florida, Texas
   Law: California, Florida
   Medical Laboratory: American Medical Technologists, American Society of Clinical Pathologists, Health Care Financing Administration, Connecticut, Florida, Georgia, Nevada, Tennessee
   Physical Therapy: California, Hawaii, Maine, Mississippi
   Psychology: Delaware, Florida, Maryland, Virginia
   Respiratory Care: National Board for Respiratory Care, California, Florida
   Speech-Language Pathology: American Speech-Language-Hearing Association

4. **STATE DEPARTMENTS OF EDUCATION**
   Alabama, Alaska, Arkansas, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maryland, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, West Virginia, Wisconsin, Wyoming

5. **OTHER GOVERNMENTAL AND PRIVATE AGENCIES**
   American Association of Colleges of Osteopathic Medicine, American Association of Colleges of Podiatric Medicine, Association of American Veterinary Medical Colleges, Broward County Sheriff's Office, Central Application Service for Physician Assistants, Florida Department of Health and Rehabilitative Services, NCAA, New York State Department of Civil Service Offices of Personnel: the City of Miami, Miami Beach, Ft. Lauderdale, New York City

6. **HUNDREDS OF COLLEGES AND UNIVERSITIES**

EOG-03095

Scientific Communism *	1.25	Pass	
Methods of Teaching History *	2.25	Pass	
Marxist-Leninist Ethics *	0.50	Pass	
Family Law, Court and Public Prosecution Institutions *	1.00	Pass	
Law Education at School *	1.00	Pass	
Course Paper #	1.00	B	

Ninth Semester:

History of Philosophy *	1.25	C	
Teaching Principles of State and Law *	1.00	A	
Soviet Criminal Law *	1.50	A	
Scientific Communism *	0.75	B	
Principles of Information *	0.75	Pass	
Marxist-Leninist Aesthetics *	0.75	Pass	
Development of National Relations *	0.75	Pass	
Soviet Civil Procedure *	0.75	Pass	
Soviet Criminal Procedure *	0.75	Pass	

* These courses do not have the same academic content as courses with similar names offered at U.S. institutions of higher education

Course descriptions were not provided

This evaluation is of an advisory nature. Each institution will decide which of the above mentioned courses will transfer.

Josef Silny & Associates, Inc.
International Education Consultants
P.O. Box 248233
Coral Gables, Florida 33124
Tel: (305) 273-1616 Fax: (305) 273-1338
E-Mail: info@jsilny.com
www.jsilny.com

Founded in 1987, Josef Silny & Associates, Inc., International Education Consultants (JS&A) is a Member of the National Association of Credential Evaluation Services (NACES), NAFSA: Association of International Educators, and the American Translators Association (ATA).

JOSEF SILNY, M.A., President

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This evaluation is a statement solely of educational equivalence; only the qualified authorities can determine whether an individual educated abroad can be licensed in the United States.

In summary, it is the judgment of Josef Silny & Associates, Inc. International Education Consultants, that Mr. Treijs has the equivalent of the U.S. degree of Bachelor of Arts in History and Social Studies Education earned at a regionally accredited institution of higher education in the United States.

Sincerely yours,

Joanna Villegas

Joanna Villegas
International Education Consultant

TV:990

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6. **HUNDREDS OF COLLEGES AND UNIVERSITIES**

EOG-03699

WESTERN MICHIGAN UNIVERSITY
OFFICE OF THE REGISTRAR
KALAMAZOO, MICHIGAN 49008-3899

04/30/99

OFFICIAL TRANSCRIPT

NAME: GUNTIS TREIJS
STUDENT ID: [redacted]
CURRENT COLLEGE: GRADUATE COLLEGE
CURRICULUM: POLITICAL SCIENCE
ENTRY DATE: GRADUATE - FALL 1993
DEGREE: MASTER OF ARTS
AWARDED: 04/95
CURRICULUM: POLITICAL SCIENCE

MAIL TO:
GUNTIS TREIJS
[redacted]

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL 1993			
LING 112	STAND-AMER ENG-ADVAN	4 U	CR
PSCI 645	NATL SYS & INTL POL	3 G	B
PSCI 610	AMER POL INSTITUTION	3 G	BA
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
6.0	6.0	19.5	3.25 3.25
SEMESTER: WINTER 1994			
PSCI 506	PROB AMER GOVERNMENT	4 G	C
PSCI 552	U.N. SYSTEM/DEVELOPMENT	3 G	BA
PSCI 564	INTRO POLIT ANALYSIS	3 G	B
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
10.0	10.0	27.5	2.75 2.94
SEMESTER: SUMMER 1994			
PSCI 598	STUDIES POLIT SCIENC	2 G	A
PSCI 712	PROF FIELD EXPER	3 G	CR
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
2.0	5.0	8.0	4.00 3.06

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL 1994			
PSCI 526	ADMIN LAW & PUB REG	3 G	BA
PSCI 536	COMPARATIVE PUBL ADM	3 G	BA
PSCI 646	SEM/DEVELOPMENT ADM	3 G	BA
ATTEMPT	EARNED	HONOR PTS	SEM-GPA-CUM
9.0	9.0	30.5	3.50 3.20

GRADUATE CUMS:
ATTEMPT: 27.0 EARNED: 30.0 HONOR PTS: 86.5 GPA: 3.20
ACADEMIC STANDING: GOOD STANDING

END OF DOCUMENT

Registrar

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WESTERN MICHIGAN UNIVERSITY

OFFICE OF THE REGISTRAR
Kalamazoo, Michigan 49008

TRANSCRIPT KEY:

Grading System (Adopted 1979):

Grade:	Explanation:	Honor Points:
A	Outstanding, Exceptional	4.0
BA		3.5
B	Very Good, High Pass	3.0
CB		2.5
C	Satisfactory	2.0
DC		1.5
D	Poor	1.0
E	Failure	0.0
X	Failure (unofficial withdrawal)	0.0

Other Marks:

I or I/NC = Incomplete
(Undergrad "I" becomes failure after one year)
(Since 1993 graduate "I" becomes a failure after one year)
W = Withdrawn
CR = Credit under credit/no credit system
(undergraduate = "C" or better)
(graduate = "B" or better)
NC = No Credit under credit/no credit system
AUD = Audit
G = Graduate Credit
U = Undergraduate Credit
R = Repeated course
EXT = Continuing Education
(HC) = Honors Course
(CO) = Correspondence Course
(SI) = Self-Instructional Course
(TC) = Telecourse

The undergraduate standard for good standing and graduation is 2.00.
The Master's standard for good standing and graduation is 3.00.
The Doctorate and Specialist's standard for good standing and graduation is 3.25.

Undergraduate Honors:

cum laude	3.50 - 3.69 grade-point average
Magna cum laude	3.70 - 3.89 grade-point average
Summa cum laude	3.90 - 4.00 grade-point average

All grades at WMU are counted. A minimum of 60 hours must be taken at WMU.

Repeated Courses: (Undergraduate Only)

All courses taken are listed with the grades assigned. No courses have been deleted. Grades for repeated courses with an original registration prior to Fall Semester 1989 are computed in the grade-point average. Only the most recent grade is computed in the grade-point average for courses with a Fall Semester 1989 a later original registration.

Admission Classification:

Undergraduate:	Graduate:
0 = Non-degree	5 = Master
1 = Freshman	6 = Specialist
2 = Sophomore	7 = Doctor
3 = Junior	8 = Non-degree
4 = Senior	

Trimester Designation:

Fall Semester	= August to December, 15 weeks
Winter Semester	= January to April, 15 weeks
Spring Session	= April to June, 7½ weeks
Summer Session	= June to August, 7½ weeks
Academic year	= Fall and Winter Semesters

Course Numbering System:

0-99	= Below college level, remedial
100-199	= Freshman level
200-299	= Sophomore level
300-399	= Junior level
400-499	= Senior level
500-599	= Graduate or advanced undergraduate level
600-699	= Graduate level
700-799	= Graduate (Seminars, Theses, Dissertations, Research, Credit/No Credit Grading)

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Western Michigan University is accredited by the North Central Association of Colleges and Secondary Schools and fully accredited by the National Council for Accreditation of Teacher Education (NCATE). Some individual schools and colleges are recognized by the various accrediting agencies in their respective fields.

EOG-03101

WESTERN MICHIGAN UNIVERSITY

Office of the Registrar
Kalamazoo, Michigan 49008-5128

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PB MLLR 6816431
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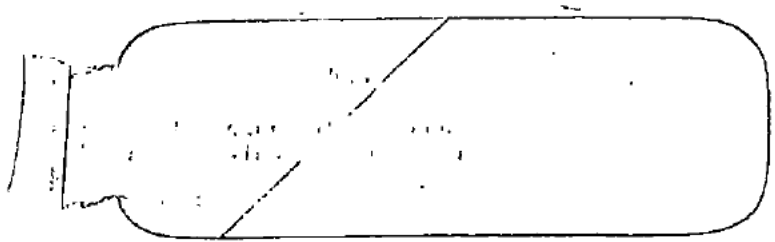

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1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NO.
TREIJS, GUNTIS	ARMY/ARNG	[redacted]

4.a GRADE, RATE, OR RANK	4.b PAY GRADE	5. DATE OF BIRTH (YYYYMMDD)	6. RESERVE OBLIG. TERM. DATE
SPC	E4	[redacted]	Year 2004 Month 11 Day 04

7.a PLACE OF ENTRY INTO ACTIVE DUTY	7.b HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)
LANSING MEPS, MI	[redacted] 0000

8.a LAST DUTY ASSIGNMENT AND MAJOR COMMAND	8.b STATION WHERE SEPARATED
W2L5 ITB 50 IN 01 BN CO B TR TC	FORT BENNING, GA 31905

9. COMMAND TO WHICH TRANSFERRED	10. SGLI COVERAGE
SEE BLOCK 18.	[X] None Amount: $

11. PRIMARY SPECIALTY *(List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)*

11B10 00 INFANTRYMAN--0 YRS-0 MOS//NOTHING FOLLOWS

12. RECORD OF SERVICE	Year(s)	Month(s)	Day(s)
a. Date entered AD This Period	1997	01	09
b. Separation Date This Period	1997	04	24
c. Net Active Service This Period	0000	03	16
d. Total Prior Active Service	0000	00	00
e. Total Prior Inactive Service	0000	02	04
f. Foreign Service	0000	00	00
g. Sea Service	0000	00	00
h. Effective Date of Pay Grade	1996	11	05

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED *(All periods of service)*

ARMY SERVICE RIBBON//SHARPSHOOTER MARKSMANSHIP QUALIFICATION BADGE WITH GRENADE BAR//MARKSMAN MARKSMANSHIP QUALIFICATION BADGE WITH RIFLE BAR//NOTHING FOLLOWS

14. MILITARY EDUCATION *(Course title, number of weeks and month and year completed)*

NONE//NOTHING FOLLOWS

15.a MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERAN'S EDUCATIONAL ASSISTANCE PROGRAM	Yes	No	15.b HIGH SCHOOL GRADUATE OR EQUIVALENT	Yes	No	16. DAYS ACCRUED LEAVE PAID
		X		X		9.0

17. MEMBER WAS PROVIDED A COMPLETE DENTAL EXAM AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION — Yes [X] No

18. REMARKS

DATA HEREIN SUBJECT TO COMPUTER MATCHING WITHIN DOD OR WITH OTHER AGENCIES FOR VERIFICATION PURPOSES AND DETERMINING ELIGIBILITY OR COMPLIANCE FOR FEDERAL BENEFITS//MEMBER HAS NOT COMPLETED FIRST FULL TERM OF SERVICE//BLOCK 9: THE ADJUTANT GENERAL, MICHIGAN, 2500 SOUTH WASHINGTON AVENUE, LANSING, MI 48913-5101//NOTHING FOLLOWS

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PERSONNEL DIVISION

19.a MAILING ADDRESS AFTER SEPARATION (Include Zip Code)	19.b NEAREST RELATIVE (Name and address - include Zip Code)
[redacted] 0000	[redacted] 0000

20. MEMBER REQUESTS COPY 6 BE SENT TO MI DIR OF VET. AFFAIRS	[X] Yes	[ ] No	22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature)
21. SIGNATURE OF MEMBER BEING SEPARATED			DUDLEY F. LOVE CW3, USA, C, TRNE STU DIV

SPECIAL/ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION	24. CHARACTER OF SERVICE (Include upgrades)	
RELEASE FROM ACTIVE DUTY TRAINING	HONORABLE	
25. SEPARATION AUTHORITY	**26. SEPARATION CODE**	**27. REENTRY CODE**
AR 635-200, CHAP 4	MBK	NA

28. NARRATIVE REASON FOR SEPARATION

COMPLETION OF REQUIRED ACTIVE SERVICE

29. DATES OF TIME LOST DURING THIS PERIOD	30. MEMBER REQUESTS COPY 4
NONE	Initials

EOG-03104

DD Form 214-AUTOMATED, NOV 88 *Previous editions are obsolete.* MEMBER - 4

STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES
DIVISION OF DRIVER LICENSES TRANSCRIPT OF DRIVER RECORD

FIRST	MIDDLE OR MAIDEN	LAST	SUFFIX	DOB	HEIGHT	RACE	SEX	SOCIAL SECURITY NUMBER	DRIVER EDUCATION	SEARCH DATE	REQUESTOR
GUNTIS	TREIJS	[redacted]		[redacted]	511	R	M	[redacted]		07-21-99	2610

ADDRESS	CLASS	DATE ISSUED	DATE EXPIRED	RESTRICTIONS	ENDORSEMENTS	FLORIDA DRIVER LICENSE / ID NUMBER	PRIOR STATE AND DRIVER LICENSE NUMBER
[redacted]	E	09-09-97	[redacted]			09-09-97	090997R03

CITY, STATE, ZIP	EXAMS	VISION	SIGNS	RULES	DRIVING	MOTORCYCLE	DATE ORG. DL ISSUED	CDL ISSUE DATE	PREVIOUS BATCH	CURRENT BATCH
10 [redacted]	1	1	1	1	0	0				

DUPLICATE LICENSE:

REPLACEMENT LICENSE:

CRASH/OFFENSE EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	INFORMATION FROM COUNTY/STATE	CITY	COURT	ENTRY	DESCRIPTION	REP.	CITATION	CRASH	DISP.	ACTION	DOCKET OR TICKET NUMBER	DEPT. USE ONLY BATCH
** ENTRIES BELOW COVER THIS PERSONS ENTIRE RECORD **														
** THIS PERSON HAS A DIGITAL IMAGE **														
END OF RECORD														
							RECEIVED JUL 21 1999 PERSONNEL							

IN COMPLIANCE WITH SECTION 322.201 F.S., I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT TRANSCRIPT OF THE SUBJECT'S DRIVER RECORD AS FURNISHED ME BY THE STATE OF FLORIDA DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES.

Robert E Lockwood

ROBERT E. LOCKWOOD
CLERK, CIRCUIT & COUNTY COURTS
BROWARD COUNTY, FLORIDA

NOTE: SOME LICENSES ISSUED BY THE STATE OF FLORIDA ARE VALID IN FLORIDA ONLY. THIS RESULTS FROM APPLICANT RETAINING A VALID LICENSE FROM ANOTHER JURISDICTION.
***** THIS VIOLATION CANNOT BE USED TO SURCHARGE AN AUTOMOBILE LIABILITY INSURANCE POLICY. F.S. 626.9701**

FOG-01105

LICENSE CLASSES

CLASS A	ANY TRACTOR-TRAILER WITH A GVWR OF 26,001 POUNDS OR MORE
CLASS B	ANY SINGLE VEHICLE WITH A GVWR OF 26,001 POUNDS OR MORE
CLASS C	ANY ENDORSED VEHICLE WITH A GVWR OF LESS THAN 26,001 POUNDS
CLASS D	ANY SINGLE VEHICLE OF 8,000 POUNDS OR MORE, BUT LESS THAN 26,001 POUNDS GVWR OR MORE THAN 80 INCHES WIDE
CLASS E	REGULAR OPERATOR'S LICENSE
CLASS E(L)	LEARNER'S LICENSE

RESTRICTIONS

A.	CORRECTIVE LENSES
B.	OUTSIDE REARVIEW MIRROR
C.	BUSINESS PURPOSES
D.	EMPLOYMENT PURPOSES
E.	DAYLIGHT DRIVING ONLY
F.	AUTOMATIC TRANSMISSION
G.	POWER STEERING
I.	DIRECTIONAL SIGNALS
J.	GRIP ON STEERING WHEEL
K.	HEARING AID
L.	SEAT CUSHION
M.	HAND CONTROLS OR PEDAL EXTENSION
N.	LEFT FOOT ACCELERATOR
P.	PROBATION-INTERLOCK DEVICE
R.	RESTRICTED
S.	OTHER RESTRICTIONS
T.	NO PASSENGERS ON MOTORCYCLE
X.	MEDICAL ALERT BRACELET
Y.	EDUCATION PURPOSES
1.	VEHICLES W/O AIR BRAKES
2.	CDL INTRASTATE ONLY
3.	CDL BUS ONLY
4.	CMV < 26,001 LBS. GVWR
5.	NO TRACTOR/TRAILERS
6.	NO CLASS A PASSENGER VEHICLE
7.	NO CLASS B PASSENGER VEHICLE

REPRESENTATIVE CODES

C.	REPRESENTED BY COUNSEL
W.	COUNSEL WAIVED

DISPOSITION CODES

1.	GUILTY
2.	ESTREATURE
3.	FORFEITURE
4.	ADJUDGED DELINQUENT
5.	ADJUDICATION WITHHELD

CITATION/CRASH CODE

C.	INDICATES CITATION ISSUED
A.	INDICATES CRASH

ACTION CODES

D.	DEPARTMENT ACTION
C.	COURT ACTION

HSMV 73260
(Rev. 1/97)

SUNCOAST SYSTEMS SUPPLY, INC. (305) 983-0838 FAX (305) 983-1359

A SOS 69 07/19/1999 11:33:35 RLU01P.
42;1 [redacted] :000.
[redacted] OUT OF STATE FL
GUNTIS TREIJS [redacted] M 5-11 189 BLU
[redacted] R-OPER 09/09/1996 2000

OR COURT DATE	39 OCCURENCE OR ARREST DATE	OFFENSE, ACTIONS TAKEN AND OTHER INFORMATION	POINTS

PREV NAME:GOUNTIS TREIS

MI SOS (PREPARED IN COMPLIANCE WITH MCL 257.733)
(FOR GOVERNMENTAL OR INDIVIDUAL DRIVERS USE ONLY)

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PERSONNEL

Michigan DL

BDVR-156 (9/98)

TEXAS DEPARTMENT OF PUBLIC SAFETY

5805 N. LAMAR BLVD. - BOX 4087 - AUSTIN, TEXAS 78773-0001
512/424-2000

DUDLEY M. THOMAS
DIRECTOR

TOMMY A. DAVIS, JR.
ASST. DIRECTOR

COMMISSION
JAMES B. FRANCIS, JR.
CHAIRMAN
ROBERT B. HOLT
M. COLLEEN MCHUGH
COMMISSIONERS

7/21/99

GUNTIS TREIJS
[redacted]

Dear Sir/Madam:

This is in response to your request for specific information from our driver record files.

We are unable to locate any record in our files under the name of Guntis Treijs, date of birth [redacted] When a license has been expired for more than two (2) years and there is no renewal activity, the record is purged and destroyed.

In the event a citation had been issued which could result in a suspension or cancellation, the record would not have been purged, but would have been maintained in our active computer files.

If you have any questions or if we may be of further service, please contact this office at (512) 424-2036.

Sincerely,

Helen Stauffer

Helen Stauffer, Manager
Driver Records Bureau

HS:la

FROM: TEXAS DEPT OF PUBLIC SAFETY
FAX #: 512 424-5710
TO: GUNTIS TREIJS
FAX #: (954) 831-8727

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EOG-03107

ECE
EDUCATIONAL CREDENTIAL EVALUATORS, INC.
Educational Credential Evaluators, Inc.
P.O. Box 92970
Milwaukee, Wisconsin 53202-0970 USA
http: //www.ece.org
Telephone 414-289-3400
Facsimile 414-289-3411
E-Mail Eval @ ece.org

COURSE-BY-COURSE EVALUATION REPORT

Name: Guntis TREIJS
Birthdate: [redacted]
Social Security #: [redacted]

Reference: 69527/SMF
Date: 15 January 1997

Purpose: Further Education

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U.S. Equivalence: Bachelor of Arts, Major in History
Grade Average: 2.84

Credential: **Diploms** (Diploma)
Institution: **Darba Sarkanā Karoga ordeni apbalvotā Pētera Stučkas Latvijas Valsts universitātē**
(Order of the Red Banner of Labor State University of Latvia named for Peter Stuchka)
Country: Latvia
Year: 1989

The academic work completed in this program can be converted to U.S. credits and grades as follows:

Courses	U.S. Credits	U.S. Grades
Ethnography	1.75	C
Primitive Society	1.00	B
History of Ancient Times I	1.75	C
History of the USSR I	1.75	B
History of the Communist Party of the Soviet Union I	1.75	S
Foreign Language I	4.00	S
Numismatics	0.50	S
Principles of Scientific Work	1.00	S
History of Latvia I	1.00	B
Physical Training I	1.75	S
History of the Communist Party of the Soviet Union II	1.50	A
Archaeology	1.75	C
History of Ancient Times II	2.50	C
History of the USSR II	2.50	B
Logic	0.75	S
Latin Language I	0.75	S
Foreign Language II	2.50	S
History of Latvia II	0.75	C
Physical Training II	1.75	S

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Courses	U.S. Credits	U.S. Grades
TML	0.75	S
Course Paper I	0.00	S
History of the Communist Party of the Soviet Union III	1.75	A
Latin Language II	1.00	C
History of the Middle Ages I	2.50	C
History of the USSR III	2.75	C
Foreign Language III	2.75	S
History of Latvia III	1.75	S
Physical Training III	1.75	S
Marxist Leninist Philosophy I	1.75	B
History of the Middle Ages II	1.75	A
History of the USSR IV	2.50	B
History of Latvia IV	1.25	B
Military Training I	2.50	B
Foreign Language IV	1.75	S
History of Asian & African States I	0.75	S
Latvian Soviet Socialist Republic Cultural Monuments	0.75	S
History of Latvia V	0.75	S
Physical Training IV	1.75	S
Methods	0.50	S
Course Paper II	0.00	C
Marxist-Leninist Philosophy II	1.75	B
Foreign Language V	1.75	B
History of Asian & African States II	1.00	B
Theory of State & Law *	1.00	A
History of the USSR V	2.75	S
History of Modern Times I	2.75	S
Study of Sources of History of the USSR I	1.00	S
Soviet State Law	1.00	S
Physical Training V	1.75	S
Military Training II	2.75	S
Political Economics I	1.75	C
Psychology	1.50	A
Study of Sources of History of the USSR II	2.50	A
History of Modern Times II	2.50	B

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Courses	U.S. Credits	U.S. Grades
Military Training III	1.25	C
History of Asian & African States III	1.25	S
Study of Sources of History of the USSR III	1.75	S
General History of Art	0.75	S
Soviet Administrative Law	0.75	S
Physical Training VI	1.75	S
Course Paper III	0.00	B
Civil Defense	1.25	S
Political Economics II	1.75	B
Scientific Atheism	0.50	B
Pedagogics	1.75	B
History of Modern Times III	2.50	B
Historiography of History of the USSR I	1.75	B
History of Asian & African States IV	1.75	S
History of Southern & Western Slaves I	1.00	S
Soviet Civil Law	1.00	S
Soviet Labor Law	1.00	S
Military Training IV	2.75	S
Physical Training VII	1.75	S
History of Modern Times IV	2.50	B
History of Asian & African States V	1.75	B
History of Southern & Western Slaves II	1.75	C
Historiography of History of the USSR II	0.75	B
Military Training V	2.75	B
Scientific Communism I	1.25	S
Methods of Teaching History	2.25	S
Marxist-Leninist Ethics	0.50	S
Family Law & Court & Public Prosecution Institutions ❖	0.75	S
Law Education at School ❖	0.75	S
Course Paper IV	0.00	B
History of Philosophy	1.25	C
Teaching Principles of State & Law ❖	0.75	A
Soviet Criminal Law	1.50	A
Scientific Communism II	0.75	B
Principles of Informatics	0.50	S

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E-Mail Eval @ ece.org

Courses	U.S. Credits	U.S. Grades
Marxist-Leninist Aesthetics	0.50	S
Development of National Relations	0.50	S
Soviet Civil Procedure	0.50	S
Soviet Criminal Procedure	0.50	S
Graduation Paper: Constitutional Rights of Soviet Citizens	3.00	C
Total semester hours of credit:	138.75	

Equivalence Summary

It is the judgment of Educational Credential Evaluators, Inc. that Guntis TREIJS has the equivalent of a Bachelor of Arts degree with a major in History in the United States.

SMF/tag

cc: South Texas College of Law
University of Baltimore
McGeorge School of Law
George Mason University
Nova Southeastern University

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LATVIJAS UNIVERSITĀTE

Latvijas Republika, Rīga, Raiņa bulv. 19., ind. 226098, tel. 229076

SERTIFIKĀTS

Guntis Treijs
(vārds, uzvārds)

studiju laikā nokārtoj IV eksāmenus un ieskaites šādos priekšmetos :

Nr. p.k.	STUDIJU PRIEKŠMETS	STUNDU SKAITS	VĒRTĒJUMS
Latvijas Valsts universitātes, Vēstures un filozofijas fak., vēstures spec. vakara nodaļā un dienas nod. I. kurss, 1. semestris.			
1.	Etnogrāfija	70	apmierin.
2.	Pirmatnējā sabiedr.	36	labi
3.	Seno laiku vēsture	70	apmierin.
4.	PSRS vēsture	72	labi
5.	PSKP vēsture	68	ieskaitīts
6.	Svešvaloda	162	ieskaitīts
7	Numismātika	18	ieskaitīts
8.	Zin. darbe pamati.	36	ieskaitīts

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[redacted]

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Nr. p.k.	STUDIJU PRIEKŠMETS	STUNDU SKAITS	VĒRTĒJUMS
9.	Latvijas vēsture	36	ciesk. (4)
10.	Fiziskā audzināš.	72	ieskaitīts
	2. semestris.		
11.	PSKP vēsture	64	teicami
	Arheoloģija	68	apmierin.
13.	Sena laika vēsture	100	apmierin.
14	PSRS vēsture	102	labi
15.	Loģika	34	ieskaitīts
16.	Latīņu valoda	34	ieskaitīts
17.	Svešvaloda	102	ieskaitīts
18.	Latvijas vēsture	34	ciesk. (3)
19.	Fiziskā audzināš.	68	ieskaitīts
20	TMZ	34	ieskaitīts
21.	Kursa darbs	—	apmierin.
	II. kurss, 3. semestris.		
22	PSKP vēsture	68	teicami
23	Latīņu valoda	36	apmierin.
24	Viduslaiku vēsture	100	apmierin.
25.	PSRS vēsture	108	apmierin.
26.	Svešvaloda	108	ieskaitīts
27.	Latvijas vēsture	72	ieskaitīts
28.	Fiziskā audzināš.	72	ieskaitīts
	4. semestris.		
			labi

Nr. P.K.	PRIEKŠMETA NOSAUKUMS PĒC MĀCĪBU PLĀNA	STUNDU SKAITS	NOKĀRTOTI	
			IESKAITES	EKSĀMENI
30.	Viduslaiku vēsture	70	—	teicami
31.	PSRS vēsture	102	—	labi
32.	Latvijas vēsture	51	—	labi
33.	Militārā apmācība	102	—	labi
34	Svešvaloda	68	ciesk.	—
35.	Āzijas un Āfrikas	—	—	—
	valstu vēsture	34	ciesk.	—
36.	LPSR kult. piemineklī	30	ciesk.	—
37.	Latvijas vēsture	34	—	ciesk.
38.	Fiziskā audzināš.	68	ciesk.	—
39.	Pion. un komj. d. met.	17	ciesk.	
40	Kursa darbs	—	—	apmier.
	III. kurss 5. semestris.			
41	Mārtiņa Lūtera bibliotēka	72	—	labi
42.	Svešvaloda	72	—	labi
43.	Āzijas un Āfrikas val-	—	—	—
	stu vēsture	36	—	labi
44.	Valsts un tiesību teorija	36	—	teicami
45.	PSRS vēsture	108	ciesk.	—
46.	Jaunā laiku vēsture	108	ciesk.	—
47.	PSRS vēstures avotu māc.	36	ciesk.	—
48.	Padomju valsts tiesības	36	ciesk.	—
49.	Fiziskā audzināšana	72	ciesk.	—
50	Militārā apmācība	108	ciesk.	—

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Nr. P.K.	PRIEKŠMETA NOSAUKUMS PĒC MĀCĪBU PLĀNA	STUNDU SKAITS	NOKĀRTOTI	
			IESKAITES	EKSĀMENI
	6. semestris			
51.	Politekonomija	68	apm. →	
52.	Psiholoģija	60	—	teicami
53.	PSRS vēst. avotu mācība	102.	—	teicami
54.	Jaunā laiku vēsture	102.	—	labi
55.	Militārā apmācība	48	—	apmierin.
56.	Āzijas un Āfrikas	—	—	—
	valstu vēsture	50	iesk.	—
57.	PSRS vēstures avotu mācība	68	iesk.	—
58.	Visp. mākslas vēsture	34	iesk.	—
59.	Pad. administr tiesības	34	iesk.	—
60.	Fiziskā audzināšana	68	iesk.	—
61.	Kursa darbs	—	—	labi
62.	Civilā aizsardzība	50	iesk	
	IV. kurss, 7. semestris			
63.	Politekonomija	68	—	labi
64.	Zinātn. ateisms	24	—	labi
65.	Pedagoģija	68	—	labi
66.	Jaunāko laiku vēst.	102.	—	labi
67.	PSRS vēst. historiogrāfija	68	—	labi
68.	Āzijas un Āfrikas v. vēst.	68	iesk	—
69.	Dienvid-un rietumslāv.	—	—	—
	valstu vēsture	36	iesk.	—
70.	Padomju apvienības	36	iesk	—

Nr. P.K.	STUDIJU PRIEKŠMETS	STUNDU SKAITS	VĒRTĒJUMS
71.	Padomju darba tiesības	36	ieskaite
72.	Militārā apmācība	108	ieskaite
73.	Fiziskā audzināšana	68	ieskaite
	8. semestris		
74.	Jaunāko laiku vēst.	102.	labi
75.	Āzijas un Āfrikas	—	—
	valstu vēsture	68	labi
76.	Dienvid-un rietumslāvu	—	—
	valstu vēsture	68	apmierin.
77.	PSRS vēst. historiogrāfija	34	labi
78.	Militārā apmācība	108	labi
79.	Zinātn. komunisms	51	ieskaite
80.	Vēstures pasn. metod.	85	ieskaite
81.	Marks-L. ētika	17	ieskaite
82.	Ģimenes tiesības	—	—
	tiesas un prokur. iest.	34	iesk
83.	Saln. tiesību avotu	34	ieskaite
84.	Kursa darbs	—	labi
	V. kurss, 9. semestris		
85.	Filozofijas vēst.	50	apmierin.
86.	Valsts un tiesību pasn. mācība	33	teicami
87.	Pad. sarīm. tiesības	55	teicami
88.	Zinātn. komunisms	30	labi
89.	Informāt. pamati	22	ieskaite

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Nr. p.k.	STUDIJU PRIEKŠMETS	STUNDU SKAITS	VĒRTĒJUMS
90.	Marks.-len. ētika	22	ieskaite
91.	Nac. ekon. attīstība	22	ieskaite
92.	Pad. civilprocess	22	ieskaite
93.	Pad. kriminālprocess	22	ieskaite

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CANCELLED

Guntis Ruiļs (vārds, uzvārds) atskaitīts kā universitātes klausītājs (vārds, uzvārds) ar Rektora 1999. (atskaitīšanas) gada 30. jūlija (iemesls) pavēli Nr. 1774

Rektors

Z. v.

Fakultātes sekretārs

B. Ozola

Rīgā, 1993. gada 08. aprīlī

Reģ. Nr 65

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Translated from Latvian

UNIVERSITY OF LATVIA

Republic of Latvia, Riga, No 19 Raina Blvd.,
Code 226098 Phone 229 076

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CERTIFICATE

Guntis TREIJS passed the following examinations and tests in the following subjects in the period of his studies:

No	Subject	Nmb of hours	Mark
I	2	3	4
State University of Latvia, Fac. of History and Philosophy, Spec. of History, Evening Department and Day Department			
	I Year I Term		
I.	Ethnography	70	satisfact.
2.	Primitive society	36	good
3.	History of ancient times	70	satisfact.
4.	History of the USSR	72	good
5.	History of the CPSU	68	passed
6.	Foreign language	I62	passed
7.	Numismatics	I8	passed
8.	Principles of scient. work	36	passed
9.	History of Latvia	36	passed (4)
I0.	Physical training	72	passed
	2 Term		
II.	History of the CPSU	64	excellent
I2.	Archaeology	68	satisfact.
I3.	History of ancient times	I00	satisfact.
I4.	History of the USSR	I02	good
I5.	Logics	34	passed
I6.	Latin language	34	passed
I7.	Foreign language	I02	passed
I8.	History of Latvia	34	passed (3)
I9.	Physical training	68	passed
20.	TML	34	passed
2I.	Course paper	-	satisfact.

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I	2	3	4
	II Year 3 Term		
22.	History of the CPSU	68	excellent
23.	Latin language	36	satisfact.
24.	History of Middle Ages	I00	satisfact.
25.	History of the USSR	I08	satisfact.
26.	Foreign language	I08	passed
27.	History of Latvia	72	passed
28.	Physical training	72	passed
	4 Term		
29.	Marx.-L. philosophy	68	good
30.	History of Middle Ages	70	excellent
3I.	History of the USSR	I02	good
32.	History of Latvia	5I	good
33.	Military training	I02	good
34.	Foreign language	68	passed
35.	History of Asian and African states	34	passed
36.	LSSR cult. monuments	30	passed
37.	History of Latvia	34	passed
38.	Physical training	68	passed
39.	Meth. of pion. and koms. w.	I7	passed
40.	Course paper	-	satisfact.
	III Year 5 Term		
4I.	Marx.-Len. philosophy	72	good
42.	Foreign language	72	good
43.	History of Asian and African states	36	good
44.	Theory of state and law	36	excellent
45.	History of the USSR	I08	passed
46.	History of new times	I08	passed
47.	Study of sources of history of the USSR	36	passed
48.	Soviet state law	36	passed
49.	Physical training	72	passed
50.	Military training	I08	passed
	6 Term		
5I.	Polit. economy	68	satisfact.
52.	Psychology	60	excellent
53.	Study of sources of history of the USSR	I02	excellent

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I	2	3	4
54.	History of new times	I02	good
55.	Military training	48	satisfact.
56.	History of Asian and African states	50	passed
57.	Study of sources of history of the USSR	68	passed
58.	Gen. history of art	34	passed
59.	Sov. administr. law	34	passed
60.	Physical training	68	passed
6I.	Course paper	-	good
62.	Civil defence	50	passed
	IV Year 7 Term		
63.	Polit.economy	68	good
64.	Scient. atheism	24	good
65.	Pedagogics	68	good
66.	History of modern times	I02	good
67.	Historiography of hist. of the USSR	68	good
68.	Hist. of Asian and African s.	68	passed
69.	History of Southern and Western Slavs	36	passed
70.	Soviet civil law	36	passed
7I.	Soviet labour law	36	passed
72.	Military training	I08	passed
73.	Physical training	68	passed
	8 Term		
74.	Hist. of modern times	I02	good
75.	History of Asian and African states	68	good
76.	History of Southern and Western Slavs	68	satisfact.
77.	Historiography of hist. of the USSR	34	good
78.	Military training	I08	good
79.	Scientif. communism	5I	passed
80.	Methods of teach. history	85	passed
8I.	Marx.-L. ethics	I7	passed
82.	Family law court and public prosec. instit.	34	- passed
83.	Law education at school	34	passed
84.	Course paper	-	good

EOG-03118

ORIGINAL
APPROVED
RECEIVED
MAY 13 1999
PERSONNEL DIVISION

I	2	3	4
	V Year 9 Term		
85.	History of philosophy	50	satisfact.
86.	Teach. princ. of state and law	33	excellent
87.	Sov. crim. law	55	excellent
88.	Scient. communism	30	good
89.	Principles of informat.	22	passed
90.	Marx.-Len. aesthetics	22	passed
9I.	Development of nat. relations	22	passed
92.	Sov. civil procedure	22	passed
93.	Sov. criminal procedure	22	passed

Guntis TREIJS was discharged as a graduate of the University by Order of Rector of July 30, I989 No I775

Seal Rector (Signature)
Secretary of the Faculty (Signature)
Riga, April 08, I993
Reg. No 65

Translated by A.Bunga

Riga City, on April 14, I993 I, I.Tseicha, Senior State Notary of the First Riga State Notary Office, hereby authenticate the signature made by translator A.Bunga known to me.

Register entry No 4-6136
State fee LVR 5 paid in
Senior State Notary:

1. RIGAS VALSTS NOTARIĀTA KANTORIS

EOG-03119

ATESTĀTS

par vidējo izglītību

Atestāts izdots Ineitam Gunāram Grāvīti

dzim. [redacted]

Latvijas PSR Rīgā
(republika, apgabala, rajona, pilsēta)

par to, ka viņš 1982. gadā pabeidza

Rīgas 6. vidusskolas
(Latvijas PSR Rīgas pils.)
(skolas pilns nosaukums un tās atrašanās vieta)

pilnu kursu ar apmierinošu uzvedību un šādām sekmēm:

dzimtajā valodā (latviešu)	4 (labi)
literatūrā	4 (labi)
latviešu valodā un literatūrā (skolas ar krievu mācību valodu)	—
krievu valodā (skolas ar latviešu mācību valodu)	3 (viduvēji)
krievu literatūrā (skolas ar latviešu mācību valodu)	3 (viduvēji)
algebrā un analīzes elementos	3 (viduvēji)
ģeometrijā	3 (viduvēji)
PSRS vēsturē	4 (labi)
vispārējā vēsturē	3 (viduvēji)
sabiedrības mācībā	3 (viduvēji)
ģeogrāfijā	4 (labi)
fizikā	3 (viduvēji)
astronomijā	3 (viduvēji)
ķīmijā	3 (viduvēji)
bioloģijā	4 (labi)
svešvalodā (angļu)	3 (viduvēji)
rasēšanā	4 (labi)
dziedāšanā un mūzikā (skolās ar latviešu mācību valodu)	5 (teicami)
fiziskajā kultūrā	5 (teicami)
darbmācībā	4 (labi)
elementārajā militārajā apmācībā	5 (teicami)

Bez tam apguva fakultatīvo kursu

angļu valodā un mākslas vēsture

LATVIJAS PSR

Skolas direktors [signature]

Direktora vietnieks [signature]

Skolotāji [signature]

Izsniegts [signature]

Nr. 1982. gada 26. jūnijā JI № 366661

KOPIJA

RECEIVED
MAY 13 1993
PERSONNEL DIVISION
ORIGINAL
PROVED

1993. 30. aprilis

EOG-03120

ORIGINAL APPROVED

RECEIVED
MAY 13 1999
PERSONNEL DIVISION

COPY OF CERTIF TE
translated from Latvia

CERTIFICATE
secondary education

TREIJS GUNTIS ITALO son was born in [redacted] n Riga in 1979 graduate from Riga Secondary School No 6 and having completed a full curriculum with satisfactory behavior and has been tested in the following subjects:

Latvian	4(good)
Latvian Literature	4(good)
Russian Language	3(satisfactory)
Russian Literature	3 (satisfactory)
Algebra and Elements of Analysis	3(satisfactory)
Geometry	3(satisfactory)
History of the USSR	4(good)
General History	3(satisfactory)
Society Science	3(satisfactory)
Geography	4(good)
Physics	3(satisfactory)
Astronomy	3(stisfactory)
Chemistry	3(satisfactory)
Biology	4(good)
Foreign Language (English)	3(satisfactory)
Drawing	4(good)
Music	5(excellent)
Gymnastics	5(excellent)
Practical studies	4(good)
Military Training	5(excellent)

She completed elective course in Analytical Chemistry and History of A

Seal Principal of school (signature)

Teachers: (signatures)

In June 26, 1982.

JI No 366661

THIS IS TRUE OF THE ORIGINAL.

30.04.1999

Manager of the Archives University of Latvia A.Kalnina

RIGA

EOG-03121

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PERSONNEL DIVISION
ORIGINAL APPROVED

DIPLOMS

PB № 158003

Diploms izdots Teyam Gintim Jāņa d.

ka viņš 19 66 gadā iestājies Darba Sarkanā Karoga ordeņa Latvijas Valsts universitātē

un 19 89 gadā pabeidzis Vēstures fakultātes pilnu kursu

Latvijas specialitātē.

Ar Valsts eksāmenu komisijas 19 89 gada „21" jūnija lēmumu Teyam G.J.

piešķirta vēsturnieka vēstures un sabiedrības mācības pasniedzēja kvalifikācija.

Valsts eksāmenu komisijas priekšsēdētājs

Rektors

Sekretārs

Rīgā (Pilsēta) 19 89 gada „29." jūnijā

Reģistrācijas Nr. 109

Latyshskiy, 43

ДИПЛОМ

PB № 158003

Настоящий диплом выдан Тейсу Гинтису Янисовичу

в том, что он в 19 66 году поступил в Латвийский ордена Трудового Красного Знамени государственный университет имени Петра Стучки

и в 19 89 году окончил полный курс

Латвийского университета

по специальности историка

Решением Государственной экзаменационной комиссии от июня 19 89 г.

присвоена квалификация историка преподавателя истории и обществоведения

Председатель Государственной экзаменационной комиссии

Ректор

Секретарь

М. П. Город Рига 29 июня 19 89 г.

Регистрационный № 109

Московская типография Гознака, 1987.

EOG-03122

RECEIVED
MAY 13 1999
PERSONNEL DIVISION

DZIMŠANAS APLIECĪBA

СВИДЕТЕЛЬСТВО
О РОЖДЕНИИ

Выдано РОВД г. Рин Латв.ССР
паспорт VШ-НЕ 689754
выдан 16 октября 80 г.

EOG-03123

СВИДЕТЕЛЬСТВО О РОЖДЕНИИ

Pils. Ķeģis
Гр. (uzvārds, vārds) Gunts Jānis d.
dzimis (usl) [redacted]
родился (ась) (kvartāls un cipariem rajons, mēnesis un gads) [redacted]
(pēc vēstures, ciparos: diena, mēnesis un gads) [redacted]
[redacted]

Bērna dzimšanas vieta, pilsēta, ciems
Место рождения ребенка: город, селение
Rīga Latv PSR
rajons apgabals
район область

par ko dzimtsarakstu aktu reģistrācijas grāmatā par dzimšanu
о чем в книге записей актов гражданского состояния
о [redacted]
19 [redacted] datumā
числа
izdarīts attiecīgs ieraksts ar Nr. 13-2708
произведена соответствующая запись за №

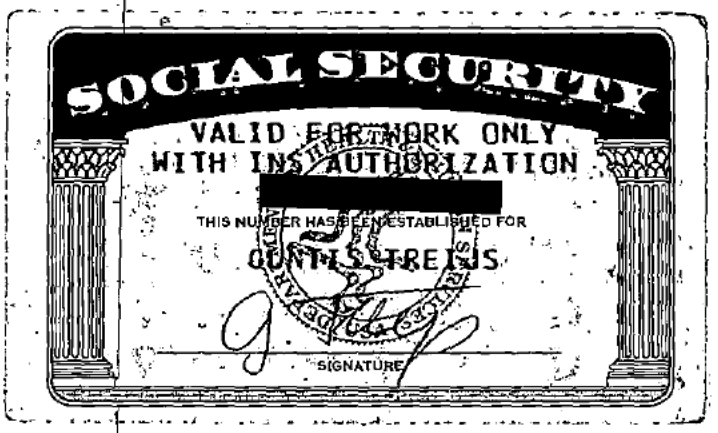
Tēvs [redacted]
Отец
(vārds un tēva vārds — имя и отчество)
tautība
национальность
Māte [redacted]
Мать
(vārds un tēva vārds — имя и отчество)
tautība latviete
национальность
Reģistrācijas vieta Rīgas pils.
Место регистрации
(dzimtsarakstu biroja nosaukums
un atrašanās vieta — наименование и местонахождение
6. iecirknis
Kad izdota [redacted]
Дата выдачи

Dzimtsarakstu biroja priekšnieks
Заведующий бюро записей актов гражданского состояния
(M. Nikitina)

СЕРИЯ I-РЦ № 357008

RECEIVED
MAY 13 1999
PERSONNEL DIVISION
ORIGINAL
APPROVED

EOG-03124



RECEIVED

APR 2 3 1999

PERSONNEL DIVISION

ORIGINAL
APPROVED

DZIMŠANAS APLIECĪBA
СВИДЕТЕЛЬСТВО О РОЖДЕНИИ

Pils. Jānis
Гр. (uzvārds, tēvvārds)

dzimis (usl) [redacted]
родился (лась) (vārdiem un ciparos gads, mēnesis un datums)

[redacted]
(прописью и цифрами год, месяц и число)

[redacted]

Bērna dzimšanas vieta: pilsēta, ciems
Место рождения ребенка: город, селение

Rīga Latv. PSR
rajons apgabals
район область

par ko dzimtsarakstu aktu reģistrācijas grāmatā par dzimšanu
[redacted]
числа

Izdarīts attiecīgs ieraksts ar Nr. B-2708
произведена соответствующая запись за №

VECĀKI:
РОДИТЕЛИ:

Tēvs [redacted]
Отец
(vārds un tēva vārds — имя и отчество)

tautība [redacted]
национальность

Māte [redacted]
Мать
(vārds un tēva vārds — имя и отчество)

tautība latviete
национальность

Reģistrācijas vieta Rīga, Pils.
Место регистрации (dzimtsarakstu biroja nosaukums)
Dzimtsarakstu
un atrašanās vieta — наименование и местонахождение
nodaļa

Kad izdota [redacted]
Дата выдачи

Padomju Sociālistisko Republiku Savienības Rīgas pilsētas Latvijas PSR Valsts Padomes Izpildu komitejas Rīgas Centrālā rajona Dzimtsarakstu nodaļa

PU № 857008

Dzimtsarakstu nodaļas pārzinis
Заведующий отделом записей актов состояния

Paraksts

M. Nikitina

ZIMOCS

1999 gada „23." aprīlī Es, 5 Rīgas valsts notariāla kantora valsts notārs B Dzirkalis apliecinu, ka šis noraksts no dokumenta pirmraksta ir pareizs. Pirmrakstā dzēsumu, piekrāpumu, svītrojumu vārdu un citu neatrunātu labojumu vai ipatības nav.

Ierēģistrēts ar № 4-2857
Iekasēta valsts nodeva 5 Rbl
Valsts notārs

RĪGAS VALSTS NOTARIĀTA KANTORIS

RECEIVED
APR 23 1999
PERSONNEL DIVISION

EOG-03126

Translated from Latvian

COPY

BIRTH CERTIFICATE

RECEIVED
APR 23 1999
PERSONNEL DIVISION

Cit. Treijs Guntis s. of Italo
was born on [redacted]
the [redacted]
Birthplace of the child: city, village Riga
district region Latv.SSR
about what in the Birth Register of the Registry Office
on the [redacted]
was made appropriate entry No B-2708
PARENTS:
Father [redacted] s. of Voldemars
nationality Latvian
Mother [redacted] d. of Janis
nationality Latvian
Place of registration Riga City Registry Office
Issued on [redacted]

II-RC No 357008

Seal Manager of the Registry Office (Signature)
(M.Nikitina)

On April 23, 1993 I, State Notary of the Fifth Riga State Notary Office B.Bazevicha, certify the identity of this copy with the original of the document. In the latter there were no erasures, additions, crossed-out words or any other unauthorized corrections or distinctions.

Register entry No 4-2857
State fee LVR 5 paid in
State Notary (Signature)

Seal

Translated by A.Bunga

Riga City, on April 24, 1993 I, I.Tseicha, Senior State Notary of the First Riga State Notary Office, hereby authenticate the signature made by translator A.Bunga known to me.

Register entry No 4-6134
State fee Rbl. 5 paid in
Senior State Notary:

EOG-03127

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

May 18, 1999

Mr. Guntis Treijs
[redacted]

Dear Mr. Treijs:

The Broward Sheriff's Office is pleased to extend a conditional offer of employment to you for the position of **Child Investigative Specialist**. This offer is specifically contingent upon your successful completion, to the satisfaction of the Broward Sheriff's Office, of the following:

Polygraph Examination
Psychological Examination
Drug Test
Background Investigation
Final File Review

If you are presently employed, we strongly recommend that you not resign your present position until you are notified that you have successfully completed the requirements set forth above. Upon satisfactory completion of all pre-employment steps and contingent upon an available vacancy, you will be offered a position as a **Child Investigative Specialist.**

This offer shall be revoked if you are unable to begin employment on the designated date or your failure to meet any of the requirements or conditions contained herein.

Sincerely,

Diana M. Viscarra, Acting Employment & Recruitment Manager
Human Resources Bureau

HC

2006 Emergency Contact Information Update Form
Bureau of Human Resources
Classification and Compensation Section

In order to provide our employees and thier family members with the highest level of customer service, the Bureau of Human Resources strives to maintain an updated emergency contact database within the personnel/payroll system. Below outlines the ***PRIMARY*** emergency contact information currently in our records. Please review this information for accuracy and make any necessary updates. If there are no updates, simply check the "No Updates" box.

All employees are required to return a form.

Employee Name: TREIJS, GUNTIS CCN: 9714

Classification: DEPUTY SHERIFF - DLE

Location: LAUDERDALE-BY-THE-SEA Budget Code: 3475

Current Emergency Contact Information:

Emergency Contact Name: [redacted]

Emergency Contact Phone: [redacted]

Relationship:

Updates:

[redacted]

[redacted]

VPM

☐ **No Updates**

Employee Signature 3/3/06 Date

Contact the Classification and Compensation section at 954-321-4453 with any questions.

EOG-03129

BROWARD SHERIFF'S OFFICE
EMPLOYEE EMERGENCY NOTIFICATION

Date: 12/2/04

Employee Name: Guntis Treijs

CCN: 9714

IN CASE OF EMERGENCY, NOTIFY:

Name: [redacted]

Address: [redacted]

City, State, Zip, Country [redacted]

Telephone Number: [redacted] Relationship: [redacted]

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Name: _____

Address: _____

City, State, Zip, Country _____

Telephone Number: _____ Relationship: _____

Please attach additional sheets if necessary.

I understand submittal of this form supercedes any and all other Emergency Notification Forms (AP#27) I have submitted.

Signed: Dep T Treijs 9714

BSO AP#27 (Revised 10/04)

EOG-03130

BROWARD SHERIFF'S OFFICE
INFORMATION VERIFICATION FORM

LOCATION: PSB

EMPLOYEE NAME: GUNTIS TREIJS

CCN: 9714

SSN: [redacted]

ADDRESS 1: [redacted]

ADDRESS 2:

CITY/ZIP: [redacted]

TELEPHONE NUMBER: [redacted]

BEEPER NUMBER:

BLOOD TYPE:

MARITAL STATUS: M

EMERGENCY CONTACT: [redacted]

RELATIONSHIP: SPOUSE

EMERGENCY PHONE #: [redacted]

DRIVER'S LICENSE #: [redacted]

SECOND LANGUAGE: READ ONLY: RUSSIAN/LATVIAN WRITE: RUSSIAN/LATVIAN
SPEAK: RUSSIAN/LATVIAN UNDERSTAND: RUSSIAN/LATVIAN

RACE: X WHITE ___BLACK ___HISPANIC ___ASIAN ___NATIVE AMERICAN

NATIONAL ORIGIN: LATVIA

SIGNATURE: G. Treijs

DATE: 8/30/99

Certificate of Achievement

Awarded to

GUNTIS TREIJS

For Successful Completion of

FCIC/NCIC Limited Access Certification

2 Training Hours

Presented by the

Florida Department of Law Enforcement

on

December 2, 2017

This certification expires two years from the date of issuance.

Charles I. Schaeffer, Director
Criminal Justice Information Services

EOG-03132

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **sheriff.org**

Sheriff Scott Israel

COPY

DATE: September 21, 2017 PD 17-011

TO: [redacted]
Deputy Guntis Treijs [redacted]
Parkland, District 17

RECEIVED
OCT 10 2017
HUMAN RESOURCES

FROM: Captain Jan Jordan
Parkland, District 17

SUBJECT: **Commendation**

I would like to thank and commend you for your diligence and hard work while assisting Parkland resident, [redacted] She forwarded a letter expressing her appreciation for your efforts stemming from a case involving her vehicle that was stolen. She appreciated the excellent service and teamwork provided and the ultimate recovery of her vehicle.

A copy of [redacted] letter is attached for you.

Your actions reflect favorably not only upon yourself, but the entire agency. Again, my sincere thanks for a job well done!

JJ/az

Attachment

cc: Lt. Mike DeVita
Personnel File
Division Personnel File

Memorial Hospital West

September 15, 2017

Dear Sheriff's Department Leaders,

THANK YOU! This is the second letter I have written to thank you for the excellent service of the Broward Sheriffs that keep Parkland, Florida safe.

I, as all of the Broward Sheriffs, returned home after working the "disaster" of hurricane Irma. I am a nurse and have been working 20 hour shifts at Memorial Hospital West in Pembroke Pines to care for the healthcare community. The Sheriff's Officers did the same and helped the entire community with shelter, protection and recovery.

On Thursday, September 14, at 1:10 PM, I finally was able to return to my home at [redacted] to enjoy some family time after this terrible disaster. I pulled my car into my home garage, left my belongings in my car, went into my home to get supplies for my family, returned to my garage to find my car stolen from my home. It took my husband and me a few minutes to gather our thoughts and finally realized the car was stolen. I called 911 at 1:26 PM to report the car stolen. I immediately received help from **Deputies** [redacted] **Trcijs,** [redacted] EXCELLENT TEAM of gentleman functioning at a very high level of critical thinking, expertise, data collection and criminal investigation.

These fine Officers of the Law immediately contacted my On-Star Provider. The car was located and seen by the area BSO Officer in Tamarac. The On-Star Service TURNED OFF my stolen vehicle. THAT was amazing! The car stopped. The thieves stole my belongings and exited the car. I thank God that NO ONE was injured during these intense minutes. I was more concerned for the Officers then my vehicle. My car can be replaced. These men and women were most important and can never be replaced.

These Officers completely recovered my car without damage within minutes of the crime. I followed the officers' directions and immediately had my electronic key reprogramed and changed the locks in our home. I am sad to experience such a crime in the "safety" of my own home. These thieves will not hurt my spirit. They are NOT going to win and make me fearful. I will change my routines, close my garage and bring my belongings in the house as educated by your fine officers. I will keep my faith in the BSO and be grateful every day for their care, service and team work. Thank you.

[redacted]

Proof of Completion
Fentanyl Safety for Law Enforcement - 1 hour

- Credit toward mandatory retraining hours = 1 hour
- Print, sign, and date this slide. Provide a copy to your agency's training designee.
- Click the Print Results Button to print. Or, click "File" then "Print" or click the printer icon on your toolbar or hold down the Control (Ctrl) Button and "P."
- When you sign and date the page after completion of this course, you are certifying that you are the person who completed this course and that you are entitled to receive credit--only you will receive credit for that training.
- FDLE **DOES NOT** enter the credit for each training course into the Automated Training Management System (ATMS). This procedure is the responsibility of each agency designee.
- Direct questions to the Bureau of Professional Development at 850-410-7373.

NOTE: To obtain an FDLE certificate of completion and receive credit, present this signed document to your agency training designee.

Treijs, Guntis CCN 9714

Name and Date of Birth

Signature and Date 9/1/17

EOG-03135

BSO Employee Performance Evaluation

RECEIVED
HUMAN RESOURCES
MAY 18 2017

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Guntis Treijs	9714	Deputy Sheriff	05/01/2016	05/01/2017

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.
Meets Expectations: Overall performance consistently meets the requirements for the position.
Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓
Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse→→

EOG-03136

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Treijs is currently assigned to the Alpha Green squad. He utilized his leave in accordance with SPM and arrived for work on time and on most days early. He assists his fellow Deputies when needed. In a district where the calls for service are minimal, Deputy Treijs is one of the more proactive members of the shift. His reports are rarely returned for corrections, and he completes thorough on scene investigations. Deputy Treijs has volunteered and put in for several training classes showing a willingness to increase his knowledge and also refresh his skill set. He is a CIT certified Deputy and also has experience as a CPIS Investigator prior to being hired on as a DLE Deputy. He utilizes these skills on calls for service. Deputy Treijs also speaks fluent Russian which is an asset to the agency and the District.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Treijs is expected to continue to increase his proactive patrols in the city.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs should continue to attend tactical training classes to keep his skills sharp. He has recently taken the promotional exam for Sergeant and is on the eligibility list. He should continue to work towards that career goal.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

Sgt. Bryan Nord #13551 5/7/17

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: ☐

D/S Treijs CAN 9714 5/14/17

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Michael Devita / 7523 5/8/17

Reviewer Signature — Date

Captain Jan Jordan #16931 5/9/17

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period	
			From:	To:
Guntis Treijs	9714	Deputy Sheriff	05/01/2016	05/01/2017

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ 1st Quarter ☐ 2nd Quarter ☐ 3rd Quarter

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.
Meets Expectations: Overall performance consistently meets the requirements for the position.
Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓
Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse→→

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Treijs is currently assigned to the Alpha Green squad. He utilized his leave in accordance with SPM and arrived for work on time and on most days early. He assists his fellow Deputies when needed. In a district where the calls for service are minimal, Deputy Treijs is one of the more proactive members of the shift. His reports are rarely returned for corrections, and he completes thorough on scene investigations. Deputy Treijs has volunteered and put in for several training classes showing a willingness to increase his knowledge and also refresh his skill set. He is a CIT certified Deputy and also has experience as a CPIS Investigator prior to being hired on as a DLE Deputy. He utilizes these skills on calls for service. Deputy Treijs also speaks fluent Russian which is an asset to the agency and the District.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

Deputy Treijs is expected to continue to increase his proactive patrols in the city.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs should continue to attend tactical training classes to keep his skills sharp. He has recently taken the promotional exam for Sergeant and is on the eligibility list. He should continue to work towards that career goal.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

Sgt. Bryan Nord #13551 5/7/17

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: ☐

D/S Treijs CCN 9714 5/14/17

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Michael Devita / 7523 5/8/17

Reviewer Signature — Date

Captain Jan Jordan #16931 5/8/17

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Guntis Treijs	9714	Deputy Sheriff	05/01/2015	05/01/2016

Evaluation Type: (check one) ☐ **Probation** (New Employee/Promotion) ☐ **1st Quarter** ☐ **2nd Quarter** ☐ **3rd Quarter**

☑ **Annual** ☐ **Transfer** ☐ **Other** (specify): _____

RECEIVED
JUN - 3 2016
HUMAN RESOURCES

Employee Performance Criteria and Measures

Needs Improvement: Performance is clearly below the requirements for the position.
Meets Expectations: Overall performance consistently meets the requirements for the position.
Exceeds Expectations: Overall performance consistently exceeds the expected results of job responsibilities.

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations	Exceeds Expectations
Appearance: Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative: Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance: Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service: Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓	
Interpersonal Skills: Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/Decision Making: Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety: Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning and Organizing: Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures: Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse→→

PERFORMANCE CRITERIA	Needs Improvement	Meets Expectations
Attendance and Punctuality: Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓

Overall Performance Summary: Summarize the employee's overall performance for this period by including explanatory comments consistent with the performance criteria measures. Indicate accomplishments, performance needing improvement, and any actions taken by the employee to improve their performance during this rating period.

Deputy Treijs is a veteran Deputy who has over 13 years of law enforcement experience at the Broward Sheriff's Office. He makes good decisions based on his years of experience and seldom seems to be caught off guard. Deputy Treijs communicates well with his co-workers and command staff. He doesn't hesitate to assist other Deputies or the public when asked. Deputy Treijs is very reliable and has a positive work ethic. He volunteers to work extra hours when other shifts run short even though it effects his off duty free time. He takes excellent care of his equipment and operates it in a safe and prudent manner. He complies with hygiene and grooming policies which projects a positive and professional image. Deputy Treijs is assigned to 1702 zone and handles the zone diligently and with very little supervisory input. He interacts well with the public in a manner that reflects positively on him and this agency. Deputy Treijs presents a very good temperament that translates well to his handling of different calls. Deputy Treijs is an asset to this District and to the citizens he serves.

Performance Expectations: Cite action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities:

With the low call volume the Parkland District receives, a deputy can become idle and complacent very easily. Deputy Treijs is expected to maintain a high level of work performance and self-generated calls. He must avoid complacency and continue to strive for excellence.

Career Development: Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs has many abilities and performs well in all aspects of Law Enforcement. I expect him to take any supervisor classes that are available over the next year. Because of his abilities and dedication I recommend that he takes the next Sergeants exam. I also would like Deputy Treijs take a DUI enforcement class within the next six months to improve his DUI enforcement skills.

Signatures Below:

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached: ☐

Sgt. Andrew Smith 13484 05/03/16

Evaluator Signature — Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy, I understand that I can provide documentation to support my work effort. Check if documentation is attached: ☐

DTS 9714 5/5/16

Employee Signature — Date

I have received this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. MICHAEL DEVITA #7523 5/4/16

Reviewer Signature — Date

Capt. Jonathan Greenberg / 13540 5/4/16

Division Signature — Date

Distribution: Original - Human Resources; Copy to Employee; Copy to District/Division/Unit File

BSO AP#8 (Revised 04/16)

RECEIVED

MAY 28 2015

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Classification and Compensation Treijs, Guntis	9714	Deputy Sheriff	05/01/2014	05/01/2015

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓	**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓	**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓	**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse

EOG-03142

RECEIVED
MAY 28 2015

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Performance criteria that needs improvement or exceeds expectations requires written justification.

Deputy Treijs has worked with BSO since 1999 – first working within CPIS, and then becoming a Deputy Sheriff in 2003. Deputy Treijs has been a member of the Broward College Unit (BCU) since August 2012, and I have supervised him since August 2014 (upon the retirement of his previous supervisor). Deputy Treijs has proven to be a valuable asset in his assignment. Being CIT-certified and a member of the Homeless Outreach Team, Deputy Treijs has assisted the large homeless population who visits the public library on campus. Deputy Treijs is fluent in Russian and often assists with translations. Deputy Treijs demonstrates a comprehensive perspective toward managerial responsibilities. Showing concern for staffing requirements and budgetary constraints, Deputy Treijs always offers to flex his schedule and work for Comp Time whenever the need exists. Due to this unique assignment, BCU deputies have to collaborate with Broward College's Campus Safety (CS) Department. CS personnel have affirmed that Deputy Treijs exhibits "hard work" and "proactiveness," is "always on time," and is "responsive on the radio." During one incident on campus, a student secretly taped his interaction with CS and Deputy Treijs. According to the CS Lieutenant who reviewed the tape, Deputy Treijs was heard "being very reassuring and calming to the student, de-escalating the situation and reassuring him he was there to help." During another incident with CS, Deputy Treijs proactively researched an issue involving individuals feeding feral cats. Due to Deputy Treijs' assistance, CS was able to resolve the issue and prevent a significant liability to the college. In February 2015, Deputy Treijs received a commendation for his assistance with a possible stalking situation, wherein the dean of Student Affairs thanked him "for [his] continued and proactive approach."

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs had a supervisory position within CPIS, and served as a supervisor in the military - serving as a lieutenant in the Soviet Army and an E4 Specialist in the Army National Guard. Deputy Treijs has shown great interest in becoming a sergeant within BSO, and has displayed supervisory aptitude within his current assignment. In an effort to gain further experience, Deputy Treijs should volunteer for supervisory responsibilities within his current and future assignments.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

This evaluation period, Deputy Treijs attended the following training classes: Homeless Outreach Team Specialist; MRT for Discriminatory Profiling, Domestic Violence and Juvenile Sex Offender; Handgun Class; Defensive Tactics; Combat Life Saver; as well as Active Shooter/Rescue Task Force. For the upcoming evaluation period, Deputy Treijs should seek courses that could assist him in career development with the goal of becoming a sergeant. He is encouraged to take the upcoming sergeants promotional examination.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. Andrea Tianga #13181 5/7/15
Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S 5/26/15
Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Major Nathan Osgood #9402 5-11-15
Reviewer **Date**

Major Nathan Osgood #9402 5-11-15
Division Signature **Date**

Distribution:

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

EOG-03143

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

August 20, 2014

Guntis Treijs
Deputy Sheriff - DLE
Broward College

Dear Deputy Treijs:

It is with great pleasure and privilege that I present you with your Longevity Service award for 15 years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your longevity award proudly. Thank you for the great work you do every day.

Sincerely,

Scott J. Israel
Sheriff

SJI/CEW/yl
cc: Employee Personnel File
Attachment

Certificate of Commendation

Deputy Guntis Treijs

in recognition of

15 Years of Service

to the Broward Sheriff's Office and the people of Broward County

Scott J. Israel

SCOTT J. ISRAEL, SHERIFF

August 21, 2014

EOG-00145

RECEIVED
JUN 18 2014

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Treijs, Guntis	9714	Deputy Sheriff	05/01/2013	05/01/2014

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓	**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓	**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓	**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.			✓

Continued on reverse

EOG-03146

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. Pursuant to SPM 3.10 (Performance Evaluation Process) a Notice of Improvement Needed (BSO A#157) is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Overall,Deputy Treijs is doing an above average job since coming to the unit from road patrol. He is highly visible on foot, bicycle and in his marked unit while he is patrolling the North Campus. He has familiarized himself with his required daily activities as well as the colleges day to day operations and as a result has built a rapport with the students, staff and faculty creating a safe environment on campus. Deputy Treijs'. strengths are planning and organizing, dependability, initiative and dealing with school administration,staff,faculty and municipal police agencies. He also demonstrates respect for coworkers and supervisors. He completes assignments with little direction or supervision and makes sound decisions when performing under difficult situations. Deputy Treijs works independently and offers new suggestions that could improve the daily operation of the unit. He looks for ways to contribute and help command staff, coworkers and peers while completing assignments . Recently Deputy Treijs assisted Coconut Creek Police Department with the apprehension of a burglary suspect who had just committed a burglary and was running away from the scene adjacent to the campus. He has also built a rapport with the residents who live in the community just outside the campus and assisted them with any issues that may come up regarding college students. Deputy Treijs also assists regularly the Districts and specialized units with Russian translations. Deputy Treijs has no complaints or vehicle accidents during this evaluation period.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs will attend classes and career development courses as they become available to assist him in his job. He should continue to perform as he has in the past in those areas listed here as exceeding expectations.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs will put in for courses related to his current assignment as they become available. Although he enjoys his current assignment, Deputy Treijs is working on getting promoted and is currently on the Sgt.'s list

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. SGT. W. HAWLEY # 3837 5/9/14

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S 5/22/14

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

5/13/2014

Reviewer Lt. Robert B Manfre **Date**

5/20/14

Division Signature **Date**

Distribution: CCN 11260

Original – Human Resources; Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (Revised 01/14)

DEPUTY SHERIFF OATH OF OFFICE

I, GUNTIS TREIJS, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

D/S T Treijs — 1/8/13

DEPUTY'S SIGNATURE — DATE SIGNED

TREIJS CCN 9714

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me on 1-8-13 (Date) by Guntis Treijs (Name of Affiant) who is personally known OR produced identification _____.

Type of identification produced: _____.

NOTARY PUBLIC-STATE OF FLORIDA
Kim Bailey
Commission # EE024104
Expires: DEC. 06, 2014
BONDED THRU ATLANTIC BONDING CO., INC.

Kim Bailey, Kim Bailey
Signature of Notary Public State of Florida

Kim Bailey
Print, Type, or Stamp Commissioned Name of Notary Public

BSO AP#46a (Revised 01/13)

EOG-03148

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Treijs, Guntis	9714	Deputy Sheriff	05/01/2012	05/01/2013

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

RECEIVED
MAY 17 2013
YOUTH & NEIGHBORHOOD SERVICES

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓	**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓	**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓	**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs joined the Broward College Unit from the Lauderdale-by-the-Sea District and is doing an above average job since coming to the unit last August. He is highly visible on foot, bicycle and in his marked unit while he is patrolling the north campus. He has familiarized himself with his required daily activities as well as the colleges day to day operations and as a result has built a rapport with the students, staff and faculty creating a safe environment on campus. Deputy Treijs's strengths are planning and organizing, dependability, initiative and dealing with school administration,staff,faculty and municipal police agencies. He also demonstrates respect for coworkers and supervisors. He completes assignments with little direction or supervision and makes sound decisions when performing under difficult situations. Deputy Treijs works independently and offers new suggestions that could improve the daily operation of the unit. He looks for ways to contribute and help command staff, coworkers and peers while completing assignments . Deputy Treijs has no complaints or vehicle accidents during this evaluation period.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs will attend classes and career development courses as they become available to assist him in his job. He should continue to perform as he has in the past in those areas listed here as exceeding expectations.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs will put in for courses related to his current assignment as they become available. Although he enjoys his current assignment, Deputy Treijs is working on getting promoted and is currently on the Sgt.'s list

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. [signature] 3857 5/15/13

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S Treijs 5/15/13

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. R.S. Baranski 5/17/13

Reviewer LT. R.S. BARANSKI CCN 11262 **Date**

[signature] 5492 05/17/13

Division Signature Acting Captain **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-03150

Public Safety Operations Award

presented to

Deputy Guntis Trejis

Mobile Field Force

on this 15th day of March in the year 2013

Scott Israel

SHERIFF SCOTT J. ISRAEL

EOG-03151

"Team Roster"
Participating Local, State, and Federal Agencies:

Alachua County Sheriff
Bradenton Police
Brevard County Sheriff
Broward County Sheriff
Charlotte County Sheriff
Citrus County Sheriff
Clearwater Police
Collier County Sheriff
Daytona Beach Police
Florida Department of Corrections
Florida Department of Law Enforcement
Florida Division of Alcoholic Beverages & Tobacco
Florida Division of Insurance Fraud
Florida Division of State Fire Marshal-Bureau of Fire & Arson Investigations
Florida Fish & Wildlife Conservation Commission
Florida Highway Patrol
Florida National Guard
Florida Office of Agricultural Law Enforcement
Fort Pierce Police
Gainesville Police
Gulfport Police
Hernando County Sheriff
Hillsborough County Sheriff
Hialeah Police
Kissimmee Police
Key West Police
Lake City Police
Lake County Sheriff
Lakeland Police
Lee County Sheriff
Leesburg Police
Manatee County Sheriff
Marion County Sheriff
Melbourne Police
Monroe County Sheriff
New Port Richey Police
North Port Police
Ocala Police
Orange County Sheriff
Orlando Police
Osceola County Sheriff
Oviedo Police
Palm Bay Police
Palm Beach County Sheriff
Pasco County Sheriff
Pinellas County Sheriff
Plant City Police
Polk County Sheriff
Port St. Lucie Police
Sarasota County Sheriff
Sarasota Police
St. Cloud Police
St. Petersburg Fire Rescue
St. Petersburg Police
Stuart Police
Tampa Fire Rescue
Tampa Police
Tarpon Springs Police
Temple Terrace Police
USF Police
Volusia County Sheriff
West Palm Beach Police
Winter Haven Police
Winter Park Police
Winter Springs Police

EOG-03152

CITY OF TAMPA

CITY OF TAMPA FLORIDA · MASCOTTE · ORGANIZED JULY 15 1886

Bob Buckhorn, Mayor

RECEIVED
OCT 24 2012
HUMAN RESOURCES

FILE

Guntis Treijs
Broward County SO
2421 NW 16th St
Pompano Beach FL 33069-1546

September 21, 2012

Dear Guntis,

As mayor of the City of Tampa, I wanted to personally thank you for helping make the 2012 Republican National Convention a success for Tampa and for the entire state of Florida.

Members of more than 60 different local, state, and federal agencies came together as one team and kept our residents and visitors safe.

The truest indications of your skill are that not one officer, deputy, or trooper was hurt; only two arrests were made during the week of the RNC; there was no significant damage to any property in downtown Tampa; and those who came here to make their voices heard and express their First Amendment rights could do so.

We trained together, and when it mattered, we stood together. Your dedication, cooperation, and team work made all the difference and helped Tampa shine when the world was watching. Instead of clashes with protestors, the world saw Tampa in all of its glory – from the newly lit downtown bridges to historic Ybor City.

I believe that the 2012 Republican National Convention will set the standard for how international events – not just political conventions, but world events - are done.

Guntis, thanks for being part of the team who made us so proud and helped Tampa shine.

Thank you,

Bob Buckhorn

Bob Buckhorn,
Mayor, City of Tampa, Florida

"Team Roster"
Participating Local, State, and Federal Agencies:

Alachua County Sheriff
Bradenton Police
Brevard County Sheriff
Broward County Sheriff
Charlotte County Sheriff
Citrus County Sheriff
Clearwater Police
Collier County Sheriff
Daytona Beach Police
Florida Department of Corrections
Florida Department of Law Enforcement
Florida Division of Alcoholic Beverages & Tobacco
Florida Division of Insurance Fraud
Florida Division of State Fire Marshal-Bureau of Fire & Arson Investigations
Florida Fish & Wildlife Conservation Commission
Florida Highway Patrol
Florida National Guard
Florida Office of Agricultural Law Enforcement
Fort Pierce Police
Gainesville Police
Gulfport Police
Hernando County Sheriff
Hillsborough County Sheriff
Hialeah Police
Kissimmee Police
Key West Police
Lake City Police
Lake County Sheriff
Lakeland Police
Lee County Sheriff
Leesburg Police
Manatee County Sheriff
Marion County Sheriff
Melbourne Police
Monroe County Sheriff
New Port Richey Police
North Port Police
Ocala Police
Orange County Sheriff
Orlando Police
Osceola County Sheriff
Oviedo Police
Palm Bay Police
Palm Beach County Sheriff
Pasco County Sheriff
Pinellas County Sheriff
Plant City Police
Polk County Sheriff
Port St. Lucie Police
Sarasota County Sheriff
Sarasota Police
St. Cloud Police
St. Petersburg Fire Rescue
St. Petersburg Police
Stuart Police
Tampa Fire Rescue
Tampa Police
Tarpon Springs Police
Temple Terrace Police
USF Police
Volusia County Sheriff
West Palm Beach Police
Winter Haven Police
Winter Park Police
Winter Springs Police

EOG-03153

CITY OF TAMPA

Bob Buckhorn, Mayor

Guntis Treijs
Broward County SO
2421 NW 16th St
Pompano Beach FL 33069-1546

September 21, 2012

Dear Guntis,

As mayor of the City of Tampa, I wanted to personally thank you for helping make the 2012 Republican National Convention a success for Tampa and for the entire state of Florida.

Members of more than 60 different local, state, and federal agencies came together as one team and kept our residents and visitors safe.

The truest indications of your skill are that not one officer, deputy, or trooper was hurt; only two arrests were made during the week of the RNC; there was no significant damage to any property in downtown Tampa; and those who came here to make their voices heard and express their First Amendment rights could do so.

We trained together, and when it mattered, we stood together. Your dedication, cooperation, and team work made all the difference and helped Tampa shine when the world was watching. Instead of clashes with protestors, the world saw Tampa in all of its glory – from the newly lit downtown bridges to historic Ybor City.

I believe that the 2012 Republican National Convention will set the standard for how international events – not just political conventions, but world events - are done.

Guntis, thanks for being part of the team who made us so proud and helped Tampa shine.

Thank you,

Bob Buckhorn

Bob Buckhorn,
Mayor, City of Tampa, Florida

[redacted]

Distribution

[redacted]

Deputy Guntis Treijs #9714

[redacted]

SHERIFF'S OFFICE
BROWARD COUNTY

Pride in Service with Integrity

INTERNAL MEMO

Date: September 24, 2012 DLE12-147

To: Distribution

From: Colonel Tim Gillette, Executive Director
Department of Law Enforcement

Subj: Thank You

I would like to commend you and all of our Field Force members who assisted with security providing for the Republican National Convention in Tampa from August 23 to August 31, 2012.

Sheriff Lamberti has received many compliments on our team's level of training and the professionalism our members displayed in carrying out their assigned missions during the Convention.

Your collective efforts in responding to the request for assistance have certainly reflected your dedication to duty, as well as your commitment to our agency credo of *Pride in Service with Integrity*.

Please accept my sincere thanks and appreciation for accepting this assignment and for representing our agency in such an outstanding manner.

TG/sr

cc: Human Resources

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Guntis Treijs	9714	Deputy Sheriff / DLE	05/01/2011	05/01/2012

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓	**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓		**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-03156

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs is punctual and arrives to work prepared to begin his shift. His uniform, equipment, and care for his marked unit project a positive professional image. Deputy Treijs checks his e-mail for messages from his supervisor and responds quickly, when both on and off-duty. Deputy Treijs has demonstrated a continued effort to improve his performance in the areas of Customer Service and Interpersonal Skills. He has modified his interview style and conducts follow-ups. Deputy Treijs has sought and accepted performance feedback and direction in a positive manner.

Deputy Treijs' self-initiated activity (arrests, traffic citations, and FI cards) level for the period is within the top twenty-five percent for the district.

In addition to his district duties, Deputy Treijs is an eight-year Field Force member. He volunteered for additional training and deployment to Tampa for the RNC. Deputy Treijs has requested and completed training courses on his own time when staffing precludes on-duty attendance.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs will continue to focus on the basics of solid investigations, complete and accurate reporting, and delivery of exceptional police service to the community. Performance will be reviewed on a monthly basis with his supervisor.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs is encouraged to enroll in the eight-hour Legal Updates course offered at the Broward Institute of Public Safety along with review of ICJS training materials via BSOInformant.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt. P. LaCana 9411 04/23/2012

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S 4/30/12

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. ANGELO CEDENO

Reviewer **Date** 5/1/12.

5/1/12

Division Signature CHIEF O. LLERENA 8225 **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-03157

Major W[illegible]n Knowles

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Guntis Treijs	9714	Deputy Sheriff / DLE	05/01/2010	05/01/2011

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓		**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.			✓	**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓		**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-03158

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs is punctual and arrives to work prepared to begin his shift. His uniform, equipment, and care for his marked unit project a positive professional image. Deputy Treijs checks his e-mail for messages from his supervisor and responds quickly, when both on and off-duty. Deputy Treijs has demonstrated a willingness to work toward issue resolution; such as citizen and town administration concerns of ordinance violations occurring on the beach. He patrols the beach daily identifying violations and working toward compliance. In addition to his district duties, Deputy Treijs is a seven-year Field Force member. Deputy Treijs has requested and completed training courses on his own time when staffing precludes on-duty attendance.

Instances have been noted where Deputy Treijs has shown what citizens perceived to be abrupt or insensitive behavior toward them. Instances have also been noted where Deputy Treijs has conducted less than complete investigations. He has accepted supervisory feedback in these areas and is striving toward improvement.

Deputy Treijs, along with several other deputies, received accolades via "ask the sheriff" from a parent, for his involvement in the recovery of her teenage runaway.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs will review and follow investigative guidelines presented in the BSO Department of Law Enforcement Investigative Handbook, DLE SOP, and the Sheriff's Policy Manual when handling crime complaints. In coordination with the district detective, Deputy Treijs will complete follow-up investigations following accepted protocol.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs will review ICJS Tutorial Aids via BSO Informant and complete Web-Based/On-Line Training.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

04/28/2011

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

5/16/11

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. ANGELO CEDENO 5/6/11

Reviewer **Date**

5/17/11

Division Signature **Date**

CHIEF O. LLERENA 8225

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-03159

Major William Knowles

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Treijs, Guntis	9714	Deputy Sheriff	05/01/2009	05/01/2010

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓	

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs is punctual and prepared for duty on a daily basis. He maintains his equipment in a constant state of readiness. Deputy Treijs, as others, are encouraged to propose new ideas to combat crime trends and community problems within the district. Deputy Treijs's productivity has increased slightly during this reporting period, showing that he is looking beyond the traffic stop and citizen encounters. Deputy Treijs is encouraged to enhance his investigative efforts beyond traffic enforcement. Deputy Treijs is not overly zealous and asks for suggestions with supervisors and his peers with his decision making process.

During this reporting period, Deputy Treijs was deputy of the month for August 2009 for the arrest of a Burglary In-progress at a local barber shop. In November 2009, he attended Community Relations class at Broward College during his own time to enhance his skills with the community.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs is encouraged to generate self-initiated citizen encounters, additional FI cards based on crime analysis within his areas of assignment, and throughout the district during the next reporting period.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs is expected to seek additional training that will enhance his job skills that apply to his current road patrol assignment.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt Dwight E 5/2/10
10925
Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S Treijs 9714 5/4/10
Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Reviewer LT. ANGELO CEDENO **Date** 5/2/10

5/2/10
Division Signature **Date**
CHIEF O. LLERENA 8225

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

EOG-03161

Major William Knowles

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Legal Updates
November 9, 2009
8 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 9th day of November, 2009

Director

EOG-03162

INSTITUTE OF PUBLIC SAFETY

BROWARD COLLEGE

CERTIFICATE OF ACHIEVEMENT

Guntis Treijs

has successfully completed

Legal Updates
November 9, 2009
8 Hours

BROWARD COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 9th day of November, 2009

Director

EOG-03163

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
954.831.8900 • **www.sheriff.org**

Pride in Service with Integrity

August 18, 2009

Deputy Guntis Treijs
Lauderdale-By-The-Sea

Dear Deputy Treijs,

It is with great pleasure and privilege that I present you with your Longevity Service award for ten years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your longevity pin proudly. Thank you for the great work you do every day.

Sincerely,

Al Lamberti
Sheriff of Broward County

cc: Employee Personnel File
Attachment

EOG-03164

Pride in Service with Integrity

Certificate of Commendation

Deputy Guntis Treijs

in recognition of

10 Years of Service

to the Broward Sheriff's Office and the people of Broward County

AL LAMBERTI, SHERIFF OF BROWARD COUNTY

August 18, 2009

EOC-03165

BSO Employee Performance Evaluation

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Guntis Treijs	9714	Deputy Sheriff	05/01/2008	05/01/2009

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations	PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.		✓		**Interpersonal Skills** Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.		✓	
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓		**Critical Thinking/ Decision Making** Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.		✓		**Safety** Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.		✓	
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.		✓		**Planning & Organizing** Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.		✓		**Policy and Procedures** Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-03166

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs consistently arrives to work early and prepared for duty. Deputy Treijs maintains his assigned equipment to ensure operational readiness. Deputy Treijs is encouraged to suggest new ideas to address crime trends and community problems in his assigned 1303 zone and areas throughout the city. Deputy Treijs is encouraged to "look beyond the stop" while conducting traffic enforcement and citizen stops to ensure all investigations are followed up thoroughly. Deputy Treijs is encouraged to expand his investigative efforts beyond traffic enforcement. Deputy Treijs has recently utilized bicycle patrol to enhance his patrol techniques, and is expected to improve as he gains additional experience.

Deputy Treijs discusses decisions with peers and supervisors and avoids hasty decisions. During this reporting period Deputy Treijs missed a mandatory court appearance and was provided training on policy and procedures. The missed court appearance was his first offense and is not expected to happen again.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs is encouraged to generate self-initiated arrests based on street level narcotics and part one investigations (i. e: burglaries, and larcenies) throughout the district within the next reporting period.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs is expected to expand his horizons by seeking out training that enhances his current skills and applies to his current assignment (i.e. Miranda, Case Law, etc...) during the next reporting period.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

SGT. THOMAS PALMER / 8217 5/1/2009

Evaluator Signature Date

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

5/8/09

Employee Signature Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

5/7/9

Reviewer LT. ANGELO CEDENO Date

Chief S. Gooding
Lauderdale-By-The-Sea 5/11/09

Division Signature Date

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-03167

Major William Knowles

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Guntis Treijs	Deputy Sheriff	DLE/ Lauderdale-by-the-Sea
ANNIVERSARY DATE: May 1, 2009		TODAY'S DATE: 3/6/2009

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

The areas that will be discussed during the upcoming evaluation is dependability (i.e missed court appearance during reporting period). Deputy Treijs is also encouraged to enhance initiative to address crimes and quality of life in the district (i.e. bike patrol).

SGT. THOMAS PALMER / 8217

Signature of Supervisor CCN

Signature of Employee 9114 CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-03168

SHERIFF'S POLICY MANUAL

Acknowledgement

My signature below acknowledges that I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with general orders and revisions.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

D/S Trejo

SIGNATURE

Guntis TREJS CCN 97141

NAME (PRINTED) AND CCN

10/05/08

DATE

NL

10/01/2008

BSO Employee Performance Evaluation

RECEIVED
APR 24 2008
MAJOR WILLIAM H. KNOWLES

Employee Name:	CCN:	Employee Job Title:	Rating Period From:	Rating Period To:
Treijs, Guntis	9714	Deputy Sheriff	05/01/2007	05/01/2008

Evaluation Type: (mark one)	☐ Probation (New Employee/Promotion) ☐ 1st Qtr ☐ 2nd Qtr ☐ 3rd Qtr	☑ Annual	☐ Transfer	☐ Other (specify)

Employee Performance Criteria & Measures

Measure Definitions:

Needs Improvement – Performance is clearly below the requirements for the position.

Meets Expectations – Overall performance consistently meets the requirements for the position.

Exceeds Expectations – Overall performance consistently exceeds the expected results of job responsibilities.

(Mark the appropriate measure that best matches each performance criteria for this evaluation period)

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Attendance and Punctuality Adheres to the work schedule; consistently punctual; uses leave responsibly; schedules leave appropriately within agency standards.			✓
Appearance Projects a positive and professional image in grooming, hygiene and dress in accordance with agency standards.		✓	
Initiative Demonstrates independent action and suggests new ideas to enhance and improve processes; initiates actions to achieve goals beyond what is required.			✓
Work Performance Demonstrates knowledge and skills when executing the duties and responsibilities of the position; generates accurate work products; manages work volume.			✓
Customer Service Assesses customer needs, provides information or assistance, resolves problems and conducts follow-up and evaluates outcomes.			✓

PERFORMANCE CRITERIA	Measures: Needs Improvement	Meets Expectations	Exceeds Expectations
Interpersonal Skills Considers the needs, feelings and capabilities of others; adjusts approaches to respond to different situations; demonstrates cultural competency.			✓
Critical Thinking/ Decision Making Gathers, interprets and evaluates information using reflective, reasonable, and rational thinking to formulate a decision.			✓
Safety Applies safe practices in the performance of duties; including the operation and maintenance of equipment in accordance with departmental standards.			✓
Planning & Organizing Coordinates work, sets priorities, and anticipates and determines resource requirements; manages time effectively.		✓	
Policy and Procedures Demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and other related technical knowledge requirements.		✓	

Continued on reverse

EOG-03170

Overall Performance Summary – Summarize employee's overall performance for this period, taking into account the above measures. An action plan is required for performance criteria needing improvement. Performance criteria that exceeds expectations requires written justification.

Deputy Treijs has a positive employee attitude. His reports are factual, accurate and concise leaving little supervisory review to be done. He works well with other employees and staff. He assists staff, suggesting ideas to help the employee to meet agency and personal standards. He is a self starter and only requires a little or nor motivation to get on a task or assigned issue. He is punctual and follows up on assigned tasks. Deputy Treijs has recently been tasked as the liaison to the TRIAD program for the district.

Performance Expectations – State action-oriented, measurable, specific and time bound future performance expectations related to the employee's job duties and responsibilities.

Deputy Treijs is expect to maintain his current job performance during the next reporting period. He is further expected to expand his Community Involvement duties within the district, taking advantage of his bicycle training and making more community contacts in the community.

Career Development – Identify educational, training, and professional development activities for the upcoming evaluation period.

Deputy Treijs has shown an interest in the Special Investigations Unit. Deputy Treijs speaks three languages and has previous law enforcement investigative skills.

Signatures Below

This evaluation is based on my observations and knowledge of the employee's performance. Check if documentation is attached. ☐

Sgt [signature] 4-22-08

Evaluator Signature **Date**

I certify that this evaluation was reviewed with me in its completed form and I have received a copy. I understand that I can provide documentation to support my work effort. Check if documentation is attached. ☐

D/S [signature] 4/22/08

Employee Signature **Date**

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Chief S. Gooding Lauderdale-By-The-Sea 4/28/08

Reviewer **Date**

Chief S. Gooding Lauderdale-By-The-Sea 4/28/08

Division Signature **Date**

Distribution:

Original – Human Resources (attach 90 Day Notification); Copy to Employee; Copy to Division/Unit Employee File

BSO AP#08 (New 02/08)

EOG-03171

Major William Knowles

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

Pride in Service with Integrity

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Guntis Treijs 9714	Deputy Sheriff	DLE/Lauderdale-By-The-Sea
ANNIVERSARY DATE: May 1, 2008		**TODAY'S DATE:** 1/24/2008

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

SGT THOMAS PALMER / 8217

Signature of Supervisor CCN

9714

Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-03172

KEN JENNE
SHERIFF
BROWARD COUNTY
POST OFFICE BOX 9507
FORT LAUDERDALE, FLORIDA 33310

DATE: December 7, 2000

MEMO TO: Distribution

FROM: Human Resources

SUBJECT: **Personnel Order 00-309 effective December 16, 2000**

The following personnel action shall become effective on the date indicated above.

Child Investigative Specialist Guntis Trejis CCN 9714 PCN 30490 is hereby **promoted** to the position of **Child Investigative Supervisor** in Dept. 5-2113/ Child Protective Investigations Services PCN 10296 reporting to Major Paul Lauria.

Reviewed and Recommended by:

Colonel Thomas Carney — Date
Undersheriff

John Curry, Exec. Director — Date
Department of Administration

EOG-03173

Certificate of Continuing Education

The undersigned participant is awarded .6 CEUs or 6 contact hours of Continuing Education according to the guidelines set forth by the National Task Force on Continuing Education for completion of the following program:

Highly Effective Criticism & Discipline Skills for Managers and Supervisors

Signature of Seminar Participant

5/31/01
Date

Mark R. Truitt, Executive Director

Gary M. Truitt, Managing Director

Rockhurst College Continuing Education Center
NATIONAL SEMINARS GROUP

EOG-03174

DEPUTY SHERIFF OATH OF OFFICE

I, GUNTIS TREIJS, do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the state; and that I will well and faithfully perform the duties of Deputy Sheriff for the Broward County Sheriff's Office on which I am now about to enter. So help me God.

D/S [signature]
DEPUTY'S SIGNATURE

09/05/07
DATE SIGNED

TREIJS CCN 9714
DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
COUNTY OF BROWARD)

SWORN TO AND SUBSCRIBED before me this 5 day of SEPTEMBER, 2007, by GUNTIS TREIJS, who is personally known ✓ OR produced identification ____.
Type of identification produced: ____.

[signature]
Signature of Notary Public - State of Florida

NOTARY PUBLIC STATE OF FLORIDA
Dolores M. Regis
Commission #DD644302
Expires: MAR. 12, 2011
BONDED THRU ATLANTIC BONDING CO., INC.

Print, Type, or Stamp Commissioned
Name of Notary Public

RECEIVED
MAY 14 2007
MAJOR FRANK LIGHTBOURN

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION I: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☑

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy Sheriff

Assignment: DLE / Lauderdale By The Sea

This employee is being evaluated from the period of 5/1/2006 (Month/Day/Year) to 5/1/2007 (Month/Day/Year)

EOG-03176

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☑
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03177

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Deputy Treijs keeps his uniform clean and pressed. He is well groomed and in compliance with the Sheriff's Policy Manual.

WEIGHT: 5 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Deputy Treijs works well with fellow employees. He assists other deputies on the shift, promoting a strong working relationship.

WEIGHT: 10 x RATING (Circle One): O 1 O 2 O 3 ⊙ 4 O 5 **= Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS:

Deputy Treijs assigned vehicle is always in good working condition, meeting all the required services and calibration requirements. Assigned equipment is kept in good working condition.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Deputy Treijs displays and promotes a positive public image. He interacts well with the community and shows an honest concern for the community well-being.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 40

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Reports completed by Deputy Treijs are timely and complete and require little or no supervisory input. He has become more concise with his reporting skills.

WEIGHT: 10 x RATING (Circle One): O1 O2 O3 ⊙4 O5 **= Weighted Rating:** 40

EOG-03178

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.
COMMENTS: Deputy Treijs does not hesitate when responding to calls for service or responding as a backup deputy. He completes tasks efficiently and with little or no "down-time". He is a self starter and solves problems as they occur.
WEIGHT: 15 x RATING (Circle One): O1O2O3⊙4O5 **= Weighted Rating:** 60

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.
COMMENTS: Deputy Treijs understands and follows the basic policies and procedures of the agency. He follows stated and local code procedures when the need arises. If he is unsure of a law or ordinance he will not hesitate to contact a supervisor for clarification.
WEIGHT: 5 x RATING (Circle One): O1O2O3⊙4O5 **= Weighted Rating:** 20

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.
COMMENTS: Deputy Treijs sets goals for himself and takes responsibility to meet these goals on a daily basis. He is a CIT deputy and responds to crisis calls in the district as needed. He can be depended upon to complete tasks assigned by supervision.
WEIGHT: 15 x RATING (Circle One): O1O2O3⊙4O5 **= Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.
COMMENTS: Deputy Treijs bases his decisions on a good fact pattern before making a fair judgment. Little supervisory input is required and he can usually be counted upon to make the appropriate decision.
WEIGHT: 15 x RATING (Circle One): O1O2⊙3O4O5 **= Weighted Rating:** 45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.
COMMENTS: Deputy Treijs is safety conscious and takes appropriate actions to maintain a safe environment for himself, co-workers and the public. He follows basic safety regulations and requests back-up when appropriate.
WEIGHT: 5 x RATING (Circle One): O1O2O3⊙4O5 **= Weighted Rating:** 20

EOG-03179

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	40	Judgment & Decision Making	45
Cooperation	40	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 385 ÷ 100 (Total Weights) = FINAL RATING: 3.85

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs has a positive employee attitude. He adds suggestions to improve the efficiency of the work being accomplished. His reports are factual and concise leaving little supervisory review. He works well with other staff. He is willing to assist others to meet the needs of the agency or his fellow deputies. He is a self-starter and only a little or no motivation is needed for Deputy Treijs to take on a task. He is punctual and follows up on assigned tasks.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Treijs is expected to continue to increase his daily self initiated activities for the upcoming performance evaluation period. His is encouraged to continue to familiarize himself with the Policy Manual and SOP Manual in an effort to become more effective.

EOG-03180

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

He is encouraged to further his knowledge base and enhance his career by attending additional BSO training classes when appropriate.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Deputy Treijs would be perform well in the Homeland Security Unit due to his ability to speak three languages and his previous investigative skills.

SECTION V: Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will then meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☐

Sgt. [signature] 5/3/07
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

D/S [signature] 9714 5/10/07
EMPLOYEE SIGNATURE Date

MAJOR FRANK LIGHTBOURN

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both [illegible] and employee.

Lt. Caren Pollachia
Executive Officer 5-3-07
REVIEWER SIGNATURE Date

Chief S. Gooding
Lauderdale-By-The-Sea 5/10/07
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy – Employee 2nd Copy – Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-03181

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Guntis Treijs 9714	Deputy Sheriff	DLE / Laud by the Sea
ANNIVERSARY DATE: May 1, 2007		**TODAY'S DATE:** 1/30/2007

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

N/A

Sgt. P. LaGarra 9411 9714

Signature of Supervisor CCN Signature of Employee CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-03182

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Guntis Treijs

has successfully completed

Legal Updates
January 29, 2007
8 Hours

Given this 29th day of January

Director

EOG-03183

Certificate of Completion

Awarded to

GUNTIS TREJIS

Recognition of Satisfactory Participation in

SUPERVISOR EFFECTIVENESS TRAINING - 54 HRS
MARCH 5, 6, 22, 23, APRIL 3, 4, 19 & MAY 10, 11, 2001

Presented by

The Department of Children and Families
Professional Development Center
at
Florida International University

This course is approved for child protection education credits and meets the requirements for recertification of the child protection professional.

Debra Danker-Sandler

Debra Danker-Sandler, Director

EOG-03184

CERTIFICATE OF COMPLETION

Presented to

Guntis Treijs

CCN 9714

for attending

Performance Evaluations:
From Planning to Presenting
June 6, 2001

7.5 Hours

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training and Organizational Development Division

ECG-03185

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LITHO. IN U.S.A.

CAREERTRACK®
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9757 Metcalf Avenue • Overland Park, KS 66212 • www.careertrack.com

CERTIFICATE OF ATTENDANCE

Interpersonal Communication Skills for Business Professionals

1.2 CONTINUING EDUCATION UNITS

Presented to: Carol Trefsky *Date:* 10/08/2006

The Continuing Education Unit®

CareerTrack has been reviewed and approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 1620 I Street, NW, Suite 615, Washington, DC 20006.

Executive Director & CEO

EOG-03186

Received

MAY 06 2006

Major Larry L. Rogers

Broward Sheriffs Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriffs Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy Sheriff

Assignment: Department of Law Enforcement, Lauderdale-By-The-Sea

This employee is being evaluated from the period of 05/01/05 (Month/Day/Year) to 05/01/06 (Month/Day/Year)

EOG-03187

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal ☐ The employee is occasionally tardy and absent.	Acceptable ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03188

Performance Criteria: Appearance The deputy sheriffs uniform, grooming and hygiene reflect the professional and public image required In this position
COMMENTS: Deputy Treijs displays a professional image, his uniforms are cleaned and pressed. He is well groomed and in compliance with Sheriff's Policy Manual.
WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.
COMMENTS: Deputy Treijs works well with others for the sake of the organization. Deputy Treijs promotes cooperation by assisting other deputies on the shift. He has built strong working relationships and works effectively with this supervisor.
WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment The deputy sheriff operates and takes care of equipment in an efficient manner.
COMMENTS: Monthly inspections of Deputy Treijs assigned vehicle indicates he takes care of his equipment. He always has his vehicle serviced and calibrated on time. Deputy Treijs consistently cleans his vehicle.
WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact The deputy sheriff Interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.
COMMENTS: I have witnessed Deputy Treijs interact with the public, he displays a positive demeanor and is genuinely concerned for those he comes in contact with. Before Deputy Treijs clears a call, he always asks if they have any questions.
WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Quality of Reports The deputy sheriff prepares and completes concise, accurate, and appropriate reports.
COMMENTS: Deputy Treijs turns in his reports in a timely manner, completing all necessary paperwork with minimal supervisory input. He recently attended a report writing class and has shown significant improvement in his writing skills.
WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-03189

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.
COMMENTS: Deputy Treijs takes action with out undue haste or delay when responding to calls for service or backing up a fellow deputy. When I give Deputy Treijs an assignment, he is judicious in carrying it out to completion. Deputy Treijs always writes down locations where prior crimes occurred and makes sure he responds back for additional patrol without having to be told.
WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.
COMMENTS: Deputy Treijs demonstrates the required knowledge of the Sheriff's Policy Manual. He comprehends the basic policies such as required reports, responding to calls and proper code outs. If he is unsure of a policy, he always confers with me or other assigned supervisors.
WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.
COMMENTS: Deputy Treijs fully accepts all responsibilities required in his day to day activities. He recently became certified in Crisis Intervention and responds to all calls involving possible baker acts. Deputy Treijs is responsible for the district street outage report and always submits his report on time.
WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.
COMMENTS: Deputy Treijs makes wise and fair judgments based on solid facts. At times he requires supervisory input prior to making decisions.
WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.
COMMENTS: Deputy Treijs requests back up when appropriate. He takes proper measures to eliminate unsafe conditions by keeping me informed of all situations of concern. Deputy Treijs follows basic safety regulations.
WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

EOG-03190

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	60	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 355 ÷ 100 (Total Weights) = FINAL RATING: 3.55

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)
Deputy Treijs responds with a positive attitude to suggested actions for improvement and effectively applies all recommendations. I suggested he take a report writing class, he immediately filled out a training request and attended the next available class. The quality of his reports have increased as a result. He is open minded when forming opinions and requires some supervisory assistance. Deputy Treijs works well in cooperation with others, he is consistently punctual for roll call and effectively follows up on assignments.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)
Deputy Treijs is expected to continue to increase his daily self initiated activity for the upcoming evaluation period. Deputy Treijs is expected to attend Bicycle training to increase his patrol techniques. He is encouraged to continue to familiarize himself with the Standard Operating Procedures Manual in an effort to become more independent.

ECG-03191

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy Treijs is encouraged to sign up for career enhancement classes that will help develop his career and expound on his abilities as a deputy sheriff which will allow him to experience other assignments within the agency. He is expected to attend Bicycle and A.T.V. training.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
Deputy Treijs would be well suited for a position in the Homeland Security Unit due to his ability to speak three languages and his investigative experience as a supervisor in C.P.I.S.

SECTION V: Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by to employee.

This evaluation is based on my observations and knowledge of the employee's performance. Check if Documentation is Attached ☐

Sgt. C. Wargin 04/07/06
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. Check If Documentation Attached ☐

Dep. Treijs 5/1/06
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt. Caren Pollaccia 5/1/06
Executive Officer
REVIEWER SIGNATURE Date

Chief Harding
Lauderdale-By-The-Sea 5/4/06
DIVISION SIGNATURE Date

Distribution:
Original -Human Resources (attach 90 Day Notification) 1st Copy -Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date Received by Human Resources:	Date Processed by Human Resources:
Processed by (Please Initial):	

EOG-03192

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Guntis Treijs	Deputy Sheriff	DLE/ L.B.T.S.
ANNIVERSARY DATE: May 1, 2006		**TODAY'S DATE:** 3/1/2006

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

NONE.

5404 — Signature of Supervisor — CCN

9714 — Signature of Employee — CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-03193

SHERIFF'S POLICY MANUAL

RECEIPT

My signature below acknowledges my receipt of the 2005 edition of the Sheriff's Policy Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if I do not understand any portion of the manual. I agree to be responsible for staying current with revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

Dep. [illegible]

SIGNATURE

TRENS 9114

NAME (PRINTED) AND CCN

2/7/06

DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS THROUGH THEIR CHAIN OF COMMAND TO HUMAN RESOURCES.

CIT of BROWARD

Certificate of Completion

is hereby granted to:

Deputy Guntis Treijs

For successfully completing 40 hours of

CRISIS INTERVENTION TEAM TRAINING

This 20th Day of January 2006

By the order of

Norma Wagner, CIT of Broward Coordinator

Evelyn Miller, NAMI Broward President

EOG-03195

CIT of BROWARD

Certificate of Completion

FILE

is hereby granted to:

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For successfully completing 40 hours of

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EOG-03196

SHERIFF'S POLICY MANUAL

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Dgn. Treijs

SIGNATURE

Guntis Treijs

TREIJS 9714

NAME (PRINTED) AND CCN

11/16/05

DATE

THIS RECEIPT MUST BE SIGNED AND RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL EXPEDITIOUSLY FORWARD ORIGINAL RECEIPTS THROUGH THEIR CHAIN OF COMMAND TO HUMAN RESOURCES.

FannieMae

Request for Verification of Employment

9714

Privacy Act Notice: This information is to be used by the agency collecting it or its assignees in determining whether you qualify as a prospective mortgagor under its program. It will not be disclosed outside the agency except as required and permitted by law. You do not have to provide this information, but if you do not, your application for approval as a prospective mortgagor or borrower may be delayed or rejected. The information requested in this form is authorized by Title 38, U.S.C., Chapter 37 of VA's by 12 USC, Section 1701 et. seq. (if HUD/FHA), by 42 USC, Section 1452b (if HUD/CPD), and Title 42 USC, 1471 et. seq., or 7 USC, 1921 et. seq. (if USDA/FmHA).

Instructions: Lender - Complete Items 1 through 7. Have applicant complete Item 8. Forward directly to employer named in Item 1. Employer - Please complete either Part II or Part III as applicable. Complete Part IV and return directly to lender named in Item 2. This form is to be transmitted directly by the lender and is not to be transmitted through the applicant or any other party.

Part I - Request

1. To (Name and address of employer)
BROWARD SHERIFFS OFFICE
HR
4501 N. OCEAN DR.
LAUDERDALE BY THE SEA, FL 33308

2. From (Name and address of lender)
THE MORTGAGE FIRM, INC.
1801 LEE ROAD STE #305
WINTER PARK, FL 32789
(407) 539-3476
FAX (407) 539-2698

I certify that this verification has been sent directly to the employer and has not passed through the hands of the applicant or any other interested party.

3. Signature of Lender: Rhonda Kelly | 4. Title: RHONDA KELLY | 5. Date: 09/12/05 | 6. Lender's No. (Optional): [redacted]

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7. Name and Address of Employee (or Employee's Social Security Number): GUNTIS TREIJS (DEPUTY SHERIFF) [redacted]

8. Signature of Applicant: Please see attached

Part II - Verification of Present Employment

9. Applicant's Date of Employment: 8/30/1999

10. Present Position: Deputy Sheriff - DLE

11. Probability of Continued Employment: cannot verify

12A. Current Gross Pay (Enter amount and check Period): $ 23.2926 ☐ Annual ☐ Weekly ☐ Other (Specify) ☐ Monthly ☒ Hourly

12B. Gross Earnings

Type	Year To Date	Past Year	Past Year - 1
Base Pay	thru 9/14/05: $35,928.81	$54,550.24	$42,127.25
Overtime	Included In Above		
Commission	N/A	N/A	N/A
Bonus			
Total	$35,928.81	$54,550.24	$42,127.25

13. For Military Personnel Only

Type	Monthly Amount
Pay Grade	
Base Pay	$
Rations	$
Flight or Hazard	$
Clothing	$
Quarters	$
Pro Pay	$
Overseas or Combat	$
Variable Housing Allowance	$

14. If Overtime or Bonus is Applicable, is Its Continuance Likely? Overtime ☐ Yes ☐ No: cannot verify. Bonus N/A ☐ Yes ☐ No

15. If base hourly - give hours per week: 40

16. Date of applicant's next pay increase: cannot verify

17. Projected amount of next pay increase: cannot verify

18. Date of employee's next pay increase: 5/14/05

19. Amount of pay increase: Annual Merit Inc. 5%

20. Remarks (If employee was not employed for any length of time, please indicate time period and reason): cannot verify

Part III - Verification of Previous Employment

21. Date Hired
22. Date Terminated
23. Salary/Wage at Termination Per (Year/Month/Week): Base ____ Overtime ____ Commission ____ Bonus ____
24. Reason for Leaving
25. Positions Held

Part IV - Authorized Signature

Federal statutes provide severe penalties for any fraud, intentional misrepresentation, or criminal collusion in connection with the obtaining of any guaranty or insurance by the VA Secretary, the USDA, FmHA/FHA Commissioner, or the HUD/CPD Assistant Secretary.

26. Signature of Employer: Yvonna Lacy | 27. Title (If base pay or type): HR Specialist | 28. Date: 9/14/05

29. Print or Type Name Signed in Item 26: Yvonna Lacy | 30. Phone No.: (954) 321-4400

Printed by The Loan Handler - Contour Software Inc.

Fannie Mae Form 1005 Mar. 90

EOG-03198

The Mortgage Firm

1801 Lee Road, Suite 305

Winter Park, FL 32789

407-539-3476 (Office)

407-645-5603 (Fax)

Verification Of Employment

To: HR/Payroll Date: 09/12/05

Phone: 954-321-4400 Pages: 3

Fax: 954-321-4698 From: Alex Montero

Your employee has applied for a mortgage with our company. The information on the following form is required from you in order to close this loan. Please complete the form; return by FAX as soon as possible and return the original by MAIL.

*Please fill in all blanks, if something does not apply please write N/A in the space provided.

Thank you for your assistance in this matter. Please contact me at the above telephone number if you need further clarification.

PLEASE RUSH! HOME LOAN PENDING!

THE MORTGAGE FIRM, Inc.

Borrower's Certification & Authorization

Certification

The undersigned certify the following:

1. I/We have applied for a mortgage loan from **The Mortgage Firm, Inc.** In applying for the loan, I/We completed a loan application containing various information on the purpose of the loan, the amount and source of the down payment, employment and income information, and assets and liabilities. I/We certify that all of the information is true and complete. I/We made no misrepresentations in the loan application or other documents, nor did I/We omit any pertinent information.
2. I/We understand and agree that **The Mortgage Firm, Inc.** reserves the right to change the mortgage loan review process to a full documentation program. This may include verifying the information provided on the application with the employer and/or the financial institution.
3. I/We fully understand that it is a Federal crime punishable by fine or imprisonment, or both, to knowingly make any false statements when applying for this mortgage, as applicable under the provision of Title 18, United States Code, Section 1014.

Authorization to Release Information

To Whom It May Concern:

1. I/We have applied for a mortgage loan from **The Mortgage Firm, Inc.** As part of the application process, **The Mortgage Firm, Inc.** may verify information contained in my/our loan application and in other documents required in connection with the loan, either before the loan is closed or as part of its quality control program.
2. I/We authorize you to provide to **The Mortgage Firm, Inc.** and to any investor to whom **The Mortgage Firm, Inc.** may sell my/our mortgage, any and all information and documentation that they request. Such information includes, but is not limited to, employment history and income; bank, money market, and similar account balances; credit history; and copies if income tax returns.
3. **The Mortgage Firm, Inc.** or any investor that purchases the mortgage may address this authorization to any party named in the loan application.
4. A copy of this authorization may be accepted as an original.
5. Your prompt reply to **The Mortgage Firm, Inc.** or the investor that purchased the mortgage is appreciated.

NOTICE TO BORROWERS: This is notice to you as required by the Right to Financial Privacy Act of 1978 that HUD/FHA has a right of access to financial records held by financial institutions in connection with the consideration or administration of assistance to you. Financial records involving your transaction will be available to HUD/FHA without further notice or authorization but will not be disclosed or released by this Institution to another Government Agency or Department without your consent except as required or permitted by law.

(Borrower's Signature)	(Date)	[redacted] (Social Security Number)
(Borrower's Signature)	(Date)	(Social Security Number)

1801 Lee Road, Suite 305 • Winter Park, FL 32789 • 407-539-3476 • Fax 407-539-2698

Warrant	Check Date	CCN	Pay	Hours	Amount	Rate	Step	Grade
318		9714	120	0.00	-2.37	0.0000		
318		9714	995	0.00	4.91	0.0000	3	15
318		9714	500	0.00	23.08	0.0000	0	
318	**6/6/2003**				**1,570.83**			
319		9714	100	80.00	1,545.21	19.3151	3	15
319		9714	500	0.00	23.08	0.0000	0	
319		9714	995	0.00	4.91	0.0000	3	15
319	**6/20/2003**				**1,573.20**			
320		9714	240	32.00	618.08	19.3151		
320		9714	500	0.00	23.08	0.0000	0	
320		9714	100	48.00	927.13	19.3151	3	15
320		9714	995	0.00	4.91	0.0000	3	15
320	**7/3/2003**				**1,573.20**			
321		9714	220	8.00	154.52	19.3151		
321		9714	100	32.00	618.09	19.3151	3	15
321		9714	230	32.00	618.08	19.3151		
321		9714	995	0.00	4.91	0.0000	3	15
321		9714	240	8.00	154.52	19.3151		
321		9714	500	0.00	23.08	0.0000	0	
321	**7/18/2003**				**1,573.20**			
322		9714	500	0.00	23.08	0.0000	0	
322		9714	800	0.00	36.92	0.4615	0	
322		9714	802	0.00	147.68	0.0000		
322		9714	100	80.00	1,545.21	19.3151	3	15
322		9714	995	0.00	4.91	0.0000	3	15
322	**8/1/2003**				**1,757.80**			
323		9714	500	0.00	23.08	0.0000	0	
323		9714	800	0.00	36.92	0.4615	0	
323		9714	100	80.00	1,545.21	19.3151	3	15
323		9714	995	0.00	4.91	0.0000	3	15
323	**8/15/2003**				**1,610.12**			
324		9714	100	80.00	1,545.21	19.3151	3	15
324		9714	500	0.00	23.08	0.0000	0	
324		9714	800	0.00	36.92	0.4615	0	
324	**8/29/2003**				**1,605.21**			
325		9714	100	80.00	1,545.21	19.3151	3	15
325		9714	500	0.00	23.08	0.0000	0	
325		9714	995	0.00	4.91	0.0000	3	15
325		9714	800	0.00	36.92	0.4615	0	
325	**9/12/2003**				**1,610.12**			
326		9714	160	3.00	88.99	29.6649		
326		9714	100	72.00	1,390.69	19.3151	3	15
326		9714	310	8.00	154.52	19.3151		
326		9714	995	0.00	4.91	0.0000	3	15
326		9714	500	0.00	23.08	0.0000	0	
326		9714	800	0.00	36.92	0.4615	0	
326	**9/26/2003**				**1,699.11**			

[redacted]

Warrant	Check Date	CCN	Pay	Hours	Amount	Rate	Step	Grade
307		9714	100	72.00	1,358.51	18.8681	0	01
307		9714	240	8.00	150.94	18.8681		
307		9714	995	0.00	3.06	0.0000	0	01
307		9714	500	0.00	23.08	0.0000	0	
307	**1/3/2003**				**1,535.59**			
308		9714	240	8.00	150.94	18.8681		
308		9714	310	48.00	905.67	18.8681		
308		9714	100	24.00	452.84	18.8681	0	01
308		9714	500	0.00	23.08	0.0000	0	
308		9714	995	0.00	4.86	0.0000	0	01
308	**1/17/2003**				**1,537.39**			
309		9714	240	8.00	150.94	18.8681		
309		9714	100	72.00	1,358.51	18.8681	0	01
309		9714	500	0.00	23.08	0.0000	0	
309	**1/31/2003**				**1,532.53**			
310		9714	100	80.00	1,509.45	18.8681	0	01
310		9714	500	0.00	23.08	0.0000	0	
310		9714	995	0.00	4.86	0.0000	0	01
310	**2/14/2003**				**1,537.39**			
311		9714	500	0.00	23.08	0.0000	0	
311		9714	100	80.00	1,509.45	18.8681	0	01
311		9714	995	0.00	4.86	0.0000	0	01
311	**2/28/2003**				**1,537.39**			
312		9714	500	0.00	23.08	0.0000	0	
312		9714	100	80.00	1,509.45	18.8681	0	01
312		9714	995	0.00	4.86	0.0000	0	01
312	**3/14/2003**				**1,537.39**			
313		9714	100	80.00	1,509.45	18.8681	0	01
313		9714	500	0.00	23.08	0.0000	0	
313		9714	995	0.00	4.86	0.0000	0	01
313	**3/28/2003**				**1,537.39**			
314		9714	500	0.00	23.08	0.0000	0	
314		9714	100	80.00	1,509.45	18.8681	0	01
314		9714	995	0.00	4.86	0.0000	0	01
314	**4/11/2003**				**1,537.39**			
315		9714	100	80.00	1,547.18	19.3398	0	01
315		9714	500	0.00	23.08	0.0000	0	
315		9714	995	0.00	4.86	0.0000	0	01
315	**4/25/2003**				**1,575.12**			
316		9714	100	80.00	1,547.18	19.3398	0	01
316		9714	500	0.00	23.08	0.0000	0	
316		9714	995	0.00	4.91	0.0000	0	01
316	**5/9/2003**				**1,575.17**			
317		9714	100	80.00	1,547.18	19.3398	0	01
317		9714	500	0.00	23.08	0.0000	0	
317		9714	995	0.00	4.91	0.0000	0	01
317	**5/23/2003**				**1,575.17**			
318	EOG-03202	9714	100	80.00	1,545.21	19.3151	3	15

REPORT DATES: 01/01/2003 to 09/14/2005

EMP #	NAME	LOC	JOB		CHECK DATE	CHECK #	SALARY
9714	TREIJS, GUNTIS	3475 D9 NO BROW	296	DEPUTY SHE	10/10/2003	1501978	1,610.12
		3475 D9 NO BROW	296	DEPUTY SHE	10/24/2003	1508035	1,679.65
		3475 D9 NO BROW	296	DEPUTY SHE	11/07/2003	1515673	1,679.69
		3475 D9 NO BROW	296	DEPUTY SHE	11/21/2003	1521771	1,679.69
		3475 SPECIAL DE	296	DEPUTY SHE	12/05/2003	1524164	154.00
		3475 D9 NO BROW	296	DEPUTY SHE	12/05/2003	1527834	1,679.69
		3475 SPECIAL DE	296	DEPUTY SHE	12/19/2003	1530213	374.00
		3475 D9 NO BROW	296	DEPUTY SHE	12/19/2003	1533930	1,679.70
				YEAR	2003	TOTAL	10,536.54
		3475 SPECIAL DE	296	DEPUTY SHE	01/02/2004	1536308	286.00
		3475 D9 NO BROW	296	DEPUTY SHE	01/02/2004	1539971	1,679.69
		3475 SPECIAL DE	296	DEPUTY SHE	01/16/2004	1542350	935.00
		3475 D9 NO BROW	296	DEPUTY SHE	01/16/2004	1546033	1,680.24
		3475 SPECIAL DE	296	DEPUTY SHE	01/30/2004	1548422	220.00
		3475 D9 NO BROW	296	DEPUTY SHE	01/30/2004	1552154	1,907.01
		3475 SPECIAL DE	296	DEPUTY SHE	02/13/2004	1554749	572.00
		3475 D9 NO BROW	296	DEPUTY SHE	02/13/2004	1558500	1,680.24
		3475 SPECIAL DE	296	DEPUTY SHE	02/27/2004	1560862	704.00
		3475 D9 NO BROW	296	DEPUTY SHE	02/27/2004	1564685	1,680.24
		3475 SPECIAL DE	296	DEPUTY SHE	03/12/2004	1567210	66.00
		3475 D9 NO BROW	296	DEPUTY SHE	03/12/2004	1571064	1,730.64
		3475 D9 NO BROW	296	DEPUTY SHE	03/26/2004	1577685	1,730.65
		3475 D9 NO BROW	296	DEPUTY SHE	04/09/2004	1583984	1,730.65
		3475 D9 NO BROW	296	DEPUTY SHE	04/23/2004	1590307	1,730.64
		3475 D9 NO BROW	296	DEPUTY SHE	05/07/2004	1596655	1,730.64
		3475 D9 NO BROW	296	DEPUTY SHE	05/21/2004	1603346	1,825.07
		3475 D9 NO BROW	296	DEPUTY SHE	06/04/2004	1609703	1,825.07
		3475 D9 NO BROW	296	DEPUTY SHE	06/18/2004	1616049	1,825.07
		3475 SPECIAL DE	296	DEPUTY SHE	07/02/2004	1618770	220.00
		3475 D9 NO BROW	296	DEPUTY SHE	07/02/2004	1622491	1,825.07
		3475 SPECIAL DE	296	DEPUTY SHE	07/16/2004	1625433	110.00
		3475 D9 NO BROW	296	DEPUTY SHE	07/16/2004	1629201	1,825.07
		3475 SPECIAL DE	296	DEPUTY SHE	07/30/2004	1631703	628.00
		3475 D9 NO BROW	296	DEPUTY SHE	07/30/2004	1635536	1,819.56
		3475 SPECIAL DE	296	DEPUTY SHE	08/13/2004	1638081	264.00
		3475 D9 NO BROW	296	DEPUTY SHE	08/13/2004	1641879	1,926.12
		3475 SPECIAL DE	296	DEPUTY SHE	08/27/2004	1644376	198.00
		3475 D13 LAUDER	296	DEPUTY SHE	08/27/2004	1648730	1,926.12
		3475 SPECIAL DE	296	DEPUTY SHE	09/10/2004	1650877	264.00
		3475 D13 LAUDER	296	DEPUTY SHE	09/10/2004	1655062	1,926.12
		3475 FRANCES	296	DEPUTY SHE	09/17/2004	1659806	269.47
		3475 D13 LAUDER	296	DEPUTY SHE	09/24/2004	1664777	2,027.18
		3475 ADM & DLE	296	DEPUTY SHE	10/08/2004	1668235	84.21
		3475 D13 LAUDER	296	DEPUTY SHE	10/08/2004	1672590	1,926.11
		3475 D13 LAUDER	296	DEPUTY SHE	10/22/2004	1678930	1,926.12
		3475 D13 LAUDER	296	DEPUTY SHE	11/05/2004	1685232	1,876.34
		3475 D13 LAUDER	296	DEPUTY SHE	11/19/2004	1691631	2,034.59
		3475 D13 LAUDER	296	DEPUTY SHE	12/03/2004	1697956	1,980.28
		3475 D13 LAUDER	296	DEPUTY SHE	12/17/2004	1704371	2,084.21

42,127.25

REPORT DATES: 01/01/2003 to 09/14/2005

EMP #	NAME	LOC	JOB	CHECK DATE	CHECK #	SALARY
9714	TREIJS, GUNTIS					
		3475 D13 LAUDER	296 DEPUTY SHE	12/30/2004	1710689	1,870.84
			YEAR 2004 TOTAL			[redacted]
		3475 D13 LAUDER	296 DEPUTY SHE	01/14/2005	1716978	1,980.28
		3475 D13 LAUDER	296 DEPUTY SHE	01/28/2005	1723366	1,980.28
		3475 D13 LAUDER	296 DEPUTY SHE	02/11/2005	1729791	1,876.34
		3475 D13 LAUDER	296 DEPUTY SHE	02/25/2005	1736218	1,876.34
		3475 D13 LAUDER	296 DEPUTY SHE	03/11/2005	1742609	2,057.62
		3475 D13 LAUDER	296 DEPUTY SHE	03/25/2005	1749137	1,876.54
		3475 D13 LAUDER	296 DEPUTY SHE	04/08/2005	1755541	1,876.54
		3475 D13 LAUDER	296 DEPUTY SHE	04/22/2005	1761933	1,876.54
		3475 D13 LAUDER	296 DEPUTY SHE	05/06/2005	1768325	1,876.54
		3475 D13 LAUDER	296 DEPUTY SHE	05/20/2005	1774210	1,876.54
		3475 D13 LAUDER	296 DEPUTY SHE	06/03/2005	1780589	1,979.51
		3475 D13 LAUDER	296 DEPUTY SHE	06/17/2005	1786988	2,089.23
		3475 D13 LAUDER	296 DEPUTY SHE	07/01/2005	1794509	2,235.53
		3475 D13 LAUDER	296 DEPUTY SHE	07/15/2005	1800821	2,298.91
		3475 SPECIAL DE	296 DEPUTY SHE	07/29/2005	1802878	144.00
		3475 D13 LAUDER	296 DEPUTY SHE	07/29/2005	1807105	1,973.81
		3475 D13 LAUDER	296 DEPUTY SHE	08/12/2005	1813430	1,979.51
		3475 D13 LAUDER	296 DEPUTY SHE	08/26/2005	1819800	2,089.24
		3475 D13 LAUDER	296 DEPUTY SHE	09/09/2005	1826062	1,979.51
			YEAR 2005 TOTAL			[redacted]
			EMP 9714 TOTAL			101,009.61

*** END OF REPORT ***

COPY

RECEIVED
JUN 17 2005
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: [redacted] (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy Sheriff

Assignment: Department of Law Enforcement / Lauderdale-by-the-Sea

This employee is being evaluated from the period of 5/1/04 (Month/Day/Year) to 5/1/05 (Month/Day/Year)

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Treijs' uniforms are neat, cleaned and pressed. He is well groomed and reflects the professional public image required of this position.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy Treijs readily accepts suggestions and assignments from his supervisors and has formed positive work relationships with his peers. Having the ability to translate Russian, Deputy Treijs has assisted various law enforcement entities and also Fire Rescue Services.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: Deputy Treijs maintains proper care of his equipment. His patrol unit is kept current on maintenance schedules and speedometer calibrations. Deputy Treijs operates his unit, and uses his equipment, in a prudent manner.

WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Treijs has shown improvement in this area. He has accepted guidance in the use of tact and diplomacy to avoid unnecessary conflict.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Treijs recognized the need to improve his report writing skills and took the initiative to enroll in and complete a writing course. His reports have shown an improvement in sentence structure, grammar and word usage. Deputy Treijs has been very receptive to supervisory input.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-03207

Performance Criteria: Initiative
The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS: Deputy Treijs is a "go getter". He leads the district in arrests and activity.

WEIGHT: 15 x RATING (Circle One): 1 2 3 4 (5) = **Weighted Rating:** 75

Performance Criteria: Policies and Procedures
The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS: Observation of Deputy Treijs' practical application of BSO Policy and Procedures and State Statutes routinely showed he possessed acceptable knowledge and was in compliance.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS: Deputy Treijs accepts personal responsibility for meeting deadlines and producing quality results. He is punctual and effectively follows-up on assignments. Deputy Treijs has voluntarily modified his schedule on multiple occassions to benefit the district.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Judgment and Decision Making
The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.

COMMENTS: Deputy Treijs applies reasoning arriving at proper conclusions with little supervisory input. His decision making is commensurate with his experience.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Maintains Safety
The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.

COMMENTS: Deputy Treijs is alert to potential safety issues and exercises proper "officer safety" practices. He adjusts to changing potential threats.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

EOG-03208

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	75	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	30	Dependability	60		

Add ALL Weighted Ratings: 375 ÷ 100 (Total Weights) = FINAL RATING: 3.75

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs has completed his second year as a deputy sheriff during which time he has shown continuous improvement. Deputy Treijs has made strides in his report writing ability and conflict avoidance. Deputy Treijs has excelled in the areas of initiative and dependability. He has fostered positive work relationships with his supervisors and peers and assists other entities with his Russian translation skills. Deputy Treijs has demonstrated his strong desire to learn and advance his career.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Treijs will complete "The Leader Within: Communicating Skillfully and Assertively" course offered by BSO on July 20, 2005 and "The Leader Within: Communicating Non-Defensively" course on September 15, 2005.

EOG-03209

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Treijs was a CPIS investigator and supervisor and has expressed a continued interest in becoming a DLE detective. Deputy Treijs is encouraged to take classes to enhance his investigative and interviewing skills, case preparation and courtroom testimony.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

Investigations or Highway Unit

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

Sgt. P. LaGana
SGT. P. LAGANA 9411 — 4/15/05
EVALUATOR SIGNATURE — Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Dep. Treijs 9714 — 4/15/05
EMPLOYEE SIGNATURE — Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Lt K. Woodall — APR 15 2005
REVIEWER SIGNATURE — Date

Chief Gooding
Lauderdale-By-The-Sea — 4/15/05
DIVISION SIGNATURE — Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

BSO AP-8-O (Revised 3/01)

EOG-03210

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION

UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: (CCN)	TITLE:	DIVISION:
Guntis Treijs 9714	Deputy Sheriff	DLE / District 13 LBTS
ANNIVERSARY DATE: May 1, 2005		TODAY'S DATE: 2/1/2005

This 90-day notification serves as a reminder of your upcoming annual performance evaluation. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, district/unit objectives, BSO objectives, special assignments, or projects. You are encouraged to present any information that might help illustrate the results of your work efforts.

Please see the description below of any performance improvement areas which will be addressed during the evaluation meeting. Progress in these areas will be reviewed at the meeting.

PERFORMANCE IMPROVEMENT AREA(S): These work behaviors and/or responsibilities will be discussed during your annual evaluation. You should make every effort to show continued improvement in order that the job requirements are being met. If none, indicate not applicable (N/A)-.

No performance concerns at this time.

Sgt Rob Cla 9411 — Signature of Supervisor — CCN

Dep. Treijs 9714 — Signature of Employee — CCN

Maintain a copy of this form in your supervisory file and attach a copy to the completed annual evaluation form. Should you have any questions, please contact your supervisor directly.

Distribution: Original to Employee 1st Copy -Attach to Completed Annual Evaluation 2nd Copy - Supervisor's File

BSO AP-8-R (Revised 8/00)

EOG-03211

BROWARD SHERIFF'S OFFICE
HONORABLE SERVICE NOMINATION FORM

RECEIVED
APR 19 2005
HUMAN RESOURCES

Date: April 16, 2005 Nominee: Guntis Treijs CCN: 9714

Classification: Deputy Sheriff

Assignment: DLE/ District 13

Honorable Service For:
5 yrs ✔ 10 yrs ____
15 yrs ____ 20 yrs ____
25 yrs ____ Other/Specify ____

Submitted By: Sgt. C. Isler CCN: 5404 Dist/Unit: 13

Supervisor: [signature] Lt/Manager: Lt. K. Woodall 5885 Cmdr: Chief Gooding Lauderdale-By-The-Sea

FORWARD TO HUMAN RESOURCES

Human Resources Verification:

Employee has continuous service beginning 8.30.99; and a break in service from NA to NA, if applicable.

Employee has acceptable evaluation scores: Yes ✔ No ____
If "No," give dates of substandard evaluations: ____ ____

Verified By: [signature] CCN: 13702 Date: 4.22.05

FORWARD TO PROFESSIONAL COMPLIANCE

Professional Compliance Verification:

Disciplinary Record: Yes ____ No ____ Initial: ____ CCN: ____

Record Attached: Yes ____ No ____ Initial: ____ CCN: ____

Verified By: ____ CCN: ____ Date: ____

FORWARD TO AWARDS COMMITTEE CHAIRPERSON

Final Disposition - Honorable Service:

No Award: ____ 5 yrs: ____ 10 yrs: ____ 15 yrs: ____ 20 yrs: ____ Other: ____

Date range for award from ____ to ____.

Date: ____ Awards Chairperson: ____

cc: Human Resources ____ NOMINEE SUBMITTER ____ NOMINEE ____ FILE ____

BSO A#34 (Revised 07/03)

EOG-03212

DATE: April 20, 2005

MEMO TO: Deputy Guntis Trejs

FROM: Chief Scott A. Gooding
Lauderdale-By-The-Sea

SUBJECT: **Employee of the Month – April 2005**

On April 17, 2005 you observed a suspicious white four door Chevrolet Lumina traveling south on North Ocean Drive. The vehicle had dark tinted windows and the tag was obstructed with a plastic frame cover. You initiated a traffic stop in the 4200 block of North Ocean Boulevard and were advised through your MDT that the vehicle is registered in Teletype as having been stolen out of Fort Lauderdale on February 4th.

Using sound police procedures, you immediately requested back up deputies to respond to the scene. The quick response of backup deputies allowed you to safely remove all the occupants from the vehicle without incident. The driver, later identified as Mykel Williams, was taken into custody and later debriefed by detectives. Your investigation cleared the passenger in the vehicle of involvement in the crime. You were able to return the car to the victim in good condition with no apparent exterior damage.

Your keen observations and quick reaction resulted in the recovery of this stolen vehicle and the apprehension of the offender. You displayed professionalism, sound police procedures and investigative skills in this case. You have brought credit to yourself and to the Lauderdale-By-The-Sea District. It is for these reasons that you have been chosen as the Lauderdale-By-The-Sea District Employee of the month for the Month of April 2005

[redacted]

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Guntis Treijs

has successfully completed

Criminal Law
January 3 - 14, 2005
40 Hours

BROWARD COMMUNITY COLLEGE
INSTITUTE OF PUBLIC SAFETY

Given this 14th day of January, 2005

Director

(B)

SS.

[redacted] EOG-03214

[redacted] 9/14

2/18/05

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Officer Profile Sheet

Name : Guntis Treijs			SSN: [redacted]
Race : Wh	Sex : M	Birthdate : [redacted]	Education : Master

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0060000 Broward County Sheriff's Office	LE	FT	11/16/02			Y	11/16/02

Salary Incentive

Basic LE	Career Dev.	Education	Maximum Eligible
$0	$0	$80	$80

Certification

Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	231484	Active	5/19/03	6/30/07	

Exam

Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	4/30/03	1	Pass	N/T	N/T	N/T	N/T	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/13/02	LEO1	Industrial/organizational Solutions					Broward	Pass

Training

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
11/25/02	4/23/03	03-2002-224-8	N/A	Cms Application-Based Law Enforcement Officer Basic Recruit Training Program	P	720
1/3/05	1/14/05	03-2005-019-1	1998.12	Criminal Law	P	40

Mandatory One-time Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	4/23/03
Incident Command System (ICS)	4/23/03

Guntis Treijs [redacted]

EOG-03215

JEB BUSH
GOVERNOR

RECEIVED
FEB - 2 2005
HUMAN RESOURCES

GUY M. TUNNELL,
COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

GUNTIS TREIJS

ADVANCED TRAINING CERTIFICATE
CRIMINAL LAW
40 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DORRIS SEIBERT, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

January 14, 2005 [redacted] 03-2005-019-1

(B) 36.02 #9714

DCG-03216

INSTITUTE OF PUBLIC SAFETY

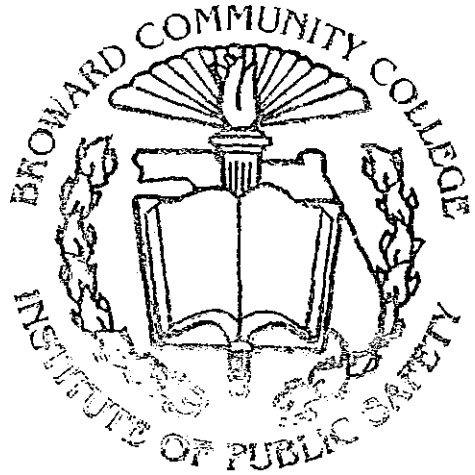
BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Guntis Treijs

has successfully completed

Criminal Law
January 3 - 14, 2005
40 Hours



Given this 14th day of January, 2005

Director

EOG-03217

Pending

INSTITUTE OF PUBLIC SAFETY

BROWARD COMMUNITY COLLEGE

Certificate of Achievement

Guntis Treijs

has successfully completed

Criminal Law
January 3 - 14, 2005
40 Hours

Given this 14th day of January, 2005

Director

(B) 36.92

EOG-03218

INTERNAL MEMO

Date: September 21, 2004

To: Personnel Assisting District 13/LBTS
Hurricane Frances

From: Chief Scott Gooding

Subj: Letter of Appreciation

I would like to take this opportunity to personally commend you for the assistance you provided before, during and after Hurricane Frances. Your commitment helped to ensure the safety of the residents of Broward County and our community.

Your service, cooperation and dedication reflect well on you personally and on the Broward Sheriff's Office.

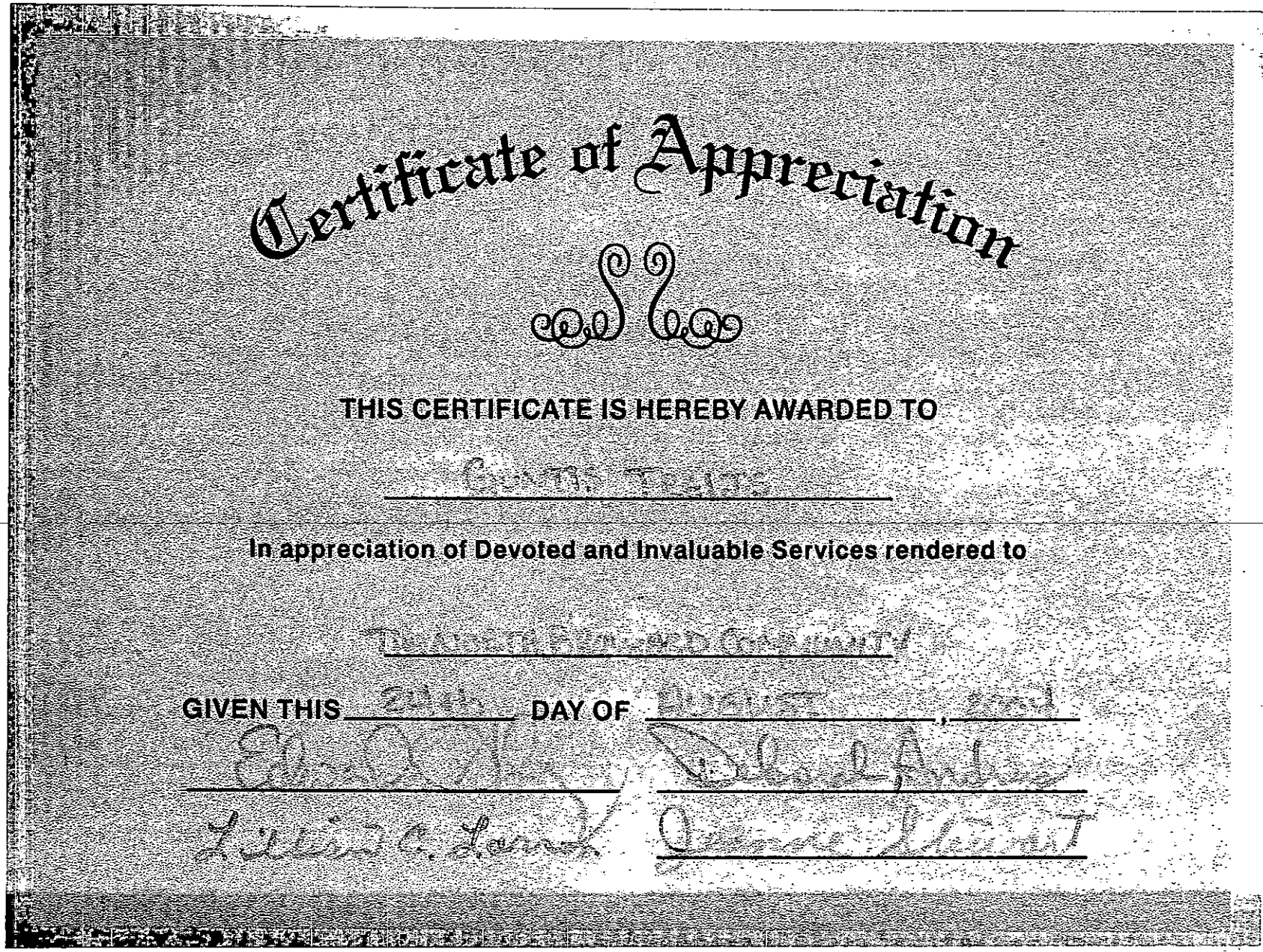
SAG/dmr

[redacted]

[redacted]

Deputy Guntis Trejis

[redacted]



Certificate of Appreciation

THIS CERTIFICATE IS HEREBY AWARDED TO

In appreciation of Devoted and Invaluable Services rendered to

GIVEN THIS 21st DAY OF December, 2011

Julie C. Lewis

Queen Elizabeth

MICHIGAN STATE UNIVERSITY

School of Criminal Justice
East Lansing, Michigan

This certifies that:

Guntis Treijs

Has completed the following on-line safety training from "saferesponse.com":

Hazardous Materials Response - Awareness Level

As described in OSHA requirements on Hazardous Waste Operations and Emergency Response (29 CFR 1910.120)

8/19/2004

Completion Date

006312

Certificate Number

Emergency Response Solutions

Industrial Safety Consultants, Inc.

Dep.

Departmental Representative

EOG-03221

Broward Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
(954) 831-8900 • www.sheriff.org

August 25, 2004

Deputy [redacted]
District XIII

Dear Deputy Treijs,

It is with great pleasure and privilege that I present you with your Uniformed Longevity Service Bar for five years of continuous service. Your dedication and allegiance are the best illustrations of the service BSO provides to the people of Broward County.

This is an important recognition, and I hope you will display your ribbon bar proudly. Thank you for the great work you do every day.

Sincerely,

Ken Jenne
Sheriff

KJ/yl
cc: Employee Personnel File
Attachment

DATE June 2, 2004

TO: Chief Tony Varona
District 9

FROM: Sergeant James Kammerer, Supervisor
Criminal Investigations / Crime Scene Unit

SUBJECT: COMMENDATION: DEPUTY GUNTIS TREIJS
CCN 9714

On behalf of the Crime Scene Unit, I would like to commend Deputy Guntis Treijs for his fine efforts in the processing of a crime scene involving a recovered stolen vehicle reference to Broward Sheriff's Office Case # BS03-08-7565.

His efforts have resulted in the identification of a suspect, Nelson Seman, through latent prints which were lifted in this case and forwarded to the Latent ID Unit.

His assistance in this investigation has been greatly appreciated.

A copy of this letter will be placed in his personnel file.

cc: Deputy Guntis Treijs
Human Resources

RECEIVED
MAY 11 2004
MAJOR LARRY L. ROGERS

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

RECEIVED
MAY 13 2004

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy / DLE

Assignment: North Broward District Nine

This employee is being evaluated from the period of 5/1/03 (Month/Day/Year) to 5/1/04 (Month/Day/Year)

BSO AP-8-O (Revised 3/01)

EOG-03224

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03225

Performance Criteria: Appearance The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.							
COMMENTS: Deputy Treijs presents a very positive image in accordance with Policy. His uniforms are neat and clean. He maintains a well groomed appearance.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	20

Performance Criteria: Cooperation The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.							
COMMENTS: Deputy Treijs works well with fellow shift members and supervisors in an effort to accomplish agency goals. Deputy Treijs has been very active in addressing quality of life issues within the community, no matter what zone he patrols.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Operation and Care of Equipment The deputy sheriff operates and takes care of equipment in an efficient manner.							
COMMENTS: Deputy Treijs maintains his marked unit and other BSO equipment in proper working order. He operates his unit in a safe manner. He also keeps his vehicle maintenance up to date.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Public Contact The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.							
COMMENTS: Deputy Treijs communicates wells with the citizens and business owners within the community he serves. He is sincere and respectful with the people he interacts with while handling calls for service.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Quality of Reports The deputy sheriff prepares and completes concise, accurate, and appropriate reports.							
COMMENTS: Deputy Treijs' reports have been satisfactory. He still has sporadic errors on occasion, which can be attributed to not proof reading material prior to submission. Deputy Treijs has been counseled in this area.							
WEIGHT: 10 x RATING (Circle One):	1	2	(3)	4	5	**= Weighted Rating:**	30

EOG-03226

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.
COMMENTS: Deputy Treijs has improved his self initiated activity. He is at the higher end of the shift with his productivity and response to community concerns.
WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 **= Weighted Rating:** 60

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.
COMMENTS: Deputy Treijs has demonstrated a satisfactory knowledge of policy and procedures and state statutes during the rating period.
WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 15

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.
COMMENTS: Deputy Treijs can be counted on to complete his assigned tasks in a timely manner. He responds quickly to issues of concern expressed by the command.
WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.
COMMENTS: Deputy Treijs has shown sound judgment in handling calls for service during this rating period. His previous experience as a CPIS Investigator has enabled him to handle any child abuse or child neglect case very efficiently.
WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 **= Weighted Rating:** 45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.
COMMENTS: Deputy Treijs has displayed good use of safety tactics during the rating period. He has been observed on calls to use proper police tactics when interviewing suspects.
WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 **= Weighted Rating:** 20

EOG-03227

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 355 ÷ 100 (Total Weights) = FINAL RATING: 3.55

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs has shown satisfactory or above performance levels in all categories for this rating period. He has displayed a willingness to learn and is receptive to constructive criticism by supervisors. He maintains a professional image and conduct with the public. Deputy Treijs is very active in locating and documenting quality of life issues no matter what zone assignment he has. Deputy Treijs' previous experience as a CPIS Investigator has been a plus during child abuse and child neglect calls for service.

Deputy Treijs needs to work on proof reading his work prior to submission. This will enable him to catch and correct mistakes before a supervisor needs to send work back for corrections.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees' duties and responsibilities)

Deputy Treijs should continue to enhance his proficiency in all performance areas. He should actively seek out calls for service that he has not handled in the past to gain experience and become more comfortable with various calls. Deputy Treijs needs to monitor his report writing more closely and limit errors on his reports.

EOG-03228

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Treijs has been encouraged to signed up for career development courses.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

N/A- Just completing probationary period.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☑

SGT. JERRY WURMS 4729 4/27/04

EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check If Documentation Attached** ☐

Dep. Treijs 9714 5/5/04

EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. WILLIAM O'BRIEN 9358

REVIEWER SIGNATURE Date

CHIEF TONY VARONA 3003 05.03.04

DIVISION SIGNATURE Date

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EOG-03229

#11

RECEIVED
APR - 6 2004
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Treijs (last) Guntis (first) (middle)

CCN-. 9714 Rank or Position: Deputy Sheriff

Assignment: District - 9 North Broward

This employee is being evaluated from the period of 03/01/04 (Month/Day/Year) to 03/31/04 (Month/Day/Year)

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☐
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03231

Performance Criteria: Appearance The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position
COMMENTS: N/A
WEIGHT: 5 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Cooperation The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.
COMMENTS: N/A
WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Operation and Care of Equipment The deputy sheriff operates and takes care of equipment in an efficient manner.
COMMENTS: N/A
WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Public Contact The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.
COMMENTS: N/A
WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Quality of Reports The deputy sheriff prepares and completes concise, accurate, and appropriate reports.
COMMENTS: N/A
WEIGHT: 1 0 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:** 40

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.
COMMENTS: N/A
WEIGHT: 15 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.
COMMENTS: N/A
WEIGHT: 5 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.
COMMENTS:
WEIGHT: 15 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.
COMMENTS: N/A
WEIGHT: 15 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.
COMMENTS: N/A
WEIGHT: 5 x RATING (Circle One): 1 2 3 4 5 = **Weighted Rating:**

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	_____	Quality of Reports	_____	Judgment & Decision Making	_____
Cooperation	_____	Initiative	_____	Maintains Safety	_____
Operation & Care of Equipment	_____	Policies & Procedures	_____		
Public Contact	_____	Dependability	_____		

Add ALL Weighted Ratings: _____ ÷ 100 (Total Weights) = FINAL RATING: _____

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Guntis Treijs has been out on a work related injury for the entire month of March. No evaluation could be made during this period.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

N/A

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
N/A

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation is Attached** ☐

Lieutenant Phil Evans 2933 03/31/04
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Dep. Sheriff 9714 4/5/04
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

CHIEF TONY VARONA 3093 04/01/2004
REVIEWER SIGNATURE Date

CHIEF TONY VARONA 3093 04/01/2004
DIVISION SIGNATURE Date

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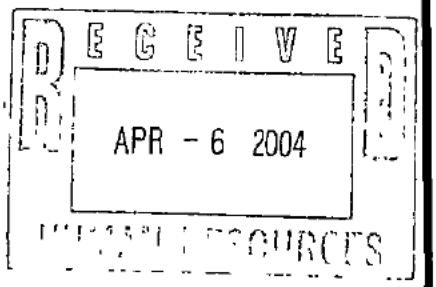
EOG-03235

#10



Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy / DLE

Assignment: North Broward District Nine

This employee is being evaluated from the period of 2/1/04 (Month/Day/Year) to 2/29/04 (Month/Day/Year)

BSO AP-8-O (Revised 3/01)

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03237

Performance Criteria: Appearance The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.							
COMMENTS: Deputy Treijs presents a very positive image in accordance with Policy. His uniforms are neat and clean. He maintains a well groomed appearance.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	20

Performance Criteria: Cooperation The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.							
COMMENTS: Deputy Treijs works well with other deputies and supervisors in an effort to accomplish agency goals. Although Deputy Treijs has been assigned to different zones on a daily basis, he still addresses quality of life issues within the community.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Operation and Care of Equipment The deputy sheriff operates and takes care of equipment in an efficient manner.							
COMMENTS: Deputy Treijs maintains his marked unit and other BSO equipment in proper working order. He operates his unit in a safe manner. He also keeps his vehicle maintenance up to date.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Public Contact The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.							
COMMENTS: Deputy Treijs communicates wells with the citizens and business owners with in the community he serves. He is very active in locating and documenting community concerns and quality of life issues.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	40

Performance Criteria: Quality of Reports The deputy sheriff prepares and completes concise, accurate, and appropriate reports.							
COMMENTS: Deputy Treijs' reports have been satisfactory for this rating period. He still has sporadic errors on his reports, which can be attributed to rushing his work and not proof reading material prior to submission. Deputy Treijs has been counseled in this area.							
WEIGHT: 10 x RATING (Circle One):	1	2	(3)	4	5	**= Weighted Rating:**	30

EOG-03238

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.							
COMMENTS: Deputy Treijs continues to improve his self initiated activity. He is at the higher end of the shift with the number of citations issued and community concerns reports submitted.							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	60

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.							
COMMENTS: Deputy Treijs has shown a satisfactory knowledge of policy and procedures during this rating period, with no violations noted.							
WEIGHT: 5 x RATING (Circle One):	1	2	(3)	4	5	**= Weighted Rating:**	15

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.							
COMMENTS: Deputy Treijs completes assigned tasks in a timely manner. He responds quickly to issues of concern expressed by the command.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	**= Weighted Rating:**	45

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.							
COMMENTS: Deputy Treijs has shown sound judgment in handling calls for service during this rating period. Deputy Treijs does not hesitate to consult with supervisors or senior Deputies when he is faced with situations he is unsure of.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	**= Weighted Rating:**	45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.							
COMMENTS: Deputy Trejis has shown satisfactory use of safety tactics during this rating period. He does not cancel back-up deputies unnecessarily. He has been observed on calls to use proper police tactics when interviewing suspects.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	20

EOG-03239

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	60	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 355 ÷ 100 (Total Weights) = FINAL RATING: 3.55

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs has shown satisfactory performance for this rating period. He is eager to learn and improve and is receptive to criticism by supervisors. Deputy Treijs continues to become more comfortable in his handling of calls for service. He maintains a professional image and conduct with the public. Deputy Treijs is very active in locating and documenting quality of life issues no matter what zone assignment he has.

Deputy Treijs needs to work on proof reading his work prior to submission. This will enable him to catch and correct mistakes before a supervisor needs to send work back for corrections.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Treijs should continue to enhance his proficiency in all performance areas. He should actively seek out calls for service that he has not handled in the past to gain experience and become more comfortable with various calls. Deputy Treijs needs to monitor his report writing more closely and limit errors on his reports.

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Deputy Treijs recently put in for a Flex Baton class to enhance his ability to deal with suspects in a non-lethal manner.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

N/A- Probationary employee.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

SGT. JERRY WURMS 4729 3/29/04
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Dep. Treijs 4/5/04
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

Exec. Lt. Phil Evans 2933 4/5/04
REVIEWER SIGNATURE Date

Exec. Lt. Phil Evans 2933 4/5/04
DIVISION SIGNATURE Date

Distribution:
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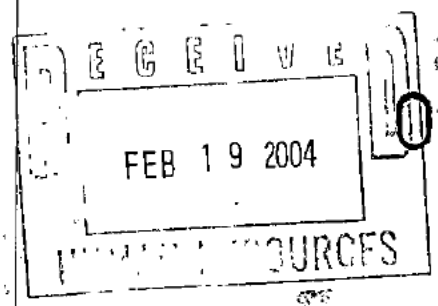
BSO AP-8-O (Revised 3/01)

#9



ORIGINAL

RECEIVED
FEB 18 2004
MAJOR DAVID J. CARRY

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy / DLE

Assignment: North Broward District Nine

This employee is being evaluated from the period of 1/1/04 (Month/Day/Year) to 1/31/04 (Month/Day/Year)

BSO AP-8-O (Revised 3/01)

EOG-03242

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐	**Marginal** ☐	**Acceptable** ☒
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03243

Performance Criteria: Appearance The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.							
COMMENTS: Deputy Treijs presents a very positive image in accordance with Policy. His uniform is neat and he maintains a well groomed appearance.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	20

Performance Criteria: Cooperation The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.							
COMMENTS: Deputy Treijs works well with other deputies and supervisors in an effort to accomplish agency goals. Deputy Treijs addresses quality of life issues within the community, no matter which zone he is assigned to.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	40

Performance Criteria: Operation and Care of Equipment The deputy sheriff operates and takes care of equipment in an efficient manner.							
COMMENTS: Deputy Treijs maintains his marked unit and other BSO equipment in proper working order. He operates his unit in a safe manner. He also keeps his vehicle maintenance up to date.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	40

Performance Criteria: Public Contact The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.							
COMMENTS: Deputy Treijs communicates wells with citizens and staff in the course of his duties. His business like attitude compliments his activity in addressing not only calls for service, but resolving quality of life issues throughout the district.							
WEIGHT: 10 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	40

Performance Criteria: Quality of Reports The deputy sheriff prepares and completes concise, accurate, and appropriate reports.							
COMMENTS: Deputy Treijs' reports have been satisfactory for this rating period. He still has sporadic errors on his reports. The errors appear to be related to his hurriedness to handle calls. He needs to review reports for minor errors prior to submission.							
WEIGHT: 10 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	30

EOG-03244

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.							
COMMENTS: Deputy Treijs continues to show increased self initiated activity during this period. He continues to have high numbers of traffic stops and also has numerous code and quality of life concerns that he has addressed.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.							
COMMENTS: Deputy Treijs has shown a satisfactory knowledge of policy and procedures during this rating period. During this period he handled a death call and used proper techniques and investigative methods during the course of the investigation.							
WEIGHT: 5 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	15

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.							
COMMENTS: Deputy Treijs completes assigned tasks in a timely manner. He is always on time for roll calls. He immediately addresses areas of concern which have been indicated by the command, such as increased attention to activity and quality of life issues.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.							
COMMENTS: Deputy Treijs has shown sound judgment in handling calls for service during this rating period. Deputy Treijs does not hesitate to consult with supervisors on questionable incidents.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.							
COMMENTS: Deputy Treijs has shown satisfactory use of safety tactics during this rating period. He does not cancel back-up deputies unnecessarily. He has been observed on calls to use proper police tactics when interviewing suspects.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	20

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	40	Initiative	45	Maintains Safety	20
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	40	Dependability	45		

Add ALL Weighted Ratings: 340 ÷ 100 (Total Weights) = FINAL RATING: 3.40

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs has shown satisfactory performance for this rating period. He continues to become more comfortable in his handling of calls for service. He maintains a professional image and conduct with the public. Deputy Treijs is eager to accomplish tasks which present themselves on routine patrol, to include addressing quality of life issues with in the community.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Treijs should continue to enhance his proficiency in all performance areas. He should actively seek out calls for service that he has not handled in the past to gain experience and become more comfortable with various calls. Deputy Treijs needs to monitor his report writing more closely and limit errors on his reports.

EOG-03246

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy Treijs should concentrate on becoming familiar with his current position on road patrol.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A- Probationary employee.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

Sgt R Faber 9761 1-31-04
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Dep. Treijs 9714 2/13/04
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. WILLIAM O'BRIEN 9358 02/11/04
REVIEWER SIGNATURE Date

CHIEF TONY VARONA 3093 02.12/04
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-03247

CERTIFICATE OF COMPLETION

Presented to

Guntis Treijs

CCN 9714

for attending

Mobile Field Force Orientation

October 1, 2003

RECEIVED
DEC 30 2003
HUMAN RESOURCES

4 Hours

Lt John Lawless

Lieutenant John Lawless, Assistant Director
Training Division

© GOES 445

EOG-03248

LITHO. IN U.S.A.

2nd Quarter #6

RECEIVED
NOV 13 2003
MAJOR DAVID J. CARRY

Broward Sheriff's Office

Performance Evaluation

Department of Law Enforcement
Uniformed Sworn Deputy

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Deputy

Assignment: DLE - District 9

This employee is being evaluated from the period of 10/1/03 (Month/Day/Year) to 10/31/03 (Month/Day/Year)

BSO AP-8-O (Revised 3/01)

EOG-03249

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03250

Performance Criteria: Appearance
The deputy sheriff's uniform, grooming and hygiene reflect the professional and public image required in this position.

COMMENTS: Deputy Treijs is always well groomed. He maintains a professional image and reports for duty with a clean and pressed uniform.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The deputy sheriff works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS: Deputy is willing to make adjustments to his schedule to support the needs of the District. He interacts effectively with his peers and the command staff.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The deputy sheriff operates and takes care of equipment in an efficient manner.

COMMENTS: Deputy Treijs takes care of his assigned equipment within the guidelines of Policy and Procedures. Deputy Treijs is current with the scheduled maintenance for his assigned marked unit.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The deputy sheriff interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS: Deputy Treijs is courteous and communicates well when dealing with the public.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The deputy sheriff prepares and completes concise, accurate, and appropriate reports.

COMMENTS: Deputy Treijs' reports are generally accurate and complete, with only a few reports returned for corrections during this rating period.

WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-03251

Performance Criteria: Initiative The deputy sheriff demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.							
COMMENTS: Deputy Treijs recently completed his field training and is still adjusting to working on his own. He has taken the initiative to complete several zone improvement projects even though he is not assigned a permanent zone.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Policies and Procedures The deputy sheriff demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.							
COMMENTS:. Deputy Treijs has been encouraged to review policies & procedures on a regular basis, in order to maintain a general working knowledge. He demonstrates the required compliance level.							
WEIGHT: 5 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	15

Performance Criteria: Dependability The deputy sheriff sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.							
COMMENTS: Deputy Treijs completes his tasks in a timely manner and is conscientious about meeting goals.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Judgment and Decision Making The deputy sheriff applies reasoning ability and emotional stability in day-to-day operations and emergencies; anticipates and creates contingency plans.							
COMMENTS: Deputy Treijs has used good judgement and decision making while handling calls this rating period. He will confer with a senior deputy or a supervisor when he comes across a situation that he is unsure of.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Maintains Safety The deputy sheriff applies work-related safety practices to maintain public, co-worker, and personal safety.							
COMMENTS: Deputy Treijs has shown satisfactory use of safety tactics during this rating period.							
WEIGHT: 5 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	15

EOG-03252

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Judgment & Decision Making	45
Cooperation	30	Initiative	45	Maintains Safety	15
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 305 ÷ 100 (Total Weights) = FINAL RATING: 3.05

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Deputy Treijs was recently released from his field training. He has demonstrated satisfactory performance or above in all areas of this evaluation. He has a pleasant personality and interacts well with his peers as well as the command staff. His previous experience as a CPIS investigator has assisted with his development as a Deputy Sheriff. Deputy Treijs should continue to improve as he gains more confidence and experience.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Deputy Treijs is expected to continue staying familiar with policy & procedures, community concerns and Powertrac issues.

EOG-03253

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Deputy Treijs should look into signing up for career development courses when available.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
N/A - Probationary employee

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

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This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

SGT. JERRY WURMS 4729 11/5/03

EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

Dep. Treijs 9714 11/10/03

EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

LT. WILLIAM O'BRIEN 9358 11/5/03

REVIEWER SIGNATURE Date

CHIEF TONY VARONA 3093 11/06/03

DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-03254

JEB BUSH
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

GUNTIS TREIJS

BASIC RECRUIT CERTIFICATE
CERTIFICATE OF COMPLIANCE
LAW ENFORCEMENT OFFICERS
720 HOURS

For having fulfilled the requirements for training
as prescribed in Chapter 943
of Florida Statutes

DARON D. DIECIDUE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

ROD CASWELL, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

May 19, 2003 [redacted] 231484

EOG-03255

JEB BUSH
GOVERNOR

JAMES T. MOORE, COMMISSIONER
FLORIDA DEPARTMENT OF
LAW ENFORCEMENT

STATE OF FLORIDA

THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

RECEIVED
JUN 12 2003
RECORDS

Hereby awards to

GUNTIS TREIJS

BASIC RECRUIT CERTIFICATE
CERTIFICATE OF COMPLIANCE
LAW ENFORCEMENT OFFICERS
720 HOURS

For having fulfilled the requirements for training
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DARON D. DIECIDUE, CHAIRMAN
CRIMINAL JUSTICE STANDARDS
AND TRAINING COMMISSION

ROD CASWELL, PROGRAM DIRECTOR
CRIMINAL JUSTICE
PROFESSIONALISM PROGRAM

May 19, 2003 [redacted] 231484

EOG-03256

Broward Sheriff's Office
2601 W. Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

DEPUTY SHERIFF'S OATH OF OFFICE
STATE OF FLORIDA

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and State of Florida; that I am duly qualified to hold office under the Constitution of the state; and I will well and faithfully perform the duties of Deputy Sheriff of Broward County, on which I am now about to enter. So help me God.

Guntis Treijs — 5/13/03

DEPUTY'S SIGNATURE — **DATE SIGNED**

Guntis Treijs, 9714

DEPUTY'S PRINTED NAME AND CCN

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on 05-13-03 (date) **by** Guntis Treijs **(name of affiant), who is personally known to me or has produced** FL DL **as identification.**

SEAL

Anthony G. Romano
Commission # CC 913942
Expires April 7, 2004
Bonded Thru
Atlantic Bonding Co., Inc.

NOTARY PUBLLIC, State of Florida

BSO AP# 46a (New 03/03)

EOG-03257

Standard Form 86
Revised September 1995
U.S. Office of Personnel Management
5 CFR Parts 731, 732, and 736

RECEIVED
FEB 28 2003

Form approved:
OMB No. 3206-0007
NSN 7540-00-634-4036
86-111

LT. JOHN S. BUKATA
UNITED STATES OF AMERICA

FILE COPY

Guntis Treijs

AUTHORIZATION FOR RELEASE OF INFORMATION

Carefully read this authorization to release information about you, then sign and date it in ink.

I Authorize any investigator, special agent, or other duly accredited representative of the authorized Federal agency conducting my background investigation, to obtain any information relating to my activities from individuals, schools, residential management agents, employers, criminal justice agencies, credit bureaus, consumer reporting agencies, collection agencies, retail business establishments, or other sources of information. This information may include, but is not limited to, my academic, residential, achievement, performance, attendance, disciplinary, employment history, criminal history record information, and financial and credit information. I authorize the Federal agency conducting my investigation to disclose the record of my background investigation to the requesting agency for the purpose of making a determination of suitability or eligibility for a security clearance.

I Understand that, for financial or lending institutions, medical institutions, hospitals, health care professionals, and other sources of information, a separate specific release will be needed, and I may be contacted for such a release at a later date. Where a separate release is requested for information relating to mental health treatment or counseling, the release will contain a list of the specific questions, relevant to the job description, which the doctor or therapist will be asked.

I Further Authorize any investigator, special agent, or other duly accredited representative of the U.S. Office of Personnel Management, the Federal Bureau of Investigation, the Department of Defense, the Defense Investigative Service, and any other authorized Federal agency, to request criminal record information about me from criminal justice agencies for the purpose of determining my eligibility for access to classified information and/or for assignment to, or retention in a sensitive National Security position, in accordance with 5 U.S.C. 9101. I understand that I may request a copy of such records as may be available to me under the law.

I Authorize custodians of records and sources of information pertaining to me to release such information upon request of the investigator, special agent, or other duly accredited representative of any Federal agency authorized above regardless of any previous agreement to the contrary.

I Understand that the information released by records custodians and sources of information is for official use by the Federal Government only for the purposes provided in this Standard Form 86, and that it may be redisclosed by the Government only as authorized by law.

Copies of this authorization that show my signature are as valid as the original release signed by me. This authorization is valid for five (5) years from the date signed or upon the termination of my affiliation with the Federal Government, whichever is sooner. Read, sign and date the release on the next page if you answered "Yes" to question 21.

Signature *(Sign in Ink)*	Full Name *(Type or Print Legibly)*		Date Signed
Guntis Treijs	Guntis Treijs		12/10/2002
Other Names Used			Social Security Number
n/a			[redacted]
Current Address *(Street, City)*		State / ZIP Code	Home Telephone Number *(Include Area Code)*
[redacted]		[redacted]	[redacted]

Standard Form 85P
Revised September 1995
U.S. Office of Personnel Management
5 CFR Parts 731, 732, and 736

Form approved:
OMB No. 3206-0191
NSN 7540-01-317-7372
85-1602

UNITED STATES OF AMERICA

AUTHORIZATION FOR RELEASE OF INFORMATION

Carefully read this authorization to release information about you, then sign and date it in ink.

I Authorize any investigator, special agent, or other duly accredited representative of the authorized Federal agency conducting my background investigation, to obtain any information relating to my activities from individuals, schools, residential management agents, employers, criminal justice agencies, credit bureaus, consumer reporting agencies, collection agencies, retail business establishments, or other sources of information. This information may include, but is not limited to, my academic, residential, achievement, performance, attendance, disciplinary, employment history, criminal history record information, and financial and credit information. I authorize the Federal agency conducting my investigation to disclose the record of my background investigation to the requesting agency for the purpose of making a determination of suitability or eligibility for a security clearance.

I Understand that, for financial or lending institutions, medical institutions, hospitals, health care professionals, and other sources of information, a separate specific release will be needed, and I may be contacted for such a release at a later date. Where a separate release is requested for information relating to mental health treatment or counseling, the release will contain a list of the specific questions, relevant to the job description, which the doctor or therapist will be asked.

I Further Authorize any investigator, special agent, or other duly accredited representative of the U.S. Office of Personnel Management, the Federal Bureau of Investigation, the Department of Defense, the Defense Investigative Service, and any other authorized Federal agency, to request criminal record information about me from criminal justice agencies for the purpose of determining my eligibility for assignment to, or retention in a sensitive National Security position, in accordance with 5 U.S.C. 9101. I understand that I may request a copy of such records as may be available to me under the law.

I Authorize custodians of records and other sources of information pertaining to me to release such information upon request of the investigator, special agent, or other duly accredited representative of any Federal agency authorized above regardless of any previous agreement to the contrary.

I Understand that the information released by records custodians and sources of information is for official use by the Federal Government only for the purposes provided in this Standard Form 85P, and that it may be redisclosed by the Government only as authorized by law.

Copies of this authorization that show my signature are as valid as the original release signed by me. This authorization is valid for five (5) years from the date signed or upon the termination of my affiliation with the Federal Government, whichever is sooner.

Signature *(Sign in ink)*	Full Name *(Type or Print Legibly)*		Date Signed
Guntis Treijs	Guntis Treijs		9/23/02 ~~12/07/2001~~
Other Names Used: n/a.			Social Security Number: [redacted]
Current Address *(Street, City)*: [redacted]		State / ZIP Code: [redacted]	Home Telephone Number *(Include Area Code)*: [redacted]

EOG-03259

RECEIVED
FEB 14 2002

The Florida Department of Children and Families

hereby certifies

Guntis Treijs

as a

Child Protection Professional

Issued effective 8/17/01 through 8/17/04

Director, Office of Education and Training

EOG-03260

Certificate of Completion

Awarded to

GUNTIS TREJIS

Recognition of Satisfactory Participation in

SUPERVISOR EFFECTIVENESS TRAINING - 54 HRS
MARCH 5, 6, 22, 23, APRIL 3, 4, 19 & MAY 10, 11, 2001

Presented by

The Department of Children and Families
Professional Development Center
at
Florida International University

This course is approved for child protection education credits and meets the requirements for recertification of the child protection professional.

Debra Danker-Sandler

Debra Danker-Sandler, Director

EOG-03261

CERTIFICATE OF COMPLETION

Presented to

Guntis Treijs

CCN 9714

for attending

Performance Evaluations:
From Planning to Presenting
June 6, 2001

7.5 Hours

Lt. John Lawless

Lieutenant John Lawless, Executive Officer
Training and Organizational Development Division

EDC-03263

© GOES 445

LITHO. IN U.S.A.

RECEIVED
JUN 25 2002
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Civilian Employees

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☒ Promotional (monthly) ☐ Non-probationary (annual) ☐

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Child Protective Investigator

Assignment: Child Protective Investigations Section

This employee is being evaluated from the period of 10/1/01 (Month/Day/Year) to 4/1/02 (Month/Day/Year).

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1-5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03264

Performance Criteria: Appearance The civilian's grooming and hygiene reflect the professional and public image required in this position.	
COMMENTS: Very professional image.	
WEIGHT: 5 x RATING (Circle One):	1 2 3 (4) 5 **= Weighted Rating:** 20

Performance Criteria: Cooperation The civilian works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.	
COMMENTS: Works well with the entire staff.	
WEIGHT: 10 x RATING (Circle One):	1 2 3 (4) 5 **= Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment The civilian operates and takes care of equipment in an efficient manner.	
COMMENTS: No probelms noted or observed; cares for issued equipment well.	
WEIGHT: 10 x RATING (Circle One):	1 2 3 (4) 5 **= Weighted Rating:** 40

Performance Criteria: Public Contact The civilian interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.	
COMMENTS: No problems noted or observed.	
WEIGHT: 10 x RATING (Circle One):	1 2 3 (4) 5 **= Weighted Rating:** 40

Performance Criteria: Quality of Reports The civilian prepares and completes concise, accurate, and appropriate reports.	
COMMENTS: Reports are easy to read and contact all the required information.	
WEIGHT: 10 x RATING (Circle One):	1 2 (3) 4 5 **= Weighted Rating:** 30

EOG-03265

Performance Criteria: Initiative The civilian demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.							
COMMENTS: Investigator Treijs volunteers to overtime to reduce case load and to complete investigations in a timely manner.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	20

Performance Criteria: Policies and Procedures The civilian demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.							
COMMENTS: No probelms noted; follows policy.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	20

Performance Criteria: Dependability The civilian sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.							
COMMENTS: Completes all tasks within timeframes							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	60

Performance Criteria: Quality of Work The civilian implements agency quality standards and practices when performing tasks and activities.							
COMMENTS: No issues w/quality							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	60

Performance Criteria: Quantity of Work The civilian makes substantial productivity contributions to the department.							
COMMENTS: Investigator Treijs keeps current with his cases and keeps a low case load.							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	**= Weighted Rating:**	60

EOG-03266

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Quality of Work	60
Cooperation	40	Initiative	20	Quantity of Work	60
Operation & Care of Equipment	40	Policies & Procedures	20		
Public Contact	40	Dependability	60		

Add ALL Weighted Ratings: 390 ÷ 100 (Total Weights) = FINAL RATING: 3.90

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Investigator Treijs performs his duties in a professional and effeicent manner. Works overtime to keep current with all cases and can be counted on to handle complex tasks.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Continue current level of performance.

EOG-03267

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Child Protection related courses.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
None

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check If Documentation Attached** ☐

SGT. McCk 6/3/02
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check If Documentation Attached** ☐

6/13/02
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

6.30
REVIEWER SIGNATURE Date

6/11/02
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-03268

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

RECEIVED
JUL 1 2002
HUMAN RESOURCES

NINETY (90) DAY NOTIFICATION OF UPCOMING PERFORMANCE EVALUATION

EMPLOYEE NAME: Guntis Treijs #9714	TITLE: Child Investigative Specialist	DIVISION: DLE / Child Protective Investigations Section
ANNIVERSARY DATE:	10/01/02	TODAY'S DATE 06/26/02

Your annual performance evaluation is scheduled for completion. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, District/Unit objectives, BSO objectives, special assignments or projects.

Please see the description below of any performance deficiency issues which will be addressed during the evaluation performance meeting. Progress in these areas will be reviewed at the meeting. You are encouraged to present any information that might help illustrate the results of your work efforts.

PERFORMANCE IMPROVEMENT AREA(S): these work behaviors and/or responsibilities must show continued improvement in order that the job requirements are being met:

- NONE -

The primary purpose of this evaluation is to assist all BSO employees in both their career and personal development. Since any evaluation process will be at times difficult for both supervisors and employees, a spirit of fair play and reasonableness must guide our interactions.

SGT. CHRIS McCOY
7029

Signature of Supervisor

Should you have any questions, please contact your supervisor directly.

RECEIPT

This shall acknowledge my receipt of the 2002 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

Quntis TREITS

SIGNATURE

TREITS 9714

NAME (PRINTED) AND CCN

8/2/02

DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

EOG-03270

RECEIVED
FEB - 6 2002
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Civilian Employees

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION 1: Employee Information

Review Type (check one)
Probationary (monthly) ☐ Promotional (monthly) ☐ Non-probationary (annual) ☒

Employee Name: Treijs (last) Guntis (first) (middle)

CCN: 9714 Rank or Position: Child Investigative Specialist

ENTERED

Assignment: Child Protection Investigative Section

This employee is being evaluated from the period of 1/1/01 (Month/Day/Year) to 1/1/02 (Month/Day/Year)

SECTION II: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1-5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability		
Attendance, Punctuality		
Unacceptable ☐ The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	**Marginal** ☐ The employee is occasionally tardy and absent.	**Acceptable** ☒ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03272

Performance Criteria: Appearance The civilian's grooming and hygiene reflect the professional and public image required in this position.
COMMENTS: Presents a well groomed and professional image
WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation The civilian works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.
COMMENTS: During this evaluation period Child Investigator Treijs was voluntarily domoted from Child Investigative Supervisor. As a supervisor (January to October) members of his staff advised that he had not been approachable. This was addressed by his attendance to training classes. As a Child Investigator, it is expected that this catagory will improve.
WEIGHT: 10 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 20

Performance Criteria: Operation and Care of Equipment The civilian operates and takes care of equipment in an efficient manner.
COMMENTS: Equipment is well maintained.
WEIGHT: 10 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Public Contact The civilian interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.
COMMENTS: During this evaluation period Child Investigator Treijs was voluntarily demoted from Child Investigative Supervisor. As a supervisor (01-01-01 to 01-01-02) members of outside organizations, peers, and squad members commented on his condescending attitude and tone. This was addressed with verbal counseling. As a Child Investigator no negative complaints or comments have been received.
WEIGHT: 10 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 20

Performance Criteria: Quality of Reports The civilian prepares and completes concise, accurate, and appropriate reports.
COMMENTS: Treijs reports are concise and appropriate.
WEIGHT: 10 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

EOG-03273

Performance Criteria: Initiative The civilian demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.							
COMMENTS: As a supervisor Mr. Treijs did initiate productivity and quality improvements in his squad. This had a positive impact on the reduction of the numbers of cases with victims not seen and cases removed from the backlog.							
WEIGHT: 5 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	20

Performance Criteria: Policies and Procedures The civilian demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.							
COMMENTS: Mr. Treijs has a good working knowledge of Policy and Procedures.							
WEIGHT: 5 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	15

Performance Criteria: Dependability The civilian sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.							
COMMENTS: Self-initiated or management directed goals are usually met on time or before thier due date.							
WEIGHT: 15 x RATING (Circle One):	1	2	(3)	4	5	= **Weighted Rating:**	45

Performance Criteria: Quality of Work The civilian implements agency quality standards and practices when performing tasks and activities.							
COMMENTS: Employee's investigative quality of work is above standard.							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	60

Performance Criteria: Quantity of Work The civilian makes substantial productivity contributions to the department.							
COMMENTS: As a supervisor, Mr. Treijs insured that his squad's productivity and quality of cases met or exceeded managments directives.							
WEIGHT: 15 x RATING (Circle One):	1	2	3	(4)	5	= **Weighted Rating:**	60

EOG-03274

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Quality of Work	60
Cooperation	20	Initiative	20	Quantity of Work	60
Operation & Care of Equipment	40	Policies & Procedures	15		
Public Contact	20	Dependability	45		

Add ALL Weighted Ratings: 330 ÷ 100 (Total Weights) = FINAL RATING: 3.30

SECTION III: Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

This evlauation is an accumulation from multiple supervisors during this rating period. From January 2001 until October 2001 Treijs's was a supervisor of Squad 1. He was under the direct supervision of Lt. Bukata from January to August. Commander Berry had direct supervision from August to October. Treijs's was voluntary demoted from supervisor to investigator in October and assigned to Squad 5 under the direct supervision of Sergeant McCoy.

As a supervisor, Treijs's area of deficiency was interpersonal skills. He had several developmental issues concerning his supervisory responsiblities.

As an investigator, Treijs's is above average in the area's of time and case management.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Treijs's is an experienced investigator and will continue to be an effective and efficient investigator. Sergeant McCoy will contiue to monitor and assist with Treijs's interpersonal skills

EOG-03275

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Employee has attended interpersonal skills classes. Future classes will be identified for him to attend.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

None at this time.

SECTION V- Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's Human Resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

2-4-02

EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

2/4/02

EMPLOYEE SIGNATURE Date

2-4-02

2/4/02

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

2/5/02

REVIEWER SIGNATURE Date

2/5/02

DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

BSO AP-8-C (Revised 3/01)

EOG-03276

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312

NINETY (90) DAY NOTIFICATION OF UPCOMING PERFORMANCE EVALUATION

RECEIVED
OCT - 5 2001
HUMAN RESOURCES

EMPLOYEE NAME:	TITLE:	DIVISION:
Treijs, Guntis	Supervisor	DLE / Child Protective Investigations Section
ANNIVERSARY DATE:	9/1/2001	TODAY'S DATE 9-25-01

Your annual performance evaluation is scheduled for completion. This evaluation will cover the period of the last twelve (12) months prior to your anniversary date. You will be evaluated on the results of your efforts to accomplish work assignments, District/Unit objectives, BSO objectives, special assignments or projects.

Please see the description below of any performance deficiency issues which will be addressed during the evaluation performance meeting. Progress in these areas will be reviewed at the meeting. You are encouraged to present any information that might help illustrate the results of your work efforts.

PERFORMANCE IMPROVEMENT AREA(S): these work behaviors and/or responsibilities must show continued improvement in order that the job requirements are being met:

Supervisor Treijs had several developmental issues concerning his supervisory responsibilities. For a variety of reasons, Supervisor Treijs has chosen to accept a voluntary demotion to child protective investigator effective October 1, 2001.

The primary purpose of this evaluation is to assist all BSO employees in both their career and personal development. Since any evaluation process will be at times difficult for both supervisors and employees, a spirit of fair play and reasonableness must guide our interactions.

Signature of Supervisor

Should you have any questions, please contact your supervisor directly.

RECEIVED
OCT 23 2001
HUMAN RESOURCES

Grand Cordon Achievement Award

presented to

Guntis Treijs

Child Protective Investigations Section

on this 19th day of October, 2001

Sheriff Ken Jenne

© GOES 445

LITHO.IN U.S.A.

RECEIVED
JUL 23
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Civilian Employees

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) 10 Promotional (monthly) 10 Non-probationary (annual) 10

Employee Name: Treijs (last) Guntis (first) (middle)

CCN-. 9714 Rank or Position: Child Protective Investigations Supervisor

Assignment: Child Protective Investigations Section

This employee is being evaluated from the period of June 1, 2001 (Month/DayNear) to June 30, 2001 (Month/DayNear)

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable EI	Marginal EI	**Acceptable EI**
The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	The employee is occasionally tardy and absent.	The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03280

Performance Criteria: Appearance
The civilian's grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Consistently presents a neat and well groomed appearance.This rating period he even got a major haircut.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The civilian works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Mr. Treijs is flexable with his scheduling and completes all tasks and assignments in the appropriate manner. Several complaints have arisen during this period reflective to his cooperativness with his personnel. Mr. Treijs, according to members of his staff, has not been approachable and has reverted back to the way he managed when first promoted.

WEIGHT: 1 0 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 20

Performance Criteria: Operation and Care of Equipment
The civilian operates and takes care of equipment in an efficient manner.

COMMENTS:

Workspace, vehicle and equipment are well maintained.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The civilian interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

Members of outside organizations and members of Mr. Treijs squad; as well as other supervisors within the section have commented about his condescending attitude and tone when dealing with him during this rating period. This has beenbrought to the attention of Mr. treijs during a verbal counselling session and he assured me that improvments will occur.

WEIGHT: 1 0 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 20

Performance Criteria: Quality of Reports
The civilian prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Produces high quality work. During this rating period Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Initiative
The civilian demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Has initiated productivity and quality improvements in his squad which have had a positive impact on the reduction of the number of cases with victims not seen and cases removed from the backlog..

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Policies and Procedures
The civilian demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Mr. Treijs has a strong background with DCF policy however he is encouraged to study the P&P of the BSO and learn how to intergrate the policies of both agencies.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The civilian sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Continues to be counted on to produce quality work on schedule. I have increased my demands for quality products from Mr. Treijs in which he has maintained his efficiency and has provided quality product from his squad and himself.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Quality of Work
The civilian implements agency quality standards and practices when performing tasks and activities.

COMMENTS:

Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Quantity of Work
The civilian makes substantial productivity contributions to the department.

COMMENTS:

Mr. Treijs personal work ethic is evident by the increasing quantity of work produced by his squad. Mr. Treijs weakness is his inter-personnel skills with his subordinates and other supervisors within the section.The score in this catagory is well deserved based upon the quanity of work that Mr. Treijs does produce.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Quality of Work	60
Cooperation	20	Initiative	20	Quantity of Work	60
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	20	Dependability	60		

Add ALL Weighted Ratings: 335 – 100 (Total Weights) = FINAL RATING: 3.35

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

There is no doubt that Mr. Treijs is a hard worker who is dedicated to the mission of the organization, however Mr. Treijs does not show the consistency needed to manage his personnel in a positive and respectiful manner. After interviewing several investigators and other supervisors related to Mr. Treijs overallperformance, I have been told, as well as have observed, that Mr. Treijs comes accross as condensending and confrontational when asked questions by his personnel.In fact, rather than ask Mr. Treijs for guidence, his personnel will seek other supervisors or training officers to provide assistance. There was improvment noted over the past two rating periods however this deficiency has again begun to appear.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Mr. Treijs greatest deficiency is in the area of interpersonal skills. Additional training has been provided as well as verbal counselling sessions to correct the deficiency. Even though there has been several months of improvment, as noted within previous evaluations, there is no consistency with this issue being resolved. In order to provide Mr. Treijs with additional assistance, a plan of action has been discussed with Mr. Treijs and Major Lauria that we believe will contribute to Mr. Treijs success.

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Interpersonel Skills courses to be identified for Mr. Treijs to be enrolled.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

No supervisory positions as the employee is in a probationary position.
Child Protective Investigator with no supervisory responsibilities.

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance.
Check if Documentation Attached ☐

Lt. John S. Bukata July 2, 2001
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☒ Pending Response per employee.

7/10/01
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

REVIEWER SIGNATURE Date

DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	ENTERED

EOG-03284

Broward Sheriff's Office

Performance Evaluation

SUPERVISORY INSERT

General Instructions:
This page serves as a **supervisory insert** to the appropriate completed performance evaluation for the evaluation of a supervisor or manager. The evaluator will use the rating definitions (1 -5) to evaluate the supervisor/manager for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the supervisor/manager during the review period. Fractional ratings cannot be used. Refer to RATING DEFINITIONS in the related performance evaluation, Section 11.

Performance Criteria: Achievement of Objectives
The supervisor/manager strives to meet quality standards and promotes quality of output in achieving unit/agency goals and objectives.

COMMENTS:

All objectives have been attained. Mr. Treijs is a very hard worker and dedicated to the mission of the agency in relationship to ensuring the safety of the children who we protect.

WEIGHT: 20 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 80

Performance Criteria: Decision Making and Judgment
The supervisor/manager takes action as needed to resolve work related problems in a timely and effective manner, assessing and establishing priorities, and identifying and evaluating problem areas and problem solving skills.

COMMENTS:

Mr. Treijs is developing his skills as a supervisor within this section and relates that information to his subordinates and co-workers daily. Additional educational and hands on support will be provided to ensure his success as a supervisor within this section.

WEIGHT: 20 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 60

Performance Criteria: Planning and Organizing
The supervisor/manager establishes a course of action for the work group and self; optimizing time, personnel, equipment, and material resources; clearly defines responsibility and authority of self and others; and develops standards for the work unit.

COMMENTS:

Has organized an effective squad which is functioning efficiently. His squad is performing well in the face of an increasingly demanding and complex caseload.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Communications
The supervisor/manager prepares clear and concise reports and correspondence in a timely manner and is able to make effective oral presentations.

COMMENTS:

During this rating period a number of deficiencies have been noted as related to Mr. Treijs abrasive communications skills and lack of interpersonal skills. Mr. Treijs is being provided the opportunity to learn these communications skills by a variety of methods.

WEIGHT: 15 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 30

Performance Criteria: Interpersonal Skills
The supervisor/manager encourages participation and teamwork; fostering unit morale; working cooperatively with the public, peers, and subordinates.

COMMENTS:

During this rating period this performance criteria has reduced. Mr. Treijs is still having difficulty in his interperson skills development. It seems that when he specifically concentrates on improving this skill, everything is ok within his squad. However, as time goes on, this skill remains deficient. On more than one occasion subordinates have left discussions with Mr. Treijs in tears after feeling that they have been inappropriately criticized or counselled.

WEIGHT: 15 x RATING (Circle One): 1 (2) 3 4 5 = **Weighted Rating:** 30

Performance Criteria: Administrative Policy and Procedure
The manager/supervisor understands and implements the appropriate statutes, policies, procedures, and legal guidelines; complying with personnel rules, grievance procedures, safety regulations; promotes timely and effective counseling, performance evaluations, and disciplinary investigations.

COMMENTS:

No noted deficiencies in this catagory. Mr. Treijs has been a BSO employee for a number of years and has become familiar with the policies of the agency.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the SUPERVISORY RATING.

WEIGHTED RATINGS:

Achievement of Objectives	80	Decision Making & Judgment	60	Planning & Organizing	45
Communications	30	Interpersonal Skills	30	Administrative Policy & Procedure	45

Add ALL Weighted Ratings: 320 – 100 (Total Weights) = SUPERVISORY RATING: 320
Supervisory Rating 3.2 + Final Rating* 3.35 – 2 = 3.275 **FINAL SUPERVISORY RATING**

*The Final Rating is taken from the appropriate Performance Evaluation form.

All other sections of the appropriate Performance Evaluation form must be completed while following distribution guidelines noted on the last page of the related Performance Evaluation form. This Performance Evaluation Supervisory Insert must be included when evaluating supervisors and managers.

RECEIVED
JUL 18 2001
HUMAN RESOURCES

John E. Reid and Associates

Chicago, Illinois

Hereby Certifies That

Guntis Treijs

Attended and successfully completed a Course

on

Child Abuse Investigations

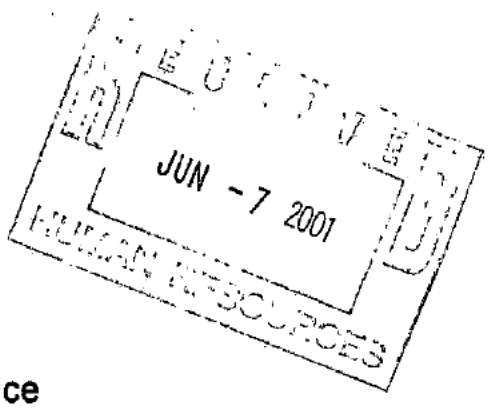
The Reid Technique of Investigative Interviewing

July 17-19, 2001

JOHN E. REID AND ASSOCIATES INC. Since 1947 Chicago, Illinois

Course Director / Instructor

EOG-03287



Broward Sheriff's Office

Performance Evaluation

Civilian Employees

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) 10 Promotional (monthly) X Non-probationary (annual) 10

Employee Name: Treijs (last) Guntis (first) (middle)

CCN-. 9714 Rank or Position: Child Protective Investigations Supervisor

Assignment: Child Protective Investigations Section

This employee is being evaluated from the period of May 1, 2001 (Month/DayNear) to May 31, 2001 (Month/DayNear)

pob mon

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable EI The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal EI The employee is occasionally tardy and absent.	Acceptable ✗ The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

EOG-03289

Performance Criteria: Appearance
The civilian's grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Consistently presents a neat and well groomed appearance.This rating period he even got a major haircut.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The civilian works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

Mr. Treijs continues to be a helpful team player who steps forward whenever needed. I find Mr. Treijs to very accomodiating to the needs of the command. He is flexable with his scheduling and completes all tasks.

WEIGHT: 1 0 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 40

Performance Criteria: Operation and Care of Equipment
The civilian operates and takes care of equipment in an efficient manner.

COMMENTS:

Workspace, vehicle and equipment are well maintained.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The civilian interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

All observations have been favorable.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The civilian prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Initiative The civilian demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.
COMMENTS: Has initiated productivity and quality improvements in his squad which have had a positive impact.
WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Policies and Procedures The civilian demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.
COMMENTS: Mr. Treijs has a strong background with DCF policy however he is encouraged to study the P&P of the BSO and learn how to intergrate the policies of both agencies.
WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability The civilian sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.
COMMENTS: Can be counted on to produce quality work on schedule. I have increased my demands for quality products from Mr. Treijs in which he has maintained his efficiency and has provided quality product from his squad and himself.
WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Quality of Work The civilian implements agency quality standards and practices when performing tasks and activities.
COMMENTS: Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.
WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Quantity of Work The civilian makes substantial productivity contributions to the department.
COMMENTS: Mr. Treijs personal work ethic is beginning to reflect itself in the increasing quantity of work produced by his squad. He is a very positive influence on subordinates and is a motivated self-starter.
WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Quality of Work	60
Cooperation	40	Initiative	20	Quantity of Work	60
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 350 – 100 (Total Weights) = FINAL RATING: 3.5

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)

Mr. Trejis is performing at an acceptable level and is making a significant contribution to accomplishing the Section's mission. He is responding very well to the demands of an increasing investigative caseload and the demands of training his squad. A very hardworking self-starter.I have noted supervisory strengths develop with Mr. Treijs over the past several rating periods. He continues to positivly develop as a supervisor.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)

Mr. Trejis is on task with all asignments and expectations. A significant amount of improvment has been noted in the way that he manages his squad, including his "People Skills". Squad members have commented that Mr. Treijs supervisory style of deligation as well as instructing his personnel has improved to that of a strong leader rather than of an authoritian style. He has been teaching his staff their roles do to most of his squad being new investigators. This has been a significant improvment over previous rating periods and improves month after month.

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)
Supervisory training should be attended as available.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)
None as the employee is in a probationary position.

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

Lt. John S. Bukata May 31, 2001
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

6/6/01
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

5/30/01
REVIEWER SIGNATURE Date

5/30/01
DIVISION SIGNATURE Date

6.4.01

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2 nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

EOG-03293

Broward Sheriff's Office

Performance Evaluation

SUPERVISORY INSERT

General Instructions:
This page serves as a **supervisory insert** to the appropriate completed performance evaluation for the evaluation of a supervisor or manager. The evaluator will use the rating definitions (1 -5) to evaluate the supervisor/manager for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the supervisor/manager during the review period. Fractional ratings cannot be used. Refer to RATING DEFINITIONS in the related performance evaluation, Section 11.

Performance Criteria: Achievement of Objectives
The supervisor/manager strives to meet quality standards and promotes quality of output in achieving unit/agency goals and objectives.

COMMENTS:

All objectives have been attained.

WEIGHT: 20 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 80

Performance Criteria: Decision Making and Judgment
The supervisor/manager takes action as needed to resolve work related problems in a timely and effective manner, assessing and establishing priorities, and identifying and evaluating problem areas and problem solving skills.

COMMENTS:

Mr. Treijs does not hestiate to make an effective decision. He is developing his skills as a supervisor within this section and relates that information to his subordinates and co-workers daily.

WEIGHT: 20 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 60

Performance Criteria: Planning and Organizing
The supervisor/manager establishes a course of action for the work group and self; optimizing time, personnel, equipment, and material resources; clearly defines responsibility and authority of self and others; and develops standards for the work unit.

COMMENTS:

Has organized an effective squad which is functioning efficiently. His squad is performing well in the face of an increasingly demanding and complex caseload.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Communications
The supervisor/manager prepares clear and concise reports and correspondence in a timely manner and is able to make effective oral presentations.

COMMENTS:

All observations have been favorable. Squad is well informed. Keeps chain of command well apprised. Maintains excellent communication with peers.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Interpersonal Skills
The supervisor/manager encourages participation and teamwork; fostering unit morale; working cooperatively with the public, peers, and subordinates.

COMMENTS:

Mr. Treijs's inter-personal skills have dramatically improved since being promoted to a supervisor. He is learing the most effective ways of communicating with his staff and supervisors. It appears that the training that Mr. treijs has attended, as well as his willingness to improve, has been successful.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Administrative Policy and Procedure
The manager/supervisor understands and implements the appropriate statutes, policies, procedures, and legal guidelines; complying with personnel rules, grievance procedures, safety regulations; promotes timely and effective counseling, performance evaluations, and disciplinary investigations.

COMMENTS:

No noted deficiencies in this catagory. Mr. Treijs has been a BSO employee for a number of years and has become familiar with the policies of the agency.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the SUPERVISORY RATING.

WEIGHTED RATINGS:

Achievement of Objectives	80	Decision Making & Judgment	60	Planning & Organizing	45
Communications	45	Interpersonal Skills	45	Administrative Policy & Procedure	45

Add ALL Weighted Ratings: 320 – 100 (Total Weights) = SUPERVISORY RATING: 320

Supervisory Rating 3.2 + Final Rating* 3.4 – 2 = 3.3 **FINAL SUPERVISORY RATING**

*The Final Rating is taken from the appropriate Performance Evaluation form.

All other sections of the appropriate Performance Evaluation form must be completed while following distribution guidelines noted on the last page of the related Performance Evaluation form. This Performance Evaluation Supervisory Insert must be included when evaluating supervisors and managers.

RECEIVED
MAY 04 2001
HUMAN RESOURCES

Broward Sheriff's Office

Performance Evaluation

Civilian Employees

General Instructions:
This performance evaluation must be completed by the Evaluator in accordance with the Broward Sheriff's Office policy and procedure Section 3.10. It is recommended that the performance evaluation process include the evaluator and the employee being evaluated. Every effort should be made to encourage a positive, two-way dialogue before, during and after the evaluation meeting.

Supporting documentation may be attached to this form to substantiate comments and ratings related to the employee's performance. The employee may, as well, attach relevant documentation. All sections of this evaluation must be typed, including applicable attachments.

SECTION F Employee Information

Review Type (check one)
Probationary (monthly) 10 Promotional (monthly) 10 Non-probationary (annual) 10

Employee Name: Treijs (last) Guntis (first) (middle)

CCN-. 9714 Rank or Position: Child Protective Investigations Supervisor

Assignment: Child Protective Investigations Section

This employee is being evaluated from the period of April 1, 2001 (Month/DayNear) to April 30, 2001 (Month/DayNear)

MB

SECTION III: Performance Criteria

Instructions: In this section, the evaluator will begin by assessing the employee's reliability. The evaluator will than use the rating definitions (1 -5) to evaluate the employee for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the employee during the review period. Fractional ratings cannot be used.

Reliability: Attendance, Punctuality		
Unacceptable EI The employee consistently fails to meet Division/Unit standards specific to attendance and punctuality.	Marginal EI The employee is occasionally tardy and absent.	**Acceptable** EI The employee is consistently punctual, uses leave responsibly, scheduled leave appropriately within Division/Unit standards. Employee is consistently reliable.

RATING DEFINITIONS:

1
FAILS TO MEET EXPECTATIONS
Performance is clearly below the requirements for the position. Direct supervision and follow-up always needed.

2
APPROACHES EXPECTATIONS
Performance frequently meets the performance criteria for the position, but occasionally is less than required. Direct supervision needed on a regular basis.

3
MEETS EXPECTATIONS
Overall performance consistently meets the requirements on a regular basis. Direct supervision needed occasionally.

4
EXCEEDS EXPECTATIONS
Overall performance consistently exceeds the expected results of job responsibilities. Direct supervision and follow-up needed infrequently.

5
SIGNIFICANTLY EXCEEDS EXPECTATIONS
Overall performance is clearly outstanding as measured against job responsibilities. Direct supervision seldom needed.

Performance Criteria: Appearance
The civilian's grooming and hygiene reflect the professional and public image required in this position.

COMMENTS:

Consistently presents a neat and well groomed appearance.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Cooperation
The civilian works together and interacts effectively with command staff, coworkers, and peers to support the agency's effectiveness.

COMMENTS:

This rating period as compared to the previous, Mr.Treijs has shown significan progress in improving in this . Mr. Treijs continues to be a helpful team player who steps forward whenever needed.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Operation and Care of Equipment
The civilian operates and takes care of equipment in an efficient manner.

COMMENTS:

Workspace, vehicle and equipment are well maintained.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Public Contact
The civilian interacts and communicates a positive image with the community, businesses, and internal departments; places high priority on finding ways to communicate service expectations.

COMMENTS:

All observations have been favorable.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Quality of Reports
The civilian prepares and completes concise, accurate, and appropriate reports.

COMMENTS:

Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.

WEIGHT: 1 0 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 30

Performance Criteria: Initiative
The civilian demonstrates independent action and suggests new ideas to enhance and improve department and individual tasks.

COMMENTS:

Has initiated productivity and quality improvements in his squad which have had a positive impact.

WEIGHT: 5 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 20

Performance Criteria: Policies and Procedures
The civilian demonstrates the required knowledge and compliance level regarding all applicable policies and procedures, state statutes and all other related technical knowledge requirements.

COMMENTS:

Mr. Treijs has a strong background with DCF policy however he is encouraged to study the P&P of the BSO and learn how to intergrate the policies of both agencies.

WEIGHT: 5 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 15

Performance Criteria: Dependability
The civilian sets goals and standards taking personal responsibility for seeing them toward completion in a timely manner.

COMMENTS:

Can be counted on to produce quality work on schedule.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Quality of Work
The civilian implements agency quality standards and practices when performing tasks and activities.

COMMENTS:

Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Performance Criteria: Quantity of Work
The civilian makes substantial productivity contributions to the department.

COMMENTS:

Mr. Treijs personal work ethic is beginning to reflect itself in the increasing quantity of work produced by his squad. He is a very positive influence on subordinates and is a motivated self-starter.

WEIGHT: 15 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 60

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the FINAL RATING.

WEIGHTED RATINGS:

Appearance	20	Quality of Reports	30	Quality of Work	60
Cooperation	30	Initiative	20	Quantity of Work	60
Operation & Care of Equipment	30	Policies & Procedures	15		
Public Contact	30	Dependability	45		

Add ALL Weighted Ratings: 340 – 100 (Total Weights) = FINAL RATING: 3.4

SECTION III Overall Performance Summary

Instructions: In this section, the evaluator summarizes the overall performance of the employee to include the strengths and areas in need of improvement. The overall performance summary must reflect the overall comments written throughout the evaluation.

OVERALL PERFORMANCE SUMMARY (Include overall performance related to strengths and areas in need of improvement as noted in the evaluation)
Mr. Trejis is performing at an acceptable level and is making a significant contribution to accomplishing the Section's mission. He is responding very well to the demands of an increasing investigative caseload and the demands of training his squad. A very hardworking self-starter.

SECTION IV: Performance Expectations, Career Development, Additional Assignments

Instructions: In this section, the evaluator and the employee should collaborate on performance expectations, career development opportunities, and additional assignments for the coming review period.

Performance expectations are specific, measurable, action-oriented, and time bound and should relate to job duties and responsibilities. The employee and the evaluator should also collaboratively agree on career development opportunities and additional assignments for which the employee might be suitable.

PERFORMANCE EXPECTATIONS (State action-oriented, measurable, specific, and time bound future expectations related to the performance criterion relevant to the employees duties and responsibilities)
Mr. Trejis is on task with all asignments and expectations. A significant amount of improvment has been noted in the way that he manages his squad, including his "People Skills".

CAREER DEVELOPMENT (Identify and explore future educational, professional improvement, and enhancement activities for the employee to participate in during the upcoming review period)

Supervisory training should be attended as available.

ADDITIONAL ASSIGNMENTS (List other assignments for which the employee might be suitable)

None as the employee is in a probationary position.

SECTION V Signatures

Instructions: The evaluator will meet with the reviewer prior to meeting with the employee. The evaluator will than meet with the employee and afterwards submit the evaluation for chain-of-command signatures. The employee's signature does not necessarily signify agreement with the evaluation; it simply means it has been discussed with the employee.

After the employee signs and dates the evaluation, a copy is provided to the employee and a copy is maintained in the employee's division/unit file. The evaluator then forwards the original signed evaluation with the Ninety Day Notification Form through the chain of command for review and signature. The original evaluation is kept in the employee's human resource file. If the evaluation is changed in any way during the chain-of-command review, it must be reviewed with and initialed by the employee.

This evaluation is based on my observations and knowledge of the employee's performance. **Check if Documentation Attached** ☐

Lt. John S. Bukata April 30, 2001
EVALUATOR SIGNATURE Date

I certify that this evaluation was reviewed with me in its completed form. I understand that I can provide support documentation to illustrate the results of my work effort. **Check if Documentation Attached** ☐

4/23/01
EMPLOYEE SIGNATURE Date

I have reviewed this evaluation. It represents facts to the best of my knowledge from observation of both supervisor and employee.

4/23/01
REVIEWER SIGNATURE Date

4/23/01
DIVISION SIGNATURE Date

Distribution:
Original - Human Resources (attach 90 Day Notification) 1st Copy - Employee 2nd Copy - Division/Unit Employee File

FOR HUMAN RESOURCE USE ONLY:

Date **Received** by Human Resources:	Date **Processed** by Human Resources:
Processed by (Please Initial):	

Broward Sheriff's Office

Performance Evaluation

SUPERVISORY INSERT

General Instructions:
This page serves as a **supervisory insert to** the appropriate completed performance evaluation for the evaluation of a supervisor or manager. The evaluator will use the rating definitions (1 -5) to evaluate the supervisor/manager for each performance criteria. Comments for each performance criteria must support the evaluator's rationale for the selected rating and should be based on the results achieved by the supervisor/manager during the review period. Fractional ratings cannot be used. Refer to RATING DEFINITIONS in the related performance evaluation, Section 11.

Performance Criteria: Achievement of Objectives
The supervisor/manager strives to meet quality standards and promotes quality of output in achieving unit/agency goals and objectives.

COMMENTS:

All objectives have been attained.

WEIGHT: 20 x RATING (Circle One): 1 2 3 (4) 5 = **Weighted Rating:** 80

Performance Criteria: Decision Making and Judgment
The supervisor/manager takes action as needed to resolve work related problems in a timely and effective manner, assessing and establishing priorities, and identifying and evaluating problem areas and problem solving skills.

COMMENTS:

Mr. Treijs does not hestiate to make an effective decision. He is developing his skills as a supervisor within this section and relates that information to his subordinates and co-workers daily.

WEIGHT: 20 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 60

Performance Criteria: Planning and Organizing
The supervisor/manager establishes a course of action for the work group and self; optimizing time, personnel, equipment, and material resources; clearly defines responsibility and authority of self and others; and develops standards for the work unit.

COMMENTS:

Has organized an effective squad which is functioning efficiently. His squad is performing well in the face of an increasingly demanding and complex caseload.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Communications
The supervisor/manager prepares clear and concise reports and correspondence in a timely manner and is able to make effective oral presentations.

COMMENTS:

All observations have been favorable. Squad is well informed. Keeps chain of command well apprised. Maintains excellent communication with peers.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Interpersonal Skills
The supervisor/manager encourages participation and teamwork; fostering unit morale; working cooperatively with the public, peers, and subordinates.

COMMENTS:

Mr. Treijs's inter-personal skills have dramatically improved since being promoted to a supervisor. He is learing the most effective ways of communicating with his staff and supervisors. It appears that the training that Mr. treijs has attended, as well as his willingness to improve, has been successful.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Performance Criteria: Administrative Policy and Procedure
The manager/supervisor understands and implements the appropriate statutes, policies, procedures, and legal guidelines; complying with personnel rules, grievance procedures, safety regulations; promotes timely and effective counseling, performance evaluations, and disciplinary investigations.

COMMENTS:

No noted deficiencies in this catagory. Mr. Treijs has been a BSO employee for a number of years and has become familiar with the policies of the agency.

WEIGHT: 15 x RATING (Circle One): 1 2 (3) 4 5 = **Weighted Rating:** 45

Instructions: Transfer all weighted ratings for each performance criteria below. Add all weighted ratings and divide by 100 (total of weights). This is the SUPERVISORY RATING.

WEIGHTED RATINGS:

Achievement of Objectives	80	Decision Making & Judgment	60	Planning & Organizing	45
Communications	45	Interpersonal Skills	45	Administrative Policy & Procedure	45

Add ALL Weighted Ratings: 320 – 100 (Total Weights) = SUPERVISORY RATING: 320
Supervisory Rating 3.2 + Final Rating* 3.4 – 2 = 3.3 **FINAL SUPERVISORY RATING**

*The Final Rating is taken from the appropriate Performance Evaluation form.

All other sections of the appropriate Performance Evaluation form must be completed while following distribution guidelines noted on the last page of the related Performance Evaluation form. This Performance Evaluation Supervisory Insert must be included when evaluating supervisors and managers.

RECEIVED
MAR 3 0 2001
HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR**
Assignment:	CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR		
Period Covered:	**From:** March 1, 2001	**To:**	March 31, 2001

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	X		

Comments: **Mr. Treijs is always available to supervise his squad. He demonstrates a consistent willingness to put in long hours in oorder to enhance the productivity and efficiency of his unit.**

Appearance:

Wgt. 5
X Score = 4

20
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: **Consistently presents a neat and well groomed appearance.**

Cooperation:

Wgt. 10
X Score = 4

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: **This rating period as compared to the previous, Mr.Treijs has shown significan progress in improving in this . Mr. Treijs continues to be a helpful team player who steps forward whenever needed.**

Operation & Care of Equipment:

Wgt. 10
X Score = 4

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: Workspace, vehicle and equipment are well maintained.

Public Contact:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: All observations have been favorable.

Quality of Reports:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: **Prepares high quality investigative reports as well as accurate and timely supervisory reports in his current capacity of supervisor.**

Initiative: Wgt. 5 X Score = 4 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: **Has initiated productivity and quality improvements in his squad which have had a positive impact.**				
Policies & Procedures: Wgt. 5 X Score = 4 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ Usually follows.	4 ☒ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: **Mr. Treijs has a strong background with DCF policy however he is encouraged to study the P&P of the BSO and learn how to intergrate the policies of both agencies.**				
Dependability: Wgt. 15 X Score = 3 45 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☒ Usually does job on time from assignments given. Occasional follow-up required.	4 ☐ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Can be counted on to produce quality work on schedule.				
Quality of Work: Wgt. 15 X Score = 4 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.				
Quantity of Work: Wgt. 15 X Score = 4 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: **Mr. Treijs personal work ethic is beginning to reflect itself in the increasing quantity of work produced by his squad. He is a very positive influence on subordinates and is a motivated self-starter.**				

365	Total Score (add all weighted scores)
3.65	Final Score (total score divided by 100)
3.25	+ Supervisory Score
7	= Total (divide total by 2 to arrive at final supervisory score)
3.5	= Final Supervisory Score

How long has employee worked under your supervision? 3
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:
Mr. Trejis is performing at an acceptable level and is making a significant contribution to accomplishing the Section's mission. He is responding very well to the demands of an increasing investigative caseload and the demands of training his squad. A very hardworking self-starter.

Strengths:
Maturity, professional knowledge, enthusiasm and initiative have all been demonstrated.

Weaknesses:
Is new to the role of a supervisor but will continue to grow in knowledge and expereience.

Performance Action Plan:
Date:
On Going Currently attending supervisory courses associated with DCF management.
Date:

Take advantage of available supervisory training offered by BSO and DCF

Date:

Career Development Issues:
Supervisory training should be attended as available.

List Other Assignments for which the Employee Might be Suitable:
Any nonsworn supervisory positions of similar paygrade.

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Lt. John S. Bukata — 3/31/2001
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — 3/23/01
Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

TREJIS
Guntis-Trejis — 3/27/
Employee — Date

Division Commander — 3/23/01
Date

rformance Evaluation

Supervisory Factors

Name:	Trejis (last)	Guntis (first)	(Initial)
CCN:	9714	**Rank or Position:**	CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR
Assignment:	CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR		
Period Covered:	**From:** March 1, 2001	**To:**	March 31, 2001

Planning, Organizing & Assigning Work

Wgt. 15
X Score = 4

60
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Work poorly planned, disorganized. Often management by crisis.	Fairly good use of resources, well planned and organized. Priorities reasonably clear.	Very good long and short term planning. Employee knows priorities well.	Exceptional management of resources. Anticipates problems and prevents them.

Comments: **Has organized an effective squad which is functioning efficiently. His squad is performing well in the face of an increasingly demanding and complex caseload.**

Quality of Group's Work:

Wgt. 15
X Score = 4

60
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often quality problems. Sloppy work.	Acceptable quality.	Very good quality. Little corrective action necessary.	Exceptional quality. A model work group.

Comments: **Squad is producing quality work. Mandated requirements are being met. Quality of his squad's work has increased significantly under Mr. Trejis leadership.**

Quantity of Group's Work:

Wgt. 10
X Score = 4

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Work often late or unfinished.	Acceptable quantity and timeliness of work.	Very good. Work done to completion. Usually on time and often early. Very efficient.	Exceptional efficiency. Group finds time for extra work and does it well.

Comments: The squad is keeping pace with an increasing workload. Productivity of squad in terms of closing cases has increased dramatically under his supervision.

Leadership:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often shows little leadership. Work group unmotivated and shows little teamwork.	Acceptable leadership. Good motivation and teamwork in work group.	Very good leadership. Work group highly motivated and works well together to achieve goals.	Exceptional leadership. Group is a model of motivation and teamwork.

Comments: Impr ovment has been noted in this . Mr. Trejis has been available to assist his subordinates in completing their duties.

Communication: Wgt. 10 X Score = 3 30 Weighted Score	1 ☐ Unacceptable.	2 ☐ Frequent communication problems.	3 ☒ Communicates well to management, peers and subordinates.	4 ☐ Very good communication. Prevents problems and encourages productivity through communication.	5 ☐ Exceptional communicator. No surprises for peers and subordinates.
	Comments: **During this rating period, Mr. Trejis has been communicating well with his supervisor, his peers and subordinates.**				
Performance Evaluation: Wgt. 10 X Score = 4 40 Weighted Score	1 ☐ Unacceptable.	2 ☐ Performance evaluations often late or poorly done. Inconsistent. Documentation often poor.	3 ☐ Acceptable performance. Evaluation usually on time and well done. Good documentation.	4 ☒ Very good. Usually conscientious. Very consistent.	5 ☐ Exceptional. Extremely conscientious about performance appraisals and documentation extremely consistent.
	Comments: **Completes performance evaluations in an equitable and clearly understood manner.**				
Resolves Work Problems Wgt. 10 X Score = 3 30 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unavailable. Often misjudges conflict situations.	3 ☒ Acceptable. Usually resolves problems and conflict situations.	4 ☐ Very good at resolving problems and conflict situations.	5 ☐ Exceptional at preventing problems and conflict.
	Comments: Approaches problems in an organized and purposeful manner. Resolves problems with a minimum of guidance.				
Training & Development: Wgt. 15 X Score = 3 45 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often fails to train subordinates.	3 ☒ Acceptable.	4 ☐ Very good. Training is a high priority.	5 ☐ Exceptional is excellent at training subordinates.
	Comments: Leadership responsibilities to inform, train and develop subordinates are being met. Improvement is expected in Mr. Trejis taking the time to personally instruct his subordinates the various ways to conduct the job of an investigator.				

Overall Supervisory Comments:

Performing at an above acceptable level. Mr. Trejisa demonstrates adaquit supervisory skills and ability. Highly motivated , energetic and professionally competent.

335	Total Score (add all weighted scores)
3.35	Supervisory Score (total score divided by 100)

Add Final Supervisor score to Final Evaluation score for Final Supervisor score

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HUMAN RESOURCES

Performance Evaluation

Civilian Employees

ENTERED

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR**
Assignment:	CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR		
Period Covered:	**From:** **January 1, 2001**	**To:**	February 28, 2001

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Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	X		

Comments: **Mr. Treijs is always available to supervise his squad. He demonstrates a consistent willingness to put in long hours in oorder to enhance the productivity and efficiency of his unit.**

Appearance:

Wgt. 5
X Score = 4

20
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: **Consistently presents a neat and well groomed appearance.**

Cooperation:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: **A helpful team player who steps forward whenever needed however is known for sarcastic remarks or comments that are taken the wrong way by the person Mr. Treijs is communicating with.**

Operation & Care of Equipment:

Wgt. 10
X Score = 3.5

35
Weighted Score

1 ☐	2 ☐	3 ☐ (3.5)	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: Workspace, vehicle and equipment are well maintained.

Public Contact:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: All observations have been favorable.

Quality of Reports:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: **Prepares high quality investigative reports as well as accurate and timely supervisory reports in his current capacity of supervisor.**

Initiative: Wgt. 5 X Score = 4 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: **Has initiated productivity and quality improvements in his squad which have had a positive impact.**				
Policies & Procedures: Wgt. 5 X Score = 3 15 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☒ Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: **Mr. Treijs has a strong background with DCF policy however he is encouraged to study the P&P of the BSO and learn how to intergrate the policies of both agencies.**				
Dependability: Wgt. 15 X Score = 3 45 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☒ Usually does job on time from assignments given. Occasional follow-up required.	4 ☐ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Can be counted on to produce quality work on schedule. Mr. Treijs needs to be made aware of his chain of command as there have been several occaisions that paper work or communications did not come directly to me and I learned of the information from other sourses. Improvement has been noted during this rating period.				
Quality of Work: Wgt. 15 X Score = 4 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Produces high quality work. Mr. Treijs is consientious in performing all of his duties. This is reflected in both the quality of his supervisory efforts and in his written work products and reports.				
Quantity of Work: Wgt. 15 X Score = 3 45 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☒ Acceptable quantity and timeliness of work.	4 ☐ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: **Mr. Treijs personal work ethic is beginning to reflect itself in the increasing quantity of work produced by his squad. He is a very positive influence on subordinates.**				

330	Total Score (add all weighted scores)
3.30	Final Score (total score divided by 100)
3.25	+ Supervisory Score
6.55	= Total (divide total by 2 to arrive at final supervisory score)
3.275	= Final Supervisory Score

How long has employee worked under your supervision? 2
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:
Mr. Trejis is performing at an acceptable level and is making a significant contribution to accomplishing the Section's mission. He is responding very well to the demands of an increasing investigative caseload and the demands of training his squad. A very hardworking self-starter.

Strengths:
Maturity, professional knowledge, enthusiasm and initiative have all been demonstrated.

Weaknesses:
Is new to the role of a supervisor but will continue to grow in knowledge and expereience. I do have some concerns related to how Mr. Trejis communicates with others, including subordinates. Mr. Treijs appears to be condescending when speaking. This could be attributed to the fact that Mr. Trejis does speak another language. I have discussd this concern with Mr. Trejis and I have also had him attend a course designed at improving communication skills and dealing with people. Mr. Trejis also has to develop his skills associated with building relationships with other agencies and organizations affiliated with BSO/CPIS. Mr. Trejis does not yet understand the concept of "the Big Picture" view of adminstration and sometimes develops a negative opinion related to the goals of the section because of his lack of knowledge in this administrative arena.

Performance Action Plan:
Date:
On Going
Date:

Take advantage of available supervisory training offered by BSO and DCF

Date:

Career Development Issues:
Supervisory training should be attended as available.

List Other Assignments for which the Employee Might be Suitable:
Any nonsworn supervisory positions of similar paygrade.

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Lt. John S. Bukata — 2/28/2001
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — 2/27/01
Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

TREIJS — 2/27/01
Employee — Date

Division Commander — 2/23/01
Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Performance Evaluation

Supervisory Factors

Name:	Trejis (last)	Guntis (first)	(Initial)
CCN:	9714	**Rank or Position:**	**CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR**
Assignment:	CHILD PROTECTIVE INVESTIGATIONS SUPERVISOR		
Period Covered:	**From:** January 1, 2001	**To:**	February 28, 2001

Planning, Organizing & Assigning Work

Wgt. 15
X Score = 4

60
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Work poorly planned, disorganized. Often management by crisis.	Fairly good use of resources, well planned and organized. Priorities reasonably clear.	Very good long and short term planning. Employee knows priorities well.	Exceptional management of resources. Anticipates problems and prevents them.

Comments: **Has organized an effective squad which is functioning efficiently. His squad is performing well in the face of an increasingly demanding and complex caseload.**

Quality of Group's Work:

Wgt. 15
X Score = 4

60
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often quality problems. Sloppy work.	Acceptable quality.	Very good quality. Little corrective action necessary.	Exceptional quality. A model work group.

Comments: **Squad is producing quality work. Mandated requirements are being met. Quality of his squad's work has increased significantly under Mr. Trejis leadership.**

Quantity of Group's Work:

Wgt. 10
X Score = 4

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Work often late or unfinished.	Acceptable quantity and timeliness of work.	Very good. Work done to completion. Usually on time and often early. Very efficient.	Exceptional efficiency. Group finds time for extra work and does it well.

Comments: The squad is keeping pace with an increasing workload. Productivity of squad in terms of closing cases has increased dramatically under his supervision.

Leadership:

Wgt. 10
X Score = 3

30
Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often shows little leadership. Work group unmotivated and shows little teamwork.	Acceptable leadership. Good motivation and teamwork in work group.	Very good leadership. Work group highly motivated and works well together to achieve goals.	Exceptional leadership. Group is a model of motivation and teamwork.

Comments: Provides a positive example and is an effective coach and mentor to his subordinates. Mr. Trejis needs to be more available to his subordinates when they have questions, comments or concerns. For example, when a new investigator has concerns about going to court to testify, Mr. Trejis needs to drop what he is doing and assist the subordinate and not refer them to a training officer. He is the training officer, their mentor, their guide and roll model.

Communication: Wgt. 10 X Score = 3 30 Weighted Score	1 ☐ Unacceptable.	2 ☐ Frequent communication problems.	3 ☒ Communicates well to management, peers and subordinates.	4 ☐ Very good communication. Prevents problems and encourages productivity through communication.	5 ☐ Exceptional communicator. No surprises for peers and subordinates.
	Comments: **Improvement has been noted in this however Mr. Trejis must keep his supervisor informed of all activity, including requests for days off and pre-approved overtime. There were instanses this period in which paperwork was not funnelled thru this writer even after an initial meeting in which I discussed my expectations related to operations and procedures.**				
Performance Evaluation: Wgt. 10 X Score = 3 30 Weighted Score	1 ☐ Unacceptable.	2 ☐ Performance evaluations often late or poorly done. Inconsistent. Documentation often poor.	3 ☒ Acceptable performance. Evaluation usually on time and well done. Good documentation.	4 ☐ Very good. Usually conscientious. Very consistent.	5 ☐ Exceptional. Extremely conscientious about performance appraisals and documentation extremely consistent.
	Comments: **Completes performance evaluations in an equitable and clearly understood manner.**				
Resolves Work Problems Wgt. 10 X Score = 3 30 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unavailable. Often misjudges conflict situations.	3 ☒ Acceptable. Usually resolves problems and conflict situations.	4 ☐ Very good at resolving problems and conflict situations.	5 ☐ Exceptional at preventing problems and conflict.
	Comments: Approaches problems in an organized and purposeful manner. Resolves problems with a minimum of guidance.				
Training & Development: Wgt. 15 X Score = 3 45 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often fails to train subordinates.	3 ☒ Acceptable.	4 ☐ Very good. Training is a high priority.	5 ☐ Exceptional is excellent at training subordinates.
	Comments: Leadership responsibilities to inform, train and develop subordinates are being met. Improvement is expected in Mr. Trejis taking the time to personally instruct his subordinates the various ways to conduct the job of an investigator.				

Overall Supervisory Comments:

Performing at an above acceptable level. Mr. Trejis demonstrates adaquit supervisory skills and ability. Highly motivated , energetic and professionally competent.

325	Total Score (add all weighted scores)
3.25	Supervisory Score (total score divided by 100)

Add Final Supervisor score to Final Evaluation score for Final Supervisor score

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OCT 27 2000
HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** August 30, 1999	**To:**	August 31, 2000

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards.

Appearance:

Wgt. 5
X Score = 4.0

20
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 4.0

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 4.0

40
Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No problems observed. Assigned vehicle and equipment always clean and well maintained.

Public Contact:

Wgt. 10
X Score = 3.5

35
Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 3.5

35.0
Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Reports are usually accurate and complete, with occasional errors or ommissions

Initiative: Wgt. 5 X Score = 4.0 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators.				
Policies & Procedures: Wgt. 5 X Score = 3.5 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ Usually follows. 3.5	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: No problems or violations noted.				
Dependability: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality, with little corrective action necessary				
Quantity of Work: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: Completes cases in a very prompt and timely manner				

387.5	Total Score (add all weighted scores)
3.88	Final Score (total score divided by 100)
	+ Supervisory Score
	= Total (divide total by 2 to arrive at final supervisory score)
	= Final Supervisory Score

How long has employee worked under your supervision? 4 months

If less than 6 months, was previous supervisor consulted about this review? ☒ Yes ☐ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 06/19/00. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

Investigator Treijs continues to work very hard to lock out backlog cases. He continues to complete his cases in a timely manner and is an outstanding employee. He continues to have one of the highest clearance rates in the backlog squad

Weaknesses:

Investigator Treijs has effectively addressed a prior weakness of occasional errors in reports by demonstrating marked improvement in the accuracy and thoroughness of his reports.

Performance Action Plan:

Date: October 31, 2000

Date:

Date:

Career Development Issues:

Will be completing DCF Field Based Assessment.

List Other Assignments for which the Employee Might be Suitable:

CPIS Supervisor
Deputy Sheriff/DLE

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Sgt. Joe Natiello /s/ Sgt Joe Natiello 10/21/2000
Evaluator Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

/s/ [illegible] 10/26/00
Reviewer Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Curtis Treijs 10/30/00
Employee Date

Capt Bosco 10/30/00
Division Commander Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

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HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** **June 21, 2000**	**To:**	August 31, 2000

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	**Acceptable**	**Marginal**	**Unacceptable**
	XXX		
	Comments: Within Department Standards.		

Appearance:	1 ☐ Unacceptable.	2 ☐ Often disregards dress code and policies.	3 ☐ Generally acceptable. Adheres to dress code and policies.	4 ☒ Favorable appearance. Well groomed/neat and clean.	5 ☐ Exceptional.
Wgt. 5 X Score = 4.0					
	Comments: Very professional image.				
20 Weighted Score					

Cooperation:	1 ☐ Unacceptable.	2 ☐ Creates conflict. Difficult to work with.	3 ☐ Works well with others. Usually contributes to team effort.	4 ☒ Good team worker. Volunteers to work with and assist others.	5 ☐ Exceptional team worker. Sets an example for others.
Wgt. 10 X Score = 4.0					
	Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".				
40 Weighted Score					

Operation & Care of Equipment:	1 ☐ Abusive to equipment.	2 ☐ Neglectful.	3 ☐ Acceptable in care and maintenance of equipment.	4 ☒ Careful of equipment. Shows concern for condition.	5 ☐ Exceptional in care and treatment of equipment.
Wgt. 10 X Score = 4.0					
	Comments: No problems observed. Assigned vehicle and equipment always clean and well maintained.				
40 Weighted Score					

Public Contact:	1 ☐ Unacceptable.	2 ☐ Often indifferent. Abrupt.	3 ☐ Usually effective, courteous with the public. 3.5	4 ☐ Very tactful, sincere, obliging and well-mannered.	5 ☐ Exceptional in people skills. Inspires others.
Wgt. 10 X Score = 3.5					
	Comments: No complaints received or problems observed				
35 Weighted Score					

Quality of Reports:	1 ☐ Unacceptable.	2 ☐ Often incomplete and/or inaccurate. Requires frequent checking and correction.	3 ☒ Usually accurate and complete. Occasional errors.	4 ☐ Accurate, neat, complete and concise.	5 ☐ Exceptionally high quality, neatness, accuracy and conciseness.
Wgt. 10 X Score = 30					
	Comments: Reports are usually accurate and complete, with occasional errors or ommissions				
30 Weighted Score					

Initiative: Wgt. 5 X Score = 4.0 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators.				
Policies & Procedures: Wgt. 5 X Score = 3.5 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: No problems or violations noted.				
Dependability: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality, with little corrective action necessary				
Quantity of Work: Wgt. 15 X Score = 4.0 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: Completes cases in a very prompt and timely manner				

383 3.83	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 2.5 months
If less than 6 months, was previous supervisor consulted about this review? ☒ Yes ☐ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 06/19/00. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to lock out backlog cases. He continues to complete his cases in a timely manner and is an outstanding employee. He continues to have one of the highest clearance rates in the backlog squad.

Weaknesses:

The only weakness I've observed has been occasional errors or omissions in reports. This can be attributed to Mr. Treijs' enthusiasm and assertiveness towards closing cases for the backlog squad. Errors have been brought to his attention, and he diligently makes corrections, and learns from them, without complaint.

Performance Action Plan:

Date: August 31, 2000

Date:

Date:

Career Development Issues:

Will be completing DCF Field Based Assessment.

List Other Assignments for which the Employee Might be Suitable:

CPIS Supervisor
Deputy Sheriff/DLE

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Sgt. Joe Natiello — 8/31/2000
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

8/31/00
Reviewer — Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Employee — 9/P/2000 Date

Division Commander — 9/11/00 Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

RECEIVED
JUN 21 2000
HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** May 20, 2000	**To:**	June 20, 2000

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards.

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No problems observed. Assigned vehicle and equipment always clean and well maintained.

Public Contact:

Wgt. 10
X Score = 35

Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
Comments: **Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators. During this marking period, he worked overtime to fill squad's manpower requirement.**					
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
Comments: **No problems or violations noted.**					
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
Comments: Very dependable and reliable. Very little supervision required.					
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
Comments: Above average quality					
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
Comments: **Completes cases in a very prompt and timely manner**					

392	Total Score (add all weighted scores)
3.92	Final Score (total score divided by 100)
	+ Supervisory Score
	= Total (divide total by 2 to arrive at final supervisory score)
	= Final Supervisory Score

How long has employee worked under your supervision? 9 months

If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to keep current with his new cases. He continues to complete his cases in a timely manner and is an outstanding employee. Due to his ability to complete cases promptly and professionally, he was selected for the Backlog Squad.

Weaknesses:

No weaknesses observed this marking period.

Performance Action Plan:

Date: July 20, 2000

Date:

Date:

Career Development Issues:

Will be completing DCF Field Based Assessment.

List Other Assignments for which the Employee Might be Suitable:

CPIS Supervisor
Deputy Sheriff/DLE

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Sgt. Chris McCoy — 06/20/00
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — Date 7/6/00

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Employee — Date 7/3/00

Division Commander — Date 7/10/00

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

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JUN 0 1 20[illegible]
HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** April 20, 2000	**To:**	May 20, 2000

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards.

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 35

Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No problems observed. Assigned vehicle and equipment always clean and well maintained.

Public Contact:

Wgt. 10
X Score = 35

Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators. During this marking period, be worked overtime to fill squad's manpower requirement.					
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
Comments: No problems or violations noted.					
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
Comments: Very dependable and reliable. Very little supervision required.					
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
Comments: Above average quality					
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
Comments: Completes cases in a very prompt and timely manner					

387 3.87	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 8 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to keep current with his new cases. He continues to complete his cases in a timely manner and is an outstanding employee.

Weaknesses:

In March 2000, Investigator Treijs was involved in a minor traffic crash. The BSO Crash Review Board ruled the crash preventable. Investigator Treijs was issued a letter of counseling and ordered to attend the 8 hour Driver Improvement Course.

Performance Action Plan:

Date: June 20, 2000

Date:

Date:

Career Development Issues:

Will be completing DCF Field Based Assessment.

List Other Assignments for which the Employee Might be Suitable:

CPIS Supervisor
Deputy Sheriff/DLE

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Sgt. Chris McCoy — 05/20/00
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

5/30/00
Reviewer — Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Curtis Treijs 5/29/00
Employee — Date

Capt Bach 5/31/00
Division Commander — Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

EOG-03331

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HUMAN RESOURCES

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** March 20, 2000	**To:**	April 20, 2000

9/1

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards.

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments:

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators				
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: No problems or violations noted.				
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality				
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: Completes cases in a very prompt and timely manner				

377 3.77	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 7 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to keep current with his new cases. He continues to complete his cases in a timely manner and is an outstanding employee.

Weaknesses:

None observed

Performance Action Plan:

Date: May 20, 2000

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

Sgt. Chris McCoy — 04/20/00
Evaluator — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — 4/27/00
Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Justin Treijs — 4/25/2000
Employee — Date

Capt. Bosch — 4/28/00
Division Commander — Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

RECEIVED
MAR 0 7 2000
PERSONNEL DIVISION

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** January 20, 2000	**To:**	February 20, 2000

9/1

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No neglect noted or observed. Ensures all equipment is always ready for use.

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators					
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
Comments: No problems or violations noted.					
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
Comments: Very dependable and reliable. Very little supervision required.					
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
Comments: Above average quality					
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
Comments: Completes cases in a very prompt and timely manner					

387 3.87	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 5 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to reduce his DCF backlogged cases and keep current with his new cases. He continues to complete his cases in a timely manner. During this marking period, Investigator Treijs unselfishly made himself available to fill-in to complete scheduling requirements to keep the section staffed during afternoons and weekends due to other investigator's pre-approved leave.

Weaknesses:

He had no observable weakness this marking period.

Performance Action Plan:

Date: 03/20/00
Next evaluation

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

SGT. CHRIS McCOY 7029

Evaluator — Date: 2/2/00

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Employee — Date: 2/29/2000

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — Date: 3/1/00

Division Commander — Date: 3/2/00

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20 EOG-03339

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APR 0 6 2000

Performance Evaluation

Civilian Employees

2112

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** **February 20, 2000**	**To:**	March 20, 2000

9/1

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards, used one sick leave day this marking period.

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image.

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".

Operation & Care of Equipment:

Wgt. 10
X Score = 27.5

Weighted Score

1 ☐	2 ☐	2.75 3 ☐	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: Investigator Treijs was involved in a car accident where he rear-ended another vehicle with his BSO assigned vehicle.

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators					
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
Comments: No problems or violations noted.					
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
Comments: Very dependable and reliable. Very little supervision required.					
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
Comments: Above average quality					
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
Comments: Completes cases in a very prompt and timely manner					

375 3.75	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 6 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to keep current with his new cases. He continues to complete his cases in a timely manner. During this marking period, Investigator Treijs investigated a drowning death case and worked with BSO criminal investigators to conduct a joint investigation. I personally witnessed Investigator Treijs interview parties and work with criminal investigators. He did a superb job.

Weaknesses:

Investigator Treijs was involved in a minor traffic crash with his assigned BSO unit. Investigator Treijs rear-ended another vehicle causing damage to both vehicles. Several days prior to the traffic crash, Investigator Treijs attended the Driver's Training course. Pending the outcome of the Crash Review Board's review of the traffic crash, I would assume that Investigator Treijs will be required to attend an eight-hour driver improvement course.

Performance Action Plan:

Date: April 20, 2000

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

SGT. CHRIS McCOY 7029

3/20/00

Evaluator Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

3/29/2000

Employee Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

4/5/00

Reviewer Date

4/3/00

Division Commander Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20 EOG-03343

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DEC 0 8 1999

PERSONNEL DIVISION

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** **October 20, 1999**	**To:**	November 20, 1999

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

EOG-03344

Reliability: Attendance Punctuality	**Acceptable**	**Marginal**	**Unacceptable**
	XXX		

Comments: **Within Department Standards**

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: **Very professional image. Dresses in shirt and tie not wearing the CPIS uniform.**

Cooperation:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: **Good team member and does not complain when given unpleasant or inconvenient cases**

Operation & Care of Equipment:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No neglect noted or observed

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 35

Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: **Accurate with only minor corrections**

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: **Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators**				
Policies & Procedures: Wgt. 5 X Score = 15 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☒ Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: **No problems or violations noted. Will become more knowledgeable with experience with BSO.**				
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality				
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: **Completes cases in a very prompt and timely manner**				

360	Total Score (add all weighted scores)
3.60	Final Score (total score divided by 100)
	+ Supervisory Score
	= Total (divide total by 2 to arrive at final supervisory score)
	= Final Supervisory Score

How long has employee worked under your supervision? 2 months
If less than 6 months, was previous supervisor consulted about this review? ☒ Yes ☐ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to reduce his DCF backlogged cases and keep current with his new cases. He continues to complete his cases in a timely manner.

Weaknesses:

Last marking period I noted that I had difficulty reading Investigator Treijs' handwriting; his handwriting has improved. He had no observable weakness this marking period.

Performance Action Plan:

Date: 12/20/99
Next evaluation

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

SGT. CHRIS McCOY 7029
12/6/99

Evaluator Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

12/6/99

Employee Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

12/6/99

Reviewer Date

12/7/99

Division Commander Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

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PERSONNEL DIVISION

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** November 20, 1999	**To:**	December 20, 1999

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: Within Department Standards

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: Very professional image. Dresses in shirt and tie when not wearing the CPIS uniform.

Cooperation:

Wgt. 10
X Score = 32.5

Weighted Score

1 ☐	2 ☐	3 ☐ 3.25	4 ☐	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: Continues to be a good team member and does not complain when given unpleasant or inconvenient cases.

Operation & Care of Equipment:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No neglect noted or observed

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: Well written and accurate reports.

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: **Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators**				
Policies & Procedures: Wgt. 5 X Score = 15 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☒ Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: **No problems or violations noted. Will become more knowledgeable with experience with BSO.**				
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality				
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: **Completes cases in a very prompt and timely manner**				

367.5	Total Score (add all weighted scores)
3.67	Final Score (total score divided by 100)
	+ Supervisory Score
	= Total (divide total by 2 to arrive at final supervisory score)
	= Final Supervisory Score

How long has employee worked under your supervision? 3 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to reduce his DCF backlogged cases and keep current with his new cases. He continues to complete his cases in a timely manner.

Weaknesses:

He had no observable weakness this marking period.

Performance Action Plan:

Date: 01/20/00
Next evaluation

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

12/20/99
SGT. CHRIS McCOY
7029

Evaluator — Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

12/29/99

Employee — Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Capt. B. Cho — 12/30/99

Division Commander — Date

Reviewer — Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

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PERSONNEL DIVISION

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** December 20, 1999	**To:**	Janua ary 20, 2000

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Reliability: Attendance Punctuality	Acceptable	Marginal	Unacceptable
	XXX		

Comments: **Within Department Standards**

Appearance:

Wgt. 5
X Score = 20

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.

Comments: **Very professional image.**

Cooperation:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.

Comments: **Continues to be a good team member and does not complain when given unpleasant or inconvenient cases. Can always be counted on to "get the job done".**

Operation & Care of Equipment:

Wgt. 10
X Score = 35

Weighted Score

1 ☐	2 ☐	3 ☐ 3.5	4 ☐	5 ☐
Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.

Comments: No neglect noted or observed

Public Contact:

Wgt. 10
X Score = 30

Weighted Score

1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.

Comments: No complaints received or problems observed

Quality of Reports:

Wgt. 10
X Score = 40

Weighted Score

1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.

Comments: **Well written and accurate reports.**

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
	Comments: **Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators**				
Policies & Procedures: Wgt. 5 X Score = 17.5 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☐ 3.5 Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
	Comments: **No problems or violations noted.**				
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
	Comments: Very dependable and reliable. Very little supervision required.				
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
	Comments: Above average quality				
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
	Comments: **Completes cases in a very prompt and timely manner**				

382.5 3.82	Total Score (add all weighted scores) Final Score (total score divided by 100) + Supervisory Score = Total (divide total by 2 to arrive at final supervisory score) = Final Supervisory Score

How long has employee worked under your supervision? 4 months
If less than 6 months, was previous supervisor consulted about this review? ☐ Yes ☒ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator. Investigator Treijs completes his assignments in a timely manner and requires little direct supervision in performance of his duties.

Strengths:

During this marking period, Investigator Treijs continues to work very hard to reduce his DCF backlogged cases and keep current with his new cases. He continues to complete his cases in a timely manner. During this marking period, Investigator Treijs commenced an investigation of a child death in an unlicensed day-care. He required little supervision and conducted the initial investigation in a highly professional manner and is currently working with the Sunrise Police Department to complete the investigation.

Weaknesses:

He had no observable weakness this marking period.

Performance Action Plan:

Date: 02/20/00
Next evaluation

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

SGT. CHRIS McCOY 7029

Evaluator — Date: 1/20/00

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

Quintis Treijs — Employee — Date: 1/27/2000

Division Commander — Date: 1/27/00

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

Reviewer — Date: 1/27/00

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

Performance Evaluation

Civilian Employees

Name:	Treijs (last)	Guntis (first)	(initial)
CCN:	9714	**Rank or Position:**	**Child Protective Investigations Specialist**
Assignment:	Child Protective Investigations Section		
Period Covered:	**From:** **September 20, 1999**	**To:**	October 20, 1999

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

EOG-03356

Reliability: Attendance Punctuality	**Acceptable**	**Marginal**	**Unacceptable**
	XXX		
	Comments: Within Department Standards		

Appearance:	1 ☐	2 ☐	3 ☐	4 ☒	5 ☐
	Unacceptable.	Often disregards dress code and policies.	Generally acceptable. Adheres to dress code and policies.	Favorable appearance. Well groomed/neat and clean.	Exceptional.
Wgt. 5 X Score = 20	**Comments:** Very professional image. Dresses in shirt and tie everyday				
Weighted Score					

Cooperation:	1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
	Unacceptable.	Creates conflict. Difficult to work with.	Works well with others. Usually contributes to team effort.	Good team worker. Volunteers to work with and assist others.	Exceptional team worker. Sets an example for others.
Wgt. 10 X Score = 30	**Comments:** Good team member and does not complain when given unpleasant or inconvenient cases				
Weighted Score					

Operation & Care of Equipment:	1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
	Abusive to equipment.	Neglectful.	Acceptable in care and maintenance of equipment.	Careful of equipment. Shows concern for condition.	Exceptional in care and treatment of equipment.
Wgt. 10 X Score = 30	**Comments:** No neglect noted or observed				
Weighted Score					

Public Contact:	1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
	Unacceptable.	Often indifferent. Abrupt.	Usually effective, courteous with the public.	Very tactful, sincere, obliging and well-mannered.	Exceptional in people skills. Inspires others.
Wgt. 10 X Score = 30	**Comments:** No complaints received or problems observed				
Weighted Score					

Quality of Reports:	1 ☐	2 ☐	3 ☒	4 ☐	5 ☐
	Unacceptable.	Often incomplete and/or inaccurate. Requires frequent checking and correction.	Usually accurate and complete. Occasional errors.	Accurate, neat, complete and concise.	Exceptionally high quality, neatness, accuracy and conciseness.
Wgt. 10 X Score = 30	**Comments:** Accurate with only minor corrections				
Weighted Score					

Initiative: Wgt. 5 X Score = 20 Weighted Score	1 ☐ Unacceptable.	2 ☐ Requires frequent direction. Seldom does additional work.	3 ☐ Generally acceptable. Sometimes waits to be told.	4 ☒ Frequently does additional work. Self-starter.	5 ☐ Exceptional initiative. Seeks additional work.
Comments: Never has to be told what to do; always working on cases. Acts as an FTO training newer investigators					
Policies & Procedures: Wgt. 5 X Score = 15 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often disregards.	3 ☒ Usually follows.	4 ☐ Good knowledge. Exceptions are rare.	5 ☐ Exceptional knowledge and adherence.
Comments: No problems or violations noted. Will become more knowledgale with experience with BSO.					
Dependability: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often unreliable. Requires more than normal supervision. Often late in completing assignments.	3 ☐ Usually does job on time from assignments given. Occasional follow-up required.	4 ☒ Completes assignments promptly. Very reliable. Requires little supervision or follow-up.	5 ☐ Exceptionally responsible and reliable.
Comments: Very dependable and reliable. Sets a fine example to other Investigators.					
Quality of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Often quality problems. Frequent corrective action required.	3 ☐ Acceptable quality.	4 ☒ Very good quality. Little corrective action necessary.	5 ☐ Exceptional quality.
Comments: Above average quality					
Quantity of Work: Wgt. 15 X Score = 60 Weighted Score	1 ☐ Unacceptable.	2 ☐ Work often late or unfinished.	3 ☐ Acceptable quantity and timeliness of work.	4 ☒ Very good efficiency.	5 ☐ Exceptional efficiency.
Comments: Completes cases in a very prompt and timely manner					

355	Total Score (add all weighted scores)
3.55	Final Score (total score divided by 100)
	+ Supervisory Score
	= Total (divide total by 2 to arrive at final supervisory score)
	= Final Supervisory Score

How long has employee worked under your supervision? 1 month

If less than 6 months, was previous supervisor consulted about this review? ☒ Yes ☐ No

Overall Performance Summary:

Investigator Treijs has been employed with the Broward Sheriff's Office since 08/30/99 and began working cases on 09/13/99. I became his supervisor on 09/20/99. He is a hard working, professional, and a very competent Investigator.

Strengths:

During this marking period, Investigator Treijs has worked very hard to reduce his DCF backlogged cases and keep current with his new cases. He has performed the duties of FTO and shared his knowledge with other investigators. On 10/15/99 he volunteered to commence a case with serious allegations during Hurricane Irene.

Weaknesses:

The only notable weakness during this marking period is that Investigator Treijs' handwriting is difficult to read at times. I believe this could be corrected if he took a little more time in writing his chronological notes.

Performance Action Plan:

Date:

Date:

Date:

Career Development Issues:

Will be attending several BSO courses in the near future.

List Other Assignments for which the Employee Might be Suitable:

N/A

This evaluation is based on my observation and knowledge. It represents my best judgement of the employee's performance.

SGT. CHRIS MCCOY
7029 10/20/99

Evaluator Date

I have reviewed this evaluation report. It represents the facts to the best of my knowledge from observation of both the supervisor and employee.

10/28/99

Reviewer Date

I certify that this evaluation report was reviewed with me in its completed form. I understand the procedure for appeal if I disagree.

11/02/99

Employee Date

11/03/99

Division Commander Date

BSO AP# 8-C (REV 5/99)
Revised 09/15/99
Form 20

OJJDP
Office of Juvenile Justice and Delinquency Prevention

United States Department of Justice
Office of Justice Programs

RECEIVED
NOV 0 ~ 1999
PERSONNE

Fox Valley Technical COLLEGE

Office of Juvenile Justice and Delinquency Prevention

CERTIFICATE OF TRAINING

This is to certify that

Guntis Treijs

has completed

INTERVIEWING CHILD SEXUAL ABUSE AND EXPLOITATION VICTIMS

FT. LAUDERDALE, FLORIDA
OCTOBER 8, 1999

James D. Finley

Program Manager
Fox Valley Technical College

Ron Laney

Director of Missing and Exploited Children's Program
Office of Juvenile Justice and Delinquency Prevention

BOG-03360

Policy & Procedures

RECEIVED

NOV 17 1999

PERSONNEL DIVISION

RECEIPT

This shall acknowledge my receipt of the 1999 edition of the Broward Sheriff's Office Policy and Procedures Manual. I have read this manual and understand its contents. I will contact my supervisor for clarification if at any time in the future I do not understand any portion of the manual. I agree to be responsible for inserting any revisions and/or updates in the manual and deletion of any obsolete material therein.

I recognize that the manual is not a contractual document and none of its provisions constitute contractual terms or conditions of employment. I also recognize that the Sheriff may alter, supplement, delete, or amend any portion of this manual at any time at the Sheriff's sole discretion.

My signature attests to the fact that I have read this manual, I am familiar with its contents, and I will act accordingly.

SIGNATURE

GUNTIS TREIJS 9714

NAME (PRINTED) AND CCN

8/30/99

DATE

THIS RECEIPT MUST BE RETURNED TO YOUR SUPERVISOR WITHIN 30 CALENDAR DAYS FROM THE DATE YOU RECEIVE THE MANUAL. SUPERVISORS WILL THEN FORWARD THE ORIGINAL RECEIPT TO HUMAN RESOURCES WITHIN 30 CALENDAR DAYS OF THEIR RECEIVING THE RECEIPT.

EOG 03361

Broward County Sheriff's Office
2601 West Broward Boulevard
Fort Lauderdale, FL 33312
(954) 831-8900

LOYALTY OATH

I, Guntis Treijs, a citizen of the State of Florida and of the United States of America, or a United States National or alien authorized to work, and being employed by or an officer of the Sheriff of Broward County, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

EMPLOYEE'S SIGNATURE

August 30, 1999
DATE SIGNED

STATE OF FLORIDA)
SS:
COUNTY OF BROWARD)

Subscribed and sworn to (or affirmed) before me on August 30, 1999 (date) by Guntis Treijs (name of affiant), who is personally known to me or has produced [redacted] Fl. Driver's License as identification.

Signature

SEAL

Anthony J. Jackson
MY COMMISSION # CC759258 EXPIRES
July 14, 2002
BONDED THRU TROY FAIN INSURANCE, INC.

Print Name Anthony J. Jackson

Title NOTARY PUBLIC

Commission Number #CC759258

Revised 01/93

EOG-03362

FDLE
Florida Department of Law Enforcement

REGISTRATION of EMPLOYMENT
Affidavit of Compliance

CJSTC 60

1. SSN: [redacted]

2. NAME: Treijs, Guntis

3. DATE OF BIRTH: [redacted]

4. ETHNIC GROUP OR RACE: White

5. SEX: Male

6. EDUCATION:

Note: To receive educational salary incentive, complete the Higher Education Report Form (CJSTC 63).

7. AGENCY ORI: FL0060000

8. AGENCY NAME: Broward County Sheriff's Office

9. EMPLOYMENT DATE: 11/16/02

10. EMPLOYMENT TYPE: Full-Time , Law Enforcement

11. If officer completed auxiliary training, does agency have proof of required high liability training on file?

YES ☑ Date: NO ☐

12. Is this officer employed under a TEMPORARY EMPLOYMENT AUTHORIZATION?

YES ☑ NO ☐

(If YES, complete form CJSTC-65).

13. Is this officer requesting an EQUIVALENCY OF TRAINING?

YES ☐ NO ☑

(If YES, complete form CJSTC-76).

14. Does your agency have the results of this officer's fingerprint card processing on file?

YES ☑ Date: 11/16/02 NO ☐

Note: If yes, please indicate the date that you received the fingerprint card results from the FDLE/FBI.

15. Does your agency have on file the seven (7) panel controlled substance screening results as required in Rule 11B-27.00225?

YES ☐ NO ☐

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13 (1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06 F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

Agency administrator's signature — 3/3/03 Date signed

SELECTION & ASSESSMENT MANAGER
Agency administrator's title

STATE OF FLORIDA, COUNTY OF Broward. *The foregoing instrument was acknowledged before me this* 3/3/03 *(date) by* Dianna M Vizcarra, *who is personally known to me or who has produced* _____ *(type of identification) as identification and who did (did not) take an oath.*

Notary's signature

Heather Alexis Denobriga *Notary's name*

DD 131387 Serial number, if any

Heather Alexis Denobriga
Commission # DD131387
Expires July 14, 2006
Bonded Thru
Atlantic Bonding Co., Inc.

(Seal)

Effective 11/1/1995

EOG-03363

FDLE
Florida Department of Law Enforcement

Employment Background Investigative Report

CJSTC 77

FORM FIELDS ARE ACTIVATED ONLY WHEN THIS DOCUMENT IS PROTECTED FOR FORMS. Use tab or arrow keys to move from field to field. Instructions for completing each field will appear in the STATUS BAR at the bottom of the screen.

SSN: [redacted] Name: **TREIJS, Guntis**

Agency ORI: FL **0060000** Agency Name: **Broward Sheriff's Office**

Select the type of discipline for which your agency is employing officer: **Law Enforcement**

RESULTS

MANDATORY CHECKS *(Select SATISFACTORY or UNSATISFACTORY)*

Neighborhood: **SATISFACTORY**
Previous Employment (see box at right): **SATISFACTORY**
FCIC Record: **SATISFACTORY**
NCIC Record: **SATISFACTORY**
Local Law Enforcement: **SATISFACTORY**
Military History: **SATISFACTORY**
Controlled Substances: **SATISFACTORY**

FDLE was contacted on **06/12/02** for facts/reasons applicant separated from previous criminal justice employments.

MANDATORY CONTACT WITH FDLE FOR EACH APPLICANT.

RECOMMENDED
Job Related Psychological Examination: **SATISFACTORY**
Polygraph Examination: **SATISFACTORY**

APPLICANT ADMITS TO
Having previously committed an act which constitutes a felony or misdemeanor even if previously not detected, not arrested or not prosecuted including, but not limited to, theft, possession of illegal drugs, fraud, etc. **NO**

CURRENT/RECENT ILLEGAL USE OF CONTROLLED SUBSTANCE (Indicate type and date last used)
Type: **None** Date Last Used:

INVESTIGATIVE FINDINGS (Please describe any unsatisfactory findings, admitted acts, and other drug use below.)

Rule 11B-27.0011, FAC, requires applicant's moral character be carefully examined before hiring. If the background investigation establishes that the applicant has a significant history of prior unlawful conduct, the Commission recommends not hiring the applicant.

3201 — *Signature and Attestment of Background Investigator*

073002 — *(Date Signed)*

I hereby verify, based on the above factors considered by this agency, that the applicant is of good moral character as required by s.943.13(7), Florida Statutes.

Signature of Employing Agency Administrator or Designee (Required)

03/18/03 — *(Date Signed)*

Effective 1/1/93 *ORIGINAL – Agency* *COPY – CJPP* *Revised 10/27/98*

EOG-03364

FDLE
Florida Department of
Law Enforcement

Affidavit of Applicant

CJSTC
68

1. S.S.N: [redacted]
2. Name: **Treijs, Guntis**
3. Employing Agency: **Broward County Sheriff's Office**

PLEASE READ CAREFULLY BEFORE SIGNING

I fully understand that, in order to qualify for employment as a law enforcement, correctional or correctional probation officer, I must comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of United States.
3. Be a high school graduate or equivalent.
4. Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

In addition, I attest to the following:

Yes	*No*	
☒	☐	I understand that by executing this document I am attesting that I have met the qualifications as specified and I have provided documentation of proof of my qualifications to the above listed employing agency.
☒	☐	To the best of my knowledge and belief, my certification is currently valid, and my separation from any previous criminal justice employment was not undertaken while under investigation.
☒	☐	To the best of my knowledge and belief, I am not under investigation by any local, state or federal agency or entity for any wrongdoing, either criminal, civil or administrative.
☐	☒	I have been certified as a criminal justice officer in the State of Florida.
☒	☐	I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

NOTICE: This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.

Guntis Treijs
Applicant's signature

3/18/03
Date signed

EOG-03365

STATE OF FLORIDA, COUNTY OF Broward. The foregoing instrument was acknowledged before me this 18 day of 03/03 (month/year) by Cristina Reyes, who is personally known to me or who has produced _____ (type of identification) as identification and who did (did not) take an oath.

Heather Alexis Denebrink
Notary's name

Notary's signature

Notary
Notary's title/rank

DD131387
Serial number

Effective 1/1/1992

NOTARY PUBLIC STATE OF FLORIDA
Heather Alexis Denebrink
Commission # DD131387
Expires July 14, 2006
Bonded Thru
Atlantic Bonding Co., Inc.

FDLE
Florida Department of Law Enforcement

Temporary Employment Authorization Statement

CJSTC 65

Name: **Treijs, Guntis ,**
SSN: [redacted]
Date: **11/16/02**
Employing Agency: **Broward County Sheriff's Office**

Total authorized positions:
Total positions filled:
Total population served:

Law Enforcement ☑ Correctional ☐ Correctional Probation ☐

The above referenced individual has been temporarily employed or appointed under the provisions of Section 943.131, F.S., and complies with the qualifications for employment or appointment as outlined in Section 943.13(1)-(8), F.S. The temporary employment is required due to the following circumstances which constitute a critical need:

The individual will be enrolled in the next approved training program within the geographic area, or assigned state training program for a state officer, or is currently enrolled in an approved training program. The individual is or will be attending an approved training program at:

It is acknowledged that the individual may function as a law enforcement, correctional or correctional probation officer for a period of time not to exceed 180 days during which time the officer will be attending a basic recruit training course. The officer will be adequately supervised by a certified law enforcement, correctional or correctional probation officer of the same discipline. This officer will not be allowed to carry a firearm until such time he/she has completed firearms training.

Signature of Agency Administrator

Instructions to Employing Agency: This form is to be completed by and retained in the files of the employing agency with other required documents outlined in Section 943.13(1)-(8), F.S.

Effective 1/1/1992

UNITED STATES OF AMERICA

No. 24430643

CERTIFICATE OF NATURALIZATION

ORIGINAL APPROVED

Personal description of holder as of date of naturalization:

Date of birth: [redacted]

Sex: MALE

Height: 5 *feet* 10 *inches*

Marital status: MARRIED

Country of former nationality: LATVIA

INS Registration No. [redacted]

I certify that the description given is true, and that the photograph affixed hereto is a likeness of me.

Guntis Treijs

(Complete and true signature of holder)

Be it known that, pursuant to an application filed with the Attorney General at: MIAMI, FLORIDA

The Attorney General having found that:

GUNTIS TREIJS

[redacted]

Guntis Treijs

then residing in the United States, intends to reside in the United States when so required by the Naturalization Laws of the United States, and had in all other respects complied with the applicable provisions of such naturalization laws and was entitled to be admitted to citizenship, such person having taken the oath of allegiance in a ceremony conducted by the

U.S. IMMIGRATION AND NATURALIZATION SERVICE

at: FORT LAUDERDALE, FLORIDA *on:* SEP 19 2000

that such person is admitted as a citizen of the United States of America.

Dario Meissner

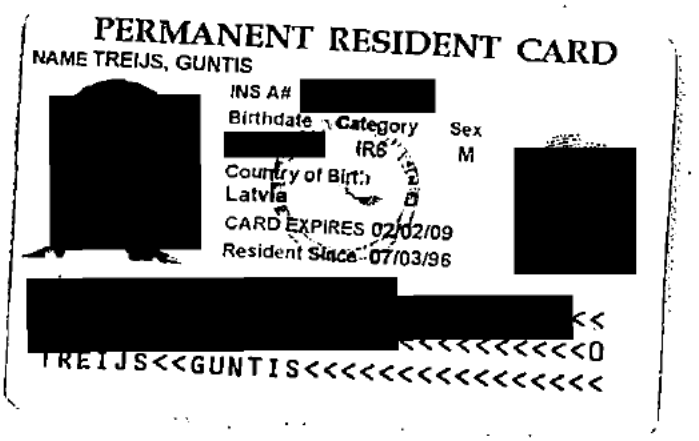
Commissioner of Immigration and Naturalization

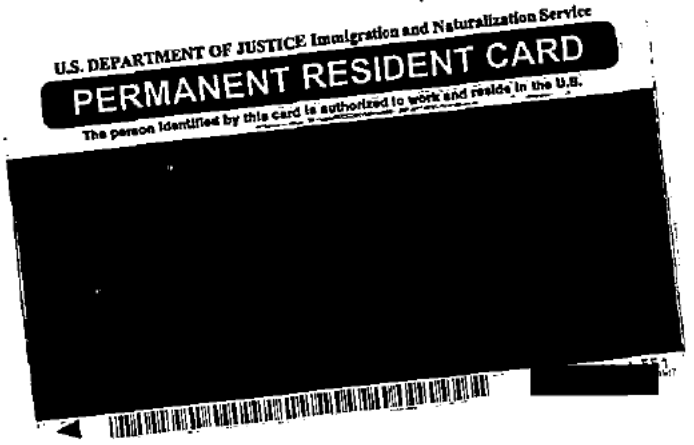
IT IS PUNISHABLE BY U. S. LAW TO COPY, PRINT OR PHOTOGRAPH THIS CERTIFICATE, WITHOUT LAWFUL AUTHORITY.

DEPARTMENT OF JUSTICE

EOG-03368

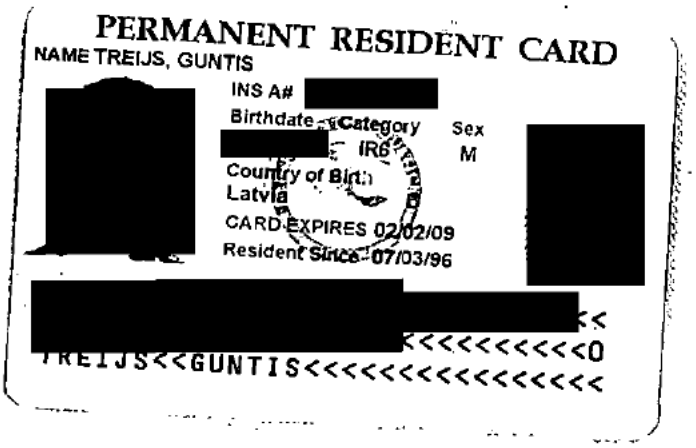
FORM N-550 REV. 6-91





ORIGINAL
APPROVED

RECEIVED
JUL 16 1999
PERSONNEL


PERMANENT RESIDENT CARD
NAME TREIJS, GUNTIS
INS A# [redacted]
Birthdate [redacted] Category IR6 Sex M
Country of Birth Latvia
CARD EXPIRES 02/02/09
Resident Since 07/03/96
[redacted]<<
[redacted]<<<<<<<<<<0
TREIJS<<GUNTIS<<<<<<<<<<<<<<<

The Secretary of State
of the United States of America
hereby requests all whom it may concern to permit the citizen/
national of the United States named herein to pass
without delay or hindrance and in case of need to
give all lawful aid and protection.

Le Secretaire d'Etat
des Etats-Unis d'Amérique
prie par les présentes toutes autorités compétentes de laisser passer
le citoyen/ou ressortissant des Etats-Unis titulaire du présent passeport
sans délai ni difficulté et, en cas de besoin, de lui accorder
toute aide et protection légitimes.

SIGNATURE OF BEARER/SIGNATURE DU TITULAIRE

NOT VALID UNTIL SIGNED

UNITED STATES OF AMERICA

PASSPORT

USA

Type/Catégorie: P
Code of issuing State/Code du pays émetteur: USA
PASSPORT NO./NO. DU PASSEPORT: [redacted]

Surname/Nom: TREIJS
Given names/Prénoms: GUNTIS
Nationality/Nationalité: UNITED STATES OF AMERICA
Date of birth/Date de naissance: [redacted]
Sex/Sexe: M
Place of birth/Lieu de naissance: LATVIA
Date of issue/Date de délivrance: 10 OCT/OCT 00
Date of expiration/Date d'expiration: 09 OCT/OCT 10
Authority/Autorité: PASSPORT AGENCY
MIAMI
Amendments/Modifications: SEE PAGE 24

P<USATREIJS<<GUNTIS<<<<<<<<<<<<<<<<<<<<<<<<
[redacted]

ORIGINAL APPROVED

EOG-03371

WESTERN MICHIGAN UNIVERSITY
OFFICE OF THE REGISTRAR
KALAMAZOO, MICHIGAN 49008-3899

OFFICIAL TRANSCRIPT

NAME: GUNTIS TREIJS
STUDENT ID: [redacted]
CURRENT COLLEGE: GRADUATE COLLEGE
CURRICULUM: POLITICAL SCIENCE

ENTRY DATE: GRADUATE--FALL, 1993
DEGREE: MASTER OF ARTS
AWARDED: 04/95
CURRICULUM: POLITICAL SCIENCE

RECEIVED
APR 23 1999
PERSONNEL DIVISION

MAIL TO:
GUNTIS TREIJS
[redacted]

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL, 1993			
LING 112	STAND AMER ENG-ADVAN	4 U	CR
PSCI 645	NATL SYS & INTL POL	3 G	B
PSCI 610	AMER POL INSTITUTION	3 G	BA
ATTEMPT 6.0	EARNED 6.0	HONOR PTS 19.5	SEM-GPA 3.25 CUM 3.25
SEMESTER: WINTER, 1994			
PSCI 506	PROB AMER GOVERNMENT	4 G	C
PSCI 552	U.N. SYSTEM/DEVELOPMENT	3 G	BA
PSCI 564	INTRO POLIT ANALYSIS	3 G	B
ATTEMPT 10.0	EARNED 10.0	HONOR PTS 27.5	SEM-GPA 2.75 CUM 2.94
SEMESTER: SUMMER, 1994			
PSCI 598	STUDIES POLIT SCIENC	2 G	A
PSCI 712	PROF FIELD EXPER	3 G	CR
ATTEMPT 2.0	EARNED 5.0	HONOR PTS 8.0	SEM-GPA 4.00 CUM 3.06

COURSE	TITLE	CREDIT	GRADE
SEMESTER: FALL, 1994			
PSCI 526	ADMIN LAW & PUB REG	3 G	BA
PSCI 536	COMPARATIVE PUBL ADM	3 G	BA
PSCI 646	SEM/DEVELOPMENT ADM	3 G	BA
ATTEMPT 9.0	EARNED 9.0	HONOR PTS 31.5	SEM-GPA 3.50 CUM 3.20

GRADUATE CUMS:
ATTEMPT: 27.0 EARNED: 30.0 HONOR PTS: 86.5 GPA: 3.20

ACADEMIC STANDING: GOOD STANDING

END OF DOCUMENT

Registrar

EOG-03372

NOTICE: INFORMATION IN THIS TRANSCRIPT IS PROTECTED BY THE FAMILY RIGHTS AND PRIVACY ACT. RELEASE TO A THIRD PARTY IS PROHIBITED.

D__ARTMENT OF THE ARMY AND A__ FORCE
NATIONAL GUARD BUREAU
REPORT OF SEPARATION AND RECORD OF SERVICE

REPORT OF SEPARATION AND RECORD OF SERVICE IN THE ARMY NATIONAL GUARD OF FLORIDA AND AS A RESERVE OF THE ARMY

1. LAST, FIRST, MIDDLE NAME	2. COMPONENT	3. SOCIAL SECURITY NUMBER
TREIJS, GUNTIS	ARNGUS/FLARNG	[redacted]

4. DATE OF ENL	5a. RANK	5b. PAY GR	6. DATE OF RANK	7. DATE OF BIRTH
19961105	SPC	E-4	19961105	[redacted]

8. STATION OR INSTALLATION AT WHICH EFFECTED
CO A 1-124TH INF REGT, HOLLYWOOD, FL 33020

COMMAND TO WHICH TRANSFERRED	10a. EFFECTIVE DATE
USAR CONTROL GROUP - Annual Training 9700 Page Blvd St. Louis, MO 63132	19991104
	10b. NET SERVICE THIS PERIOD YRS-MOS-DAYS 03-00-00

11. TERMINAL DATE OF OBLIGATION	12. HIGHEST EDUCATION LEVEL	13. PERSONNEL SECURITY INVESTIGATION TYPE	DATE COMPLETED
20041104	15	ENTNAC	19961212

14. AWARDS AND DECORATIONS	15. MILITARY EDUCATION
FLSAD	11B10 INFANTRY

16. SERCIVEMAN'S GROUP LIFE INSURANCE	17. PRIMARY MILITARY OCCUPATIONAL SKILL
$0	11B10 INFANTRY

18. REMARKS
NGB FORM 22 AND NGB FORM 65 WERE MAILED TO SOLDIER'S LAST KNOW ADDRESS.

19. MAILING ADDRESS	20. SIGNATURE OF SEPARATED SOLDIER
[redacted]	SOLDIER NOT AVAILABLE

21. NAME, GRADE AND TITLE OF OFFICER	22. SIGNATURE OF OFFICER AUTHORIZED TO SIGN
RICARDO R ROIG LT, IN, FLARNG Commanding	RRR

23. AUTHORITY AND REASON
PARA 8-27a, NGR 600-200 TRANSITION CODE: ERA

24. Character of Service	25. Type of Certificate Issued	26. Reenlistment Eligibility
HONORABLE	NGB FORM 65	RE-1

AUTOMATED SEPARATION DOCUMENT IN LIEU OF NGB FORM 22

STATE OF FLORIDA DEPARTMENT OF MILITARY AFFAIRS
OFFICIAL COPY
OFFICE OF THE ADJUTANT GENERAL

BACKGROUND
JUN 13 2002
INVESTIGATIONS

EOG-03373

FDLE
Florida Department of Law Enforcement

FIDAVIT OF APPLICANT

Incorporated by Reference in Rule 11B-27.002(1)(f), F.A.C.

CJSTC 68

Please type or print in black or blue ink and read the instructions on back of this form

1. Social Security Number (Optional): [redacted]

2. Applicant's name: Treijs (Last) Guntis (First) (MI)

3. Employing agency: Broward Sheriff's Office

PLEASE READ CAREFULLY BEFORE SIGNING

I fully understand that to qualify for employment as a law enforcement, correctional, or correctional probation officer, I shall comply with the following provisions of Section 943.13, F.S.:

- Be at least 19 years of age.
- Be a citizen of the United States.
- Be a high school graduate or equivalent.
- Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
- Have been fingerprinted by the employing agency.
- Have passed a physical examination by a licensed physician.
- Be of good moral character.

YES	NO	In addition, I attest to the following: All statements shall be checked "YES" OR "NO")
☑	☐	I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.
☑	☐	I have met the qualifications as specified above, and I have provided documentation of proof of my qualifications to the above listed employing agency.
☑	☐	To the best of my knowledge and belief, I am not under investigation by any local, state or federal agency or entity for any criminal, civil, or administrative wrongdoing.
☐	☐	I have separated or resigned from a previous criminal justice employment while under investigation.
☑	☐	I have served in the U.S. Military and did not receive a dishonorable discharge.
☑	☐	I am currently certified as a Florida criminal justice officer in the following area(s): Please check the appropriate boxe(s). ☑ Law Enforcement ☐ Correctional ☐ Correctional Probation
☐	☐	I am not certified for the position I am applying for and I authorize the employing agency listed above to apply for my certification.

NOTICE: This document shall constitute as an official statement within the purview of Section 837.06, F.S., and is subject to verification by the employing agency and the Criminal Justice Standards and Training Commission. Any intentional omission when submitting this application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

You must complete the remainder of this affidavit in the presence of a notary public. Upon witnessing your signing of this affidavit, a notary public shall complete the notary block by entering the same date the affidavit is signed. **I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.**

4. Guntis Treijs (Applicant's Signature) 5. 3/26/03 (Date Signed)

STATE OF FLORIDA, COUNTY OF 6. Broward, The foregoing instrument was acknowledged before me this 26th day of March 2003 (month/year) by 7 Guntis Treijs, who is personally known to me or who has produced _____ (type of identification) as identification and who did (did not) take an oath.

Notary's signature _____ Notary's name Heather Alexis Desobriga

Notary's title/rank Notary DD 131387 Serial number

Heather Alexis Desobriga
Commission # DD131387
Expires July 14, 2006
Bonded Thru
Atlantic Bonding Co., Inc.

Effective 1/1/1992 Original - Agency Copy - FDLE (*NOTE: Private Correctional facilities must submit original) Revised 2/7/2002

EOG-03374

D9

FDLE
Florida Department of Law Enforcement

Application for OFFICER CERTIFICATION

CJSTC 59

1. SSN: [redacted]
2. *Name: **Treijs, Guntis**

*Applicant's name must match Birth Certificate or proof of citizenship. Supporting documentation of name change must be maintained on file.

3. Date of Birth: [redacted]
4. Agency ORI: **FL0060000**
5. Agency Name: **Broward County Sheriff's Office**
6. Employment Date: **11/16/02**
7. Certification Type: **Law Enforcement**

Dgt Treijs 9714 6/20/03
Applicant's Signature Date

The following are requirements for certification as an officer:

- ☑ Minimum age of 19
- ☑ U.S. Citizenship
- ☑ High School Graduate or Equivalent
- ☑ Fingerprints/FBI Response Memo on File (Form CJSTC-62)
- ☑ Background Investigation (Form CJSTC-77)
- ☑ Physician's Assessment (Form CJSTC-75)
- ☑ Drug Screening Results
- ☑ Affidavit of Applicant (Form CJSTC-68)
- ☑ Completion of Basic Recruit Training
- ☑ Acceptable Score on Officer Certification Examination
- ☑ Military; Affidavit/DD-214

I hereby attest that I have collected, verified and have on file documentation, open for Commission inspection, that the applicant has met the provisions of Section 943.13(1)-(10), F.S. or any rule adopted pursuant thereto.

Diana M Viscarra
Diana M Viscarra, Selection & Assessment Manager, Agency Administrator

6/23/03
Date signed

STATE OF FLORIDA, COUNTY OF Broward. *The foregoing instrument was acknowledged before me this* 6/23/03 *(date) by* Diana M Viscarra, *who is personally known to me or who has produced* _____ *(type of identification) as identification and who did (did not) take an oath.*

Notary's signature

Heather Alexis Dendrigo *Notary's name*

Heather Alexis Dendrigo
Commission # DD131387
Expires July 14, 2006
Bonded Thru
Atlantic Bonding Co., Inc.

(Seal)

Application Number	NOTE	CJSTC USE ONLY
73758	**This form should ONLY be submitted after above documentation is on file, including processed fingerprints/FBI response memo.**	Field Rep Review date:

EOG-03375

Sheriff Scott Israel

DATE: July 30, 2018

MEMO TO: Colonel John Dale, Executive Director
Department of Professional Standards

FROM: Daniel Losey, Director
Professional Standards Committee
Department of Professional Standards

SUBJECT: **Division of Internal Affairs Case # 2018-0042**
Final Disposition

On 06/20/2018, the Professional Standards Committee reviewed IA Case # 2018-0042. The Committee **sustained** the following allegation involving **Deputy Guntis Treijs, CCN 9714:**

Allegations: **SPM 2.4 Meeting BSO Standards; to wit: DLE SOP 3.6.1(B) Reporting Requirements**

Subsequently, the Professional Standards Committee recommended:

Written Reprimand

Deputy Treijs was apprised of the Committee's recommendation, and has **waived** a Pre-Disciplinary Conference.

Upon your approval, the final action of the Committee will be imposed.

5/1/18

APPROVED
Colonel John Dale
Dept. of Professional Standards

DATE

NOT APPROVED
Colonel John Dale
Dept. of Professional Standards

DL/om

cc: Major Nathan Osgood, Patrol Region North/DLE
Captain Jan Jordan, Parkland/DLE
Deputy Guntis Treijs, Parkland/DLE
Andi Nelson, IUPA
Gary Lippman, Esq., IUPA

Sheriff Scott Israel

DATE: August 6, 2018

MEMO TO: Lt. Chris Mulligan
Parkland District/DLE

FROM: Daniel Losey, Director
Professional Standards Committee
Department of Professional Standards

SUBJECT: **DIVISION OF INTERNAL AFFAIRS CASE # 2018-0042**
ACKNOWLEDGMENT OF FINAL DISPOSITION

A final disposition of IA Case # 2018-0042 has been affirmed by the Sheriff's designee. Attached to this memorandum is a copy of the action to be imposed against **Deputy Guntis Treijs, CCN 9714**. The discipline for Deputy Treijs is:

Written Reprimand

After signing, please give a copy of this memo, with attachment, to the employee and forward THIS ORIGINAL MEMO ONLY to the Department of Professional Standards for filing even if the employee intends to appeal. Please provide verification of served discipline within 30 days after appeal time has expired (if applicable), in one of the formats indicated below:

___ **Suspension**: Please have timekeeper print the PeopleSoft Timecard Report for the employee indicating TRC code SNP for the day(s) of suspension and forward a copy to the Department of Professional Standards.

_X_ **Written Reprimand**: Forward this memo to the Dept. of Professional Standards.

Capt. Lt. Chris Mulligan, CCN 9407 — 8/9/18
Received by Supervisor — **Date**

D/S Treijs CCN 9714 — 8/9/18
Received by Employee — **Date**

DL/om
Enc

Morales-Neloms, Olga

From: Gary Lippman <glippman@iupa.org>
Sent: Monday, July 30, 2018 9:40 AM
To: Morales-Neloms, Olga
Cc: Treijs, Guntis; Jeff Bell; Andi Nelson
Subject: IA Case #2018-0042 (Deputy Sheriff Treijs)

Dear Ms. Morales-Neloms:

Deputy Sheriff Treijs has authorized me to advise that he is waiving his right to a pre-determination hearing with regard to the referenced case.

Thank you for your attention to this matter,

Gary E. Lippman, Associate General Counsel
International Union of Police Associations, AFL-CIO
900 S. State Road 7
Plantation, FL 33317
Office: 954-960-3257
Mobile: 561-414-8542
glippman@iupa.org

Morales-Neloms, Olga

From: Morales-Neloms, Olga
Sent: Wednesday, July 25, 2018 1:46 PM
To: Treijs, Guntis
Cc: Jordan, Jan; Zlochower, Andrea; Cirminiello, Jeffrey; Andi Nelson (anelson@iupa.org); Achilarre, Joe; Corbett, Kevin; Lindquist, Barry
Subject: IA CASE# 2018-0042

Importance: Low

Tracking:

Recipient	Read
Treijs, Guntis	Read: 7/25/2018 3:19 PM
Jordan, Jan	Read: 7/25/2018 1:56 PM
Zlochower, Andrea	
Cirminiello, Jeffrey	
Andi Nelson (anelson@iupa.org)	
Achilarre, Joe	
Corbett, Kevin	Read: 7/25/2018 3:12 PM
Lindquist, Barry	

Deputy Treijs,

On 06/20/2018, the Professional Standards Committee reviewed **IA Case # 2018-0042**, in which you were the subject employee. The Committee made the following recommendations:

Allegation:
SPM 2.4 Meeting BSO Standards; to wit: DLE SOP 3.6.1(B) Reporting Requirements – **Sustained**

Recommended Discipline: **Written Reprimand**

Per SPM, you are entitled to a pre-disciplinary conference regarding the above case. Your union representative or you may respond via email if you wish to request or waive your hearing. You must respond in writing. If you are requesting a hearing and would like a copy of your investigative report, you will need to email the records custodian for the Division of Internal Affairs, Betzaida Mendia, and she will advise you when to pick it up. Their office is located at the Public Safety Bldg., 1st floor. If you have any other questions, please call the office.

Thank you,

Olga Morales-Neloms
Administrative Assistant to Director Daniel Losey
Dept. of Professional Standards
P: 954-327-3912
F: 954-321-4352

EOG-03379

Sheriff Scott Israel

RTD-18-016

DATE: June 21, 2018

TO: Deputy Guntis Treijs, CCN 9714
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer
Division of Internal Affairs

SUBJECT: **RETURN TO FULL DUTY WORK STATUS**
CASE #IA2018-0042

This memorandum will serve as notification that you are returned to full duty work status, effective immediately.

You are directed to report to: **Lt. Chris Mulligan** at the **Parkland District** on **Thursday, June 21, 2018,** for assignment.

RECEIVED BY: D/S [signature] 9714 6/21/18
Employee CCN Date

cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Jim Polan, Executive Director, Department of Law Enforcement
Major Nathan Osgood, Patrol Region North
Lt. Chris Mulligan, Parkland District
Human Resources

Sheriff Scott Israel

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☒ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
TBD	2/22/18 12:23	BSO / JA	

NCIC/FCIC Agency: | Agency Case #

Suspect:	Address:	Race/Sex	DOB
Suspect:	Address:	Race/Sex	DOB
Found By:	Address:	Race/Sex	DOB
Owner/Claimant: Deputy Curtis Treys	Address:	Race/Sex: W/M	DOB: CCN 9714
Victim's name (if applicable):	Address:	Telephone #	

Item Number	Number of Items	DESCRIPTION
1	1	Badge Id Wallet - Black
2	1	BSO Id
3	2	Access Cards
4	1	BSO Badge # 4041

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351

X D/S Treys 9714
Signature

I hereby acknowledge the above list represents all property impounded by me:

CCN: 11989 District: JA Division: DLE

(Impounding Officer's) Signature: [signature]

Printed Name: A. Holmes

RECEIVED BY:	REASON:	DATE	TIME:
D/S Treys 9714			

Court Case #

CURRENCY:

Verified By/CCN: _____

Signature: _____

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual. | ACE #

BSO RP#54 (Revised 01/11)

EVIDENCE CONFISCATION

EOG-03381

Date Received: February 23, 2018
IA Case #: IA2018-0042

BROWARD SHERIFF'S OFFICE
PERSONNEL COMPLAINT CONTROL FORM

COMPLAINANT INFORMATION

Complainant: SPM

NATURE OF COMPLAINT

How Received: BSO Initiated

Location of Incident: 6166 NW 80th Terrace Parkland FL 33076

Date of Incident: 11/30/17

Time of Incident: 12:20

Remarks:

On November 30, 2017, Deputy Treijs was instructed by dispatch to make telephone contact with a person in [redacted] in reference to Nikolas Cruz collecting guns and knives and advising that he is going to one day kill himself. The called indicated that she is afraid that someone is going to get hurt and this might be "Columbine" in the making. The caller indicated that Nikolas Cruz has multiple guns and has several social media accounts. Deputy Treijs entered into the CAD notes that the caller advised him that Nikolas Cruz is living with a friend and that he told the caller that he wants to join the service and "kill people." He authored that Nikolas Cruz is [redacted] and it is unknown where Nikolas Cruz is currently located. On February 9, 2018, Detective Kami Floyd, CCN 17022, obtained a telephone statement from the caller ([redacted]) who explained that on Nikolas Cruz' Instagram, she observed Nikolas with a gun on a fence in a backyard and another post stating he wanted to kill himself. After not receiving any further information from Deputy Treijs, [redacted] contacted the FBI with the information.

Deputy Treijs stated that he informed [redacted] to contact the Lakeworth Police Department to file a police report since it was believed that was the last place Nikolas Cruz was seen.

EMPLOYEE INVOLVED/ALLEGATIONS

CCN: 9714 **Name:** Guntis Treijs **Race/Sex:** White / Male
Duty Status: On Duty **Dept:** Parkland

Charge: SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1(B) Reporting Requirements

Person Receiving Complaint: Lt. Barry Lindquist, Executive Officer, Division of Internal Affairs

Follow-up Assigned To: Sergeant Alexandra Holmes, Division of Internal Affairs

Assigned By: Lt. Barry Lindquist, Executive Officer, Division of Internal Affairs **Date Assigned:** Feb. 28, 2018 **Results Due By:** June 28, 2018

SEND ORIGINAL TO INTERNAL AFFAIRS

Sheriff Scott Israel

DATE: February 28, 2018

TO: Deputy Guntis Treijs, CCN 9714
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer
Division of Internal Affairs

SUBJECT: INTERNAL AFFAIRS CASE # IA2018-0042

This memorandum will serve as notification that you are under investigation by the Division of Internal Affairs, pursuant to case #IA2018-0042, for the following allegation

SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1(B) Reporting Requirements

The investigator assigned to this case is Sergeant Alexandra Holmes, Division of Internal Affairs telephone (954) 321-1100.

While under investigation, you may not disclose any information regarding this case to anyone except your attorney/representative and the investigator assigned. (See Sheriff's Policy Manual 5.2.1 Internal Investigations)

You will be afforded all rights as stated in the Sheriff's Policy Manual, applicable collective bargaining agreement, and law to include, but not limited to, F.S.S. 112.532.

Copy: File

Mailed home on March 1, 2018

Sheriff Scott Israel

DATE: February 28, 2018

TO: Deputy Guntis Treijs, CCN 9714
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer
Division of Internal Affairs

SUBJECT: INTERNAL AFFAIRS CASE # IA2018-0042

This memorandum will serve as notification that you are under investigation by the Division of Internal Affairs, pursuant to case #IA2018-0042, for the following allegation

SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1(B) Reporting Requirements

The investigator assigned to this case is Sergeant Alexandra Holmes, Division of Internal Affairs telephone (954) 321-1100.

While under investigation, you may not disclose any information regarding this case to anyone except your attorney/representative and the investigator assigned. (See Sheriff's Policy Manual 5.2.1 Internal Investigations)

You will be afforded all rights as stated in the Sheriff's Policy Manual, applicable collective bargaining agreement, and law to include, but not limited to, F.S.S. 112.532.

Copy: File

Sheriff Scott Israel

RAA-18-007

Date: February 22, 2018

To: Deputy Guntis Treijs, CCN 9714
DLE/Parkland District

From: Captain Joseph Achilarre
Division of Internal Affairs

Subject: ***RESTRICTED ADMINISTRATIVE ASSIGNMENT***

Effective immediately, you are placed on restricted administrative assignment pursuant to Internal Affairs Case #**Not Yet Assigned** for the following allegation:

SPM 2.4 Meeting BSO Standards

You are directed to contact **the office of Internal Affairs at 10:00 am** on **February 23, 2018**, at **954/321-1100** for notification of your assignment while on restricted duty.

While on restricted administrative assignment, you will surrender your BSO ID card, any other symbol of authority, and any BSO issued weapons. In addition, you are precluded from driving any BSO vehicle. You are prohibited from entering any BSO facility, except where assigned, without the approval of Internal Affairs.

During this investigation, you may not discuss this Internal Affairs case with anyone except your attorney/representative and the assigned investigator.

RECEIVED BY: D/S Treijs 9714 2/22/18
Employee CCN Date

cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Jim Polan, Executive Director, Department of Law Enforcement
Major Nathan Osgood, Patrol Region North
Captain Jan Jordan, Parkland District
Human Resources

Sheriff Scott Israel

PROPERTY RECEIPT

LAB #

☐ ABANDONED ☐ EVIDENCE ☒ SAFEKEEPING ☐ PRISONER PROPERTY ☐ FORFEITURE HOLD

Case #	Date and Time Received:	Investigating Unit/Agency:	Offense:
TBD	2/22/18 12:23	BSO JA	
NCIC/FCIC Agency:		Agency Case #	

Suspect:	Address:	Race/Sex	DOB
Suspect:	Address:	Race/Sex	DOB
Found By:	Address:	Race/Sex	DOB
Owner/Claimant: Deputy Curtis	Address: Treys	Race/Sex: wlm	DOB: CCN 9714
Victim's name (if applicable):	Address:	Telephone #	

Item Number	Number of Items	DESCRIPTION
1	1	Badge Id Wallet - Blck
2	1	BSO Id
3	2	Access Cards
4	1	BSO Badge # 4041

I hereby acknowledge the above list represents all the property taken from my possession and that if my property is taken and listed as Prisoner Property or Safekeeping I must contact the Broward Sheriff's Office Evidence Unit within Sixty (60) days of seizure. If I do not make contact within Sixty (60) days all my items will be considered abandoned and disposed of Pursuant to Florida Statute Chapter 705. Evidence Unit can be contacted at (954) 765-4351.

X D/S Treys 9714
Signature

I hereby acknowledge the above list represents all property impounded by me:

CCN: 11989 District: JA Division: DLE

(Impounding Officer's) Signature: [signature]

Printed Name: A. Holmes

RECEIVED BY:	REASON:	DATE	TIME:

Court Case #

CURRENCY:

Verified By/CCN: _____

Signature: _____

NOTE: For further distribution of this form, refer to Sheriff's Policy Manual.

ACE #

BROWARD COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS
INVESTIGATIVE REPORT

IA #: IA2018-0042
DATE: May 31, 2018

INVESTIGATION INITIATION DATE: February 23, 2018

PERIOD TOLLED:	N/A
180th DAY:	August 22, 2018
INVESTIGATOR:	Sergeant Alexandra Holmes, CCN 11989
COMPLAINANT:	SPM
SUBJECT EMPLOYEE:	Guntis Treijs, CCN 9714
SHERIFF'S POLICY:	SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1 (B) Reporting Requirements
COMMAND:	Department of Law Enforcement Parkland District
DATE OF HIRE:	August 30, 1999
RANK:	Deputy Sheriff
DATE OF MOST RECENT PROMOTION:	N/A
PROBATION STATUS:	N/A
BARGAINING UNIT:	International Union of Police Associations (IUPA)

EOG-03387

INTRODUCTION:

On November 30, 2017, Deputy Treijs was instructed by dispatch to make telephone contact with a caller, later identified as [redacted], in [redacted], in reference to Subject Nikolas Cruz collecting guns and knives and advising that he is going to one day kill himself. The caller indicated that she is afraid that someone is going to get hurt and this might be "Columbine" in the making. The caller indicated that N. Cruz has multiple guns and has several social media accounts. Treijs entered into the Computer Aided Dispatch (CAD) notes that the caller advised him that N. Cruz is living with a friend and that he told the caller that he wants to join the service and "kill people." He authored that N. Cruz is [redacted] and it was unknown where N. Cruz was currently located.

Deputy Treijs stated that he informed [redacted] to contact the Lake Worth Police Department to file a police report, since it was believed that was the last place Subject N. Cruz was seen.

On February 19, 2018, Detective Kami Floyd, CCN 17022, obtained a sworn, recorded telephone statement from, [redacted], who said that she observed the following on Subject N. Cruz' Instagram page: a photo N. Cruz with a gun on a fence in a backyard and a post stating that he wanted to kill himself. After not receiving any further information from Deputy Treijs, [redacted] contacted the FBI approximately one month later with the information.

ALLEGATION:

It is alleged that Deputy Guntis Treijs, CCN 9714, did not complete an Incident Report regarding an unusual circumstance in which the caller was concerned for the safety of life, in violation of SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1 (B) Reporting Requirements

THE FOLLOWING SHERIFF'S POLICIES SHOULD BE CONSIDERED WITH RESPECT TO THE ALLEGATION:

SPM 2.4, Meeting BSO Standards

A. Employees will perform their duties properly and assume the responsibilities of their positions.

- DLE SOP 3.6.1 Incident Report / Supplement

B. Unless unusual circumstances are present, and no violations of law/criminal activity exist, the following types of incidents will not require an Incident Report:

1. Animal Complaint Complaints of barking, injured, or loose animals (including reptiles)

EOG-03388

2. Police
3. Civil Assistance/Civil Matters
4. Traffic (Noncriminal
5. Open Door/Window: No evidence of entry
6. Emergency Messages
7. Alarm
8. Bar/Business or Other Sensitive Area Check
9. Foot Patrol
10. Disabled Vehicle
11. Complaint Refusal/Lack of Information/No Violations Observed: Canceled by complainant in noncriminal calls; complainant is Gone on Arrival (GOA) and there is no indication of a crime or suspicious/unusual circumstance; false reports; wrong or no such address; no violation or unusual circumstance observed; etc.
12. Off-Duty Assist
13. Field Contact
14. Crash Investigation: Settled on the scene

INVESTIGATION:

The following list of involved persons is being provided for clarity purposes regarding their involvement:

[redacted]

Lynda Cruz, White/Female, DOB 9/25/1949
Deceased
(Mother of Nikolas and Zachary Cruz)

Nikolas Cruz, White/Male, DOB 9/24/1998
Unknown address at the time of the call for service
(Subject of call for service)

Zachary Cruz, White/ Male, DOB 2/21/2000
[redacted]
(Son of Lynda Cruz, Brother of Nikolas Cruz)

[redacted]
(Lynda Cruz's first cousin)

[redacted], White/Female, DOB [redacted]
[redacted]
(Friend of Lynda Cruz. Took custody of Nikolas and Zachary Cruz when Lynda Cruz passed away)

James Snead, White/Male, DOB 1/11/1970
7200 Loxahatchee Road, Parkland, Florida 33067
(Allowed Nikolas Cruz to live with him sometime after he moved out of [redacted] house)

Jameson (J.T) Snead, White/Male, 3/20/2000
7200 Loxahatchee Road, Parkland, Florida 33067
(Son of James Snead. Friend of Nikolas Cruz)

On February 21, 2018, I was assigned this case by Executive Lieutenant Barry Lindquist, CCN 13979, from the Division of Internal Affairs.

I obtained and reviewed the Incident Details in reference to Incident Number L1717113000001602. The incident date is listed as November 30, 2017, at 12:01:06 hours. The incident is classified as a Suspicious Incident with a listed address of 6166 NW 80 Terrace, Parkland. The call was received by Communications Operator I Dion Lebert, CCN 18201. Communications Operator III Janice Johnson, CCN 5548, dispatched the call and assigned it to Deputy Guntis Treijs, CCN 9714, (17B2). The comments on the call state the following:

12:01:06 hours - Call the complainant in reference to a subject named "Nikolas Cruz" collecting guns and knives and advised that he is going to one day kill himself. He wants to go into the army and kill himself. Advised that she is afraid that someone is going to get hurt and this might be Columbine in the making. Advised that the subject has multiple guns. Now advised that the subject is no longer living at the listed address. Advised that subject has several social media accounts. Requested the police department to assist. For additional information call the complainant [Notes entered by CO Lebert].

12:03:13 hours - Holding the call for Deputy Treijs per Sergeant Brian Miller, CCN 4643.

12:36:22 hours - The caller [redacted] [later identified as [redacted]] advised that Subject "Nicolas" is living with his friend "Billy." Nicolas told [redacted] that he wants to join the service and "kill people." Caller advised that she resides in [redacted]. "Nicholas" caused a disturbance in Lake Worth, where he last resided two days ago. Nicolas is [redacted] It is unknown where "Nickolas" is currently located. According to the caller, Nicolas owns weapons and ammunition that he keeps in his friend's house [Notes entered by Deputy Treijs].

It should be noted that the dispatcher spelled the subject's name as "Nikolas Cruz." Deputy Treijs

spelled the subject's name three different ways, Nicolas, Nicholas, and Nickolas.

The disposition for the call is B – No written report.

I obtained and reviewed the sworn, recorded witness statement taken by Sergeant Jonathan Brown, CCN 11100, of the BSO Criminal Investigations Division Homicide Unit, from Deputy Treijs. The statement was taken at the Public Safety Building on Friday, February 16, 2018, in reference to criminal case 17-1802-000525, as part of a criminal investigation regarding the shooting at Marjory Stoneman Douglas High School (MSDHS) which involves the subject, Nikolas J. Cruz, white male, Date of Birth; September 24, 1998. Also present was Detective Melissa Wallach, CCN 17289. The following is a synopsis of the statement:

Deputy Treijs advised that he has worked for the BSO since 1999. Treijs stated that he initially worked with the Child Protection Investigation Section (CPIS) and then attended the police academy in 2002. Treijs said that he later was assigned to various districts, which included unincorporated Deerfield Beach, Lauderdale-by-the-Sea, Broward College, and Cooper City. Treijs advised that he is currently assigned to road patrol in the City of Parkland. Treijs stated that his immediate supervisor is Sergeant Andrew Smith, CCN 13484. Treijs said that he transferred to Parkland approximately 2 and a half years ago in October of 2015. Treijs explained that as a road patrol deputy, he patrols his assigned areas, answers calls for service, drives a marked unit, and wears a BSO issued uniform. Treijs advised that he receives calls for service through a police radio and computer, via dispatch.

Sergeant Brown explained to Deputy Treijs that there is a lot of material that they are investigating regarding the criminal investigation of the incident at MSDHS. Brown advised that they were going "way back" and that a lot of people are being interviewed in order to determine what happened along the way regarding Subject N. Cruz.

Sergeant Brown referred to a Computer Aided Dispatch (CAD) that was generated from a call for service on November 30, 2017, at 1201 hours, the location of the call was 6166 NW 80 Terrace in the city of Parkland, and it was classified as a suspicious incident dispatched to Deputy Treijs. Brown read the comments and asked Treijs if he remembers that particular call for service. Treijs advised that he did remember the call and that he called back the reporter "[redacted]" [[redacted]], who was out of state. Treijs said that he used his personal phone to call the complainant. Treijs explained that [redacted] had an unknown accent and that he had a poor phone connection, because he had a "flip phone" at the time. Treijs recalled that [redacted] was concerned about a relative, "Nikolas Cruz," which she stated that she has not seen in years. Treijs advised that [redacted] told him that Subject N. Cruz at some point was a Parkland resident, but had moved. Treijs could not recall what type of relative, but believed she was a cousin or a relative of his adopted mother. Treijs said that [redacted] told him that N. Cruz had weapons, wanted to join the military, and wanted to kill people. Treijs stated that he asked [redacted] several times if she knew where N. Cruz was and she only reported an unspecified location in Lake Worth, Florida. Treijs advised that [redacted] did not know where N. Cruz lived and could not provide a date of birth. Treijs said that N. Cruz was a common name and that he did not know exactly where he would have been at the time. Treijs explained that [redacted] was concerned about N.

Cruz and the statements he made to her, but that there was no specific information that he could follow-up on.

Deputy Treijs advised that [redacted] relayed to him that Subject N. Cruz had weapons, wanted to join the military, and that he was also [redacted] Treijs denied that [redacted] provided him with any paperwork, literature, emails, or anything that described the threat that she was talking about and stated that "it was just a phone conversation." Treijs said that there was somewhat of a language barrier and that she had to repeat herself several times. Treijs denied that [redacted] either provided or advised that she could provide any proof or evidence. Treijs stated that she did not provide any specific information on a location or type of scenario regarding a threat. Treijs said that [redacted] could not provide a location for N. Cruz.

Deputy Treijs opined that [redacted] was trying to relay to him that Subject N. Cruz owns weapons and that he is joining the military. Treijs said that he interpreted that [redacted] was a concerned relative, but that according to her, his last location was somewhere in Lake Worth. Treijs advised that he directed her to make a report with Lake Worth, but could not recall whether she said she was going to make the report or not. Treijs stated that this was the extent of their phone conversation.

Deputy Treijs believed that [redacted] had last spoken to Subject N. Cruz over the phone within just a few days of her contacting the police.

Deputy Treijs advised that he checked OSSI, but thinks the spelling of "Nikolas" that he used was different. Treijs explained that there were "so many of them" he "couldn't pinpoint" what location or where he would be. Treijs said that if he would have found "Nikolas" in OSSI it would have given him a "reference point" with a current address, but [redacted] indicated that Subject N. Cruz had moved from Parkland. Treijs said that if OSSI would have provided him with an address in Parkland or anywhere else, he would have been able to follow-up or "make face to face" contact with him. Treijs stated that if he would have contacted N. Cruz, he would assess the case, his condition, follow-up on the weapons issue and his mental state. Sergeant Brown asked Treijs what he would have done if he would have made contact with N. Cruz and after assessing him, he thought there was a threat, and he was able to back it up by actually seeing firearms. Treijs explained that if those were valid concerns and if he met the criteria for Baker Act, it would be a Baker Act situation and he would secure the firearms. Treijs advised that if N. Cruz did not meet the Baker Act criteria, but he felt that he was still a threat he would contact his supervisor and attempt some type of crisis intervention with him. Treijs agreed that he would have completed a written police report that he would have forwarded for follow-up.

Deputy Treijs said that it was a very common name, there were multiple Cruz', and [redacted] did not have a date of birth. Treijs said that he did not see any other reports associated with the name. Treijs could not remember whether he checked the name in any other databases. Treijs said that he could have looked up the name in the Driver and Vehicle Information Database (DAVID), but that would have been an additional step taken and he did not have a date of birth.

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Sergeant Brown asked Deputy Treijs what he would have normally done if he had discovered that Subject N. Cruz lived in Parkland and responded to the house, but he was not home. Treijs advised that he would have normally come back later or passed the information on to the next shift to go back to the residence. Treijs also advised that he would have spoken to neighbors to see if they would know where he lived. Treijs denied having any other information from [redacted]. Treijs stated that he had exhausted all the leads that he had at that point.

Sergeant Brown asked Deputy Treijs if he knew who "Nikolas Cruz" is. Treijs stated that now he knows who he is. When Brown asked Treijs if he knew who Subject N. Cruz was at the time of the call, he advised that at that point, all he had was a name. Brown then asked Treijs whether he had ever came across a "Zachary Cruz." Treijs advised that he did not know that Z. Cruz was N. Cruz' brother until "after the fact" and did not know at that point. Treijs advised that he did recall handling a call with a "Nikolas" or a "Zachary Cruz" in Parkland, prior to the call from [redacted]. Treijs said that there was one incident he handled approximately a year ago involving the stepmother and N. Cruz. Treijs stated that he is now putting everything together and believes that it could be the same person. Treijs denied that when he received the call from [redacted] on November 30, 2017, he recalled having any dealings with N. Cruz in any call. Treijs said that if he would have recognized dealing with N. Cruz at the time of the call in November, he would have been able to verify the correct spelling of the first name, which is different than it is normally spelled. Treijs said he would have been able to pull up his old report, which would have given him additional information and his date of birth.

Deputy Treijs advised that in the original call with Subject N. Cruz he wrote a report, but he did not make an arrest [This call for service was dispatched on July 18, 2017, reference case 17-1702-001328]. Treijs recalled that the call was domestic related. Treijs said that the call involved the stepmother and the two stepsons, N. Cruz and Mr. Z. Cruz. Treijs advised that the stepmother reported that "he" wanted to walk the dog and she did not want to let him out at night. Treijs reported that his stepmother grabbed the leash and when he released it, it snapped back and that was the extent of it. Treijs said that there were no injuries or weapons involved in the incident. Treijs advised that he believed that he learned that N. Cruz was under house-arrest or was not supposed to be out at night as part of his release "condition." Treijs said that the call was in the Townpark area and that he did enter the house. Treijs advised that he recalled briefly speaking with Z. Cruz, but he said that he did not notice anything unusual. Treijs denied seeing any firearms inside the residence. Treijs advised that if he would have seen any firearms at that scene and would have felt that something was abnormal or that there was some type of threat he needed to deal with he would have secured the weapons for safekeeping. Treijs denied that he believed he was dealing with a violent subject, who had a potential for violence. Treijs said that they were both calm and sitting. Treijs reported that N. Cruz said that he wanted to walk the dog and his mom said no. Treijs reported that there was no arrest made. Treijs advised that Deputy Kenneth Barone, CCN 9368, was the responding backup deputy and that there may have been one other backup deputy. Treijs acknowledged that he completed a written report.

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Deputy Treijs explained that the reason he completed a written report on this incident was because the incident occurred in Parkland's jurisdiction, he responded to the call, and completed an investigation.

Deputy Treijs opined that he does not receive too many calls like the one that he received from [redacted].

Deputy Treijs agreed that he knows who Deputy Scot Peterson, CCN 4308, is. Treijs reported that he has personally investigated threats at the school. Treijs said that he has written reports that were forwarded by a sergeant to the school resource officer. Treijs said that based on the reports, Peterson contacts the principal who makes a determination whether to keep the school open or close it for the following day. When Treijs was asked whether he believes that the leads he sends to Peterson are being followed up on he replied, "Absolutely," and he advised that they are taken very seriously. Treijs recalled one occasion when Sergeant Bryan Nord, CCN 13551, and he spent half the night tracking down where some threats were coming from. Treijs reported that they located a juvenile, after going from house to house following up on leads. Treijs said that the incident was resolved, documented, and that the school board was notified about it. Treijs stated that he did not remember calling Peterson on this particular call or ever providing him with information about Subject N. Cruz.

When Deputy Treijs was asked whether he did any follow up on the call he received from [redacted], he reported that he made an entry into the CAD notes indicating that "Cruz" is not in Parkland and that his last known location was in Lake Worth. Treijs said that he did not feel that he had any information to act on, because he did not have a date of birth, and it was an out of state general concern about somebody who wants to join the military, is [redacted] owns weapons, and was most likely living in Palm Beach county at the time.

End of synopsis.

I obtained and reviewed a Domestic Disturbance Incident Report reference case number, 17-1707-001328, authored by Deputy Treijs on July 18, 2017. The incident location is listed at 8442 Lakeview Trail, Parkland, Florida 33076. The report is materially consistent with Treijs' statement, except that it appears that Treijs confused Subject N. Cruz with Z. Cruz during his statement. The report reflects that the mother, Mrs. Lynda Cruz, was involved in a domestic disturbance with her son Z. Cruz. It should be noted that there is no mention of Subject N. Cruz in the report. Also, the listed back-up deputy is Deputy Gary Michalosky, CCN 13549, not Deputy Barone as stated by Treijs.

I obtained and reviewed the sworn, recorded witness statement of [redacted]. The statement was taken by Detective Kami Floyd, CCN 17022, of the BSO Criminal Investigations Division Special Victims Unit. The statement was taken over the telephone on Monday, February 19, 2018, in reference to a follow-up investigation of criminal case 17-1802-000525, regarding the shooting at MSDHS. The following is a synopsis of the statement [It

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should be noted: this was a telephonic statement, because [redacted] resides in [redacted], [redacted]]:

[redacted] agreed that she was the person who made the 9-1-1 call on November 30, 2017, at 1201 hours to the BSO using the telephone number [redacted]. Detective Floyd read the comments of the call to [redacted] and she agreed that she provided the listed information. [redacted] advised that she contacted the police after Subject N. Cruz was posting photos on his Instagram account pointing a gun. [redacted] believed that N. Cruz looked like ISIS and said that he always liked to walk around like that and that he thought he was in the military. [redacted] said that she gave the BSO his Instagram account and she asked for it to be looked into.

[redacted] said that there were four Instagram posts that she saw. [redacted] explained that during the time that she contacted the BSO Parkland district, there were only three posts that she knew of. [redacted] described one of the posts as being of a backyard with a gun against the fence, pointing out towards the backyard. [redacted] explained that that she did not know whose house he was at. [redacted] said that she knew it was not his backyard in Parkland, where he originally lived with his mother and brother, because they did not have a wooden fence. [redacted] said that Subject N. Cruz did not really have anything on that particular Instagram account. [redacted] said that the Instagram account that she was so concerned about was the one in which he was wearing an Army hat that was almost like a skull cap and a mask over his face. [redacted] stated that there were guns there and that he did have one gun with an orange tip, which she knew was not a real gun. [redacted] advised that N. Cruz treated the gun as if it was real, because he used to walk around the neighborhood and he would have the gun. [redacted] said that she would tell his mother, "Lynda, he can't walk around with it. He's gonna get killed." [redacted] advised that Cruz' mother died on November 1, 2017, and that she saw the post and called police after she had already passed away.

Detective Floyd asked [redacted] if she was able to "say" where Subject N. Cruz was living when she called the police. [redacted] advised that she "believed" she did. [redacted] said that she told "them" that at one time he was living with "[redacted];" the woman who took him and his brother in [Later identified as [redacted]]. [redacted] advised that [redacted] did nothing but help him. [redacted] stated that during the Instagram conversation she had with N. Cruz, he told her that he did not like [redacted], because she was making him pay for things. [redacted] said that N. Cruz believed [redacted] should spend all her money on him and he should not have to do anything like that. [redacted] said that she responded back to N. Cruz on Instagram and told him that [redacted] was a wonderful and honest person for doing what she was doing. [redacted] advised that she told N. Cruz that [redacted] would help him and told him to do whatever she tells him and that he would be fine.

When Detective Floyd asked [redacted] if anyone called her back after she contacted the police regarding her concern, she initially stated, "No." Floyd then verified a second time by asking [redacted] if she ever spoke with any deputies from Parkland. [redacted] then recalled that she was told that she could not speak to a detective right away and she had to first talk to a deputy and they would call her back. [redacted] advised that she did speak to someone, but could not recall their name and believed that it may have been "Chase" [later identified as Deputy Treijs]. [redacted] advised she had the name written

down somewhere and recalls writing the word "Spanish" next to the name. [redacted] advised that their conversation led her to believe that the deputy knew Mrs. L. Cruz and the family. [redacted] said that she believed that he would help her, because it turned out that he was one of the "guys" who would respond to the Cruz' house all the time and knew what was going on.

[redacted] said that nothing ever happened. [redacted] said that when she found out that he was going to kill people, she knew that it had to stop, so she called the FBI [It should be noted that [redacted] contacted the FBI on January 5, 2018, approximately one month later after reporting the information to the BSO]. Detective Floyd asked [redacted] what the deputy's response to her was before they hung up. [redacted] initially said that the deputy said, "Thank you very much," and that they would call back if they had any questions. [redacted] then advised that she was "so confused" and that she did not know if it was the FBI or the deputy from Parkland who said that to her.

Detective Floyd pointed out that there was some confusion as to where Subject N. Cruz and his brother were living. Floyd asked [redacted] whether she ever spoke to any law enforcement agencies from either Lake Worth or Palm Beach County. [redacted] advised that she believed she did call Lake Worth prior to calling the BSO Parkland District, but when she stated that it was regarding Parkland, she was directed to call the BSO, which is what she believes she did. [redacted] believed that is when she spoke to Deputy Treijs, who told her that they would call her back if they had any questions.

Detective Floyd asked [redacted] how long after contacting the BSO did she make the report to the FBI. [redacted] advised that she was "really confused about that." [redacted] said that she was under the impression that she called the FBI sometime after Thanksgiving, but before Christmas. [redacted] said that she believed she called the FBI sometime in December, but the report on the television said that she reported it on January 5, 2018. [redacted] stated that she did not remember waiting that long to call the FBI.

Detective Floyd verified that the reason why she initially made the phone call and became concerned was because of the three postings she observed on an Instagram account. [redacted] pointed out that there was one posting in particular with all the ISIS "stuff" and the fact that Subject N. Cruz wanted to kill himself. [redacted] explained that N. Cruz posted on Instagram that he wanted to kill himself, but then he took it off. [redacted] confirmed that she saw the post prior to her phone call. [redacted] said that when she "heard," she started an Instagram account, because she did not even know what Instagram was. [redacted] said she saw N. Cruz' account and believed that something was going to happen. [redacted] said that she then called the FBI when she found out N. Cruz was saying that he wanted to kill people. [redacted] said that she recalls saying, "This is gonna be Columbine all over again."

[redacted] reported that she and Subject N. Cruz' mother were friends for almost sixty years. [redacted] advised that she had met N. Cruz and his brother and that they were like nephews to her. Detective Floyd then verified that [redacted] had made a total of three calls, one to Lake Worth, Parkland, and the FBI regarding her concerns.

End of synopsis.

I obtained and reviewed the Call Summaries completed by the BSO CID regarding the shooting at MSDHS. I particularly reviewed the notes reference case number 11-1711-001602. The summary was materially consistent with the aforementioned Communication Incident Summary and Detective's Floyd interview of [redacted].

On February 22, 2018, Deputy Treijs responded to the Division of Internal Affairs and his duty status was changed to Restricted Administrative Assignment.

On February 23, 2018, I obtained a sworn, recorded statement from Senior Mobile Systems Technician Christopher Deosaran, CCN 17277, at the Division of Internal Affairs. The following is a synopsis of the statement:

Technician Deosaran advised that he has been employed with the BSO for the past four years and has been in his current position as the agency administrator for OSSI report writing and PremierOne Motorola CAD system, and other applications for the past three years.

Technician Deosaran reported that once a deputy is on duty, they would log into the computer and the main two applications they use are OSSI MCT, which is used for report writing, and running tags and driver's licenses and PremierOne Mobile Client, which is how the deputies receive their calls from dispatch. It provides them with dispatcher notes, incident history of the call, location, and any other flags that may appear that they may need to be aware of for officer safety.

I pointed out to Technician Deosaran that prior to the statement, we conducted a few searches through the OSSI MCT applications. I asked Deosaran if there was a way to conduct just a name search. Deosaran stated yes, and explained that the deputy would have to open the MFR (F12 tab), create a new incident and when you start typing a name, the program reaches out to our server, which has a repository of all the names that have ever been in the system, and queries it to find out which are the closest matches to what was entered. Deosaran advised that this is just a way that the program can be used to run a search if all you had was a name, but it is not supposed to be used that way. Deosaran said this would allow you to see persons with similar names, their ages, and address. Deosaran agreed that a search through the driver's tab could not be completed, unless the deputy has a name and date of birth or a driver's license number.

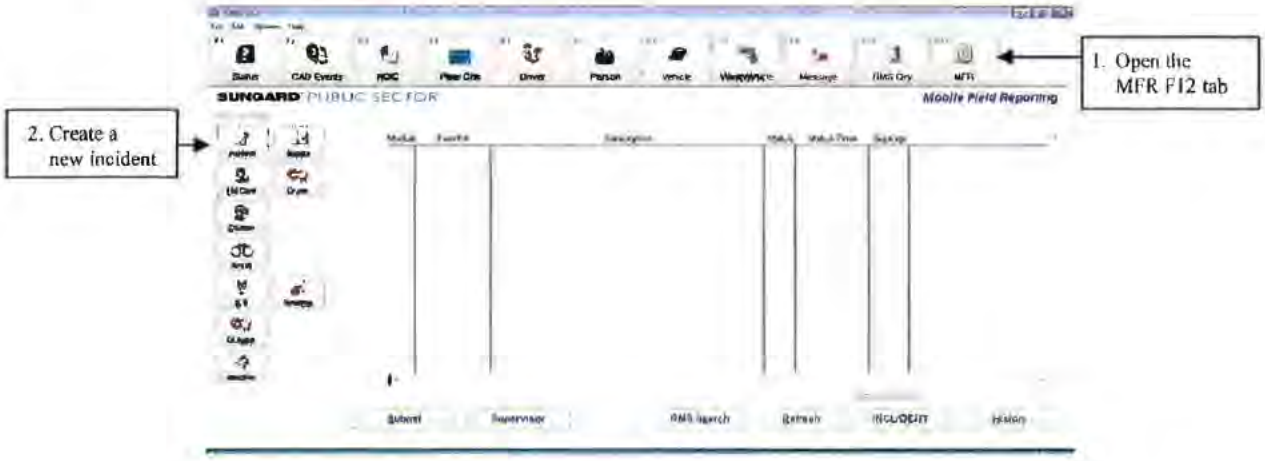
I pointed out to Technician Deosaran that when we conducted the search, we queried the name "Nikolas Cruz." Deosaran agreed that the search revealed several different spellings and there was a total of seven names that appeared. Deosaran explained that there was a hard query on the last name, which is Cruz, which has to be definite. And then the first name is a soft query, so it gives you the different variations of spelling, but it returns several results with the different ages and addresses. Deosaran agreed that the listed names would be the same names that would display if the search was conducted through the Records Management System (RMS). Deosaran explained that the laptop version of MCT queries retrieves the information from RMS.

Technician Deosaran acknowledged that I previously asked him to conduct a search for Deputy Treijs search history on OSSI. Deosaran explained that he provided reports from searches that were done in the OSSI driver tab, which would require you to know the first name, last name, and date of birth, or you would have needed to swipe a driver's license. Deosaran said he ran Treijs queries from November 15 to December 15 in state and out of state and provided those reports. Deosaran explained that if Treijs would have conducted a search through the MFR tab that would not show up in any report. Deosaran advised that it is not logged, because that report was never completed and submitted and the only reason that he got that drop-down list of names would be to help him complete his report using the name candidate in the system.

Technician Deosaran advised that DAVID is another application where the deputies can perform a name search, but advised that they are supposed to use the one that is directly connected to OSSI. Deosaran could not think of any other application that he administers in which a name search could be conducted.

End of synopsis.

The screenshots below are the step-by-step process described by Technician Deosaran on how to conduct a name search using the OSSI MCT.



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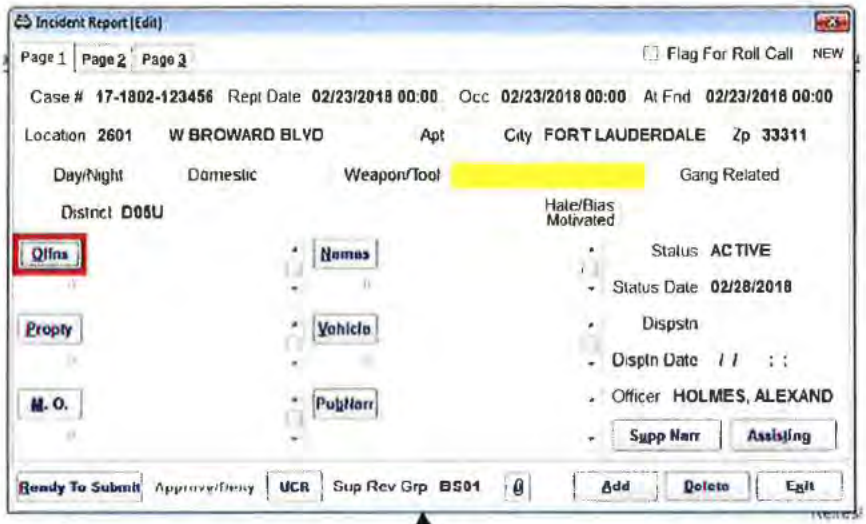
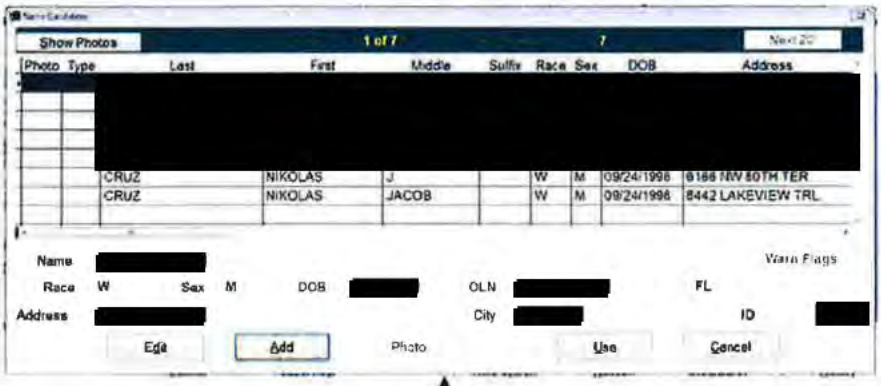


3. Enter information as if creating a report.

4. Type a name to search



5. Results

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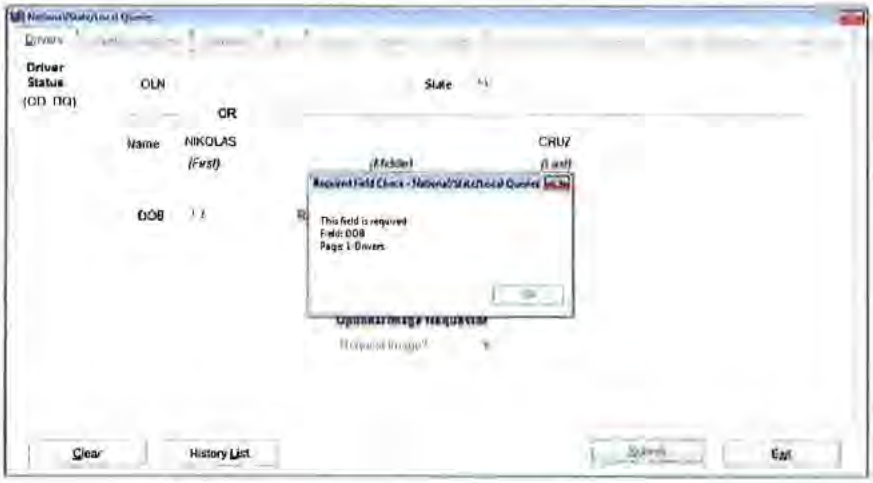

Drivers and Wanted Persons search require a Date of Birth

On February 23, 2018, I obtained a sworn, recorded statement from Communications Operator III Janice Johnson, CCN 5548, at the Regional Communications North Site located at 4900 West Copans Road, Coconut Creek. The following is a synopsis of the statement:

CO Johnson advised that she has been employed by the BSO for 30 years and is currently working as a Communications Operator III. Johnson described her job duties as receiving emergency and non-emergency phone calls, dispatching units, providing Emergency Medical Dispatching (EMD), which is giving pre-arrival medical instructions to the public prior to fire rescue's response. Johnson clarified that she only dispatches for police units. Johnson explained that she is not assigned a particular area and that the dispatchers get rotated around. Johnson verified that she often dispatches for Channel 8A, which includes the City of Parkland, North Lauderdale, and Tamarac. Johnson stated that Parkland is not as busy as the other two districts, but informed me that she does get busy dispatching for the other two cities.

I pointed out to CO Johnson that prior to the statement, I had her review the Incident Details on Incident Number L1717113000001602. Johnson advised that she did not recall dispatching that particular call. I asked Johnson whether she has ever dispatched any similar calls. Johnson said that they do get all sorts of calls and some which are similar in nature, but did not believe that it was very often. I asked Johnson if due to the comments of the call, she believes this would be something that she would remember or not. Johnson advised that it would not be something that she would remember, because there are so many calls and the dispatchers never know the outcome of calls. Johnson said that the work is fast paced and that it would not stand out to her, unless the call was of a child drowning or something similar.

CO Johnson estimated that according to the Incident Details, it appeared that the unit may have been busy on the call for approximately 16 minutes. I asked the dispatcher if that is a normal amount of time to be busy on a call. Johnson advised that it depends on the type of call that the deputy is

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handling. Johnson said that it appears from the printout that she contacted the sergeant about the call at 1203 hours and was told to hold the call for 17B2 (Treijs). Johnson did not know why the sergeant held the call for 17B2, if the call was in 1703 zone. Johnson opined that the unit assigned to that zone may have been at court, the service center, or busy on another call.

CO Johnson advised that she is not used to looking at a call through the Incident Details or the Communications Incident Summary and requested that a Duty Officer printout the call and provide the Incident Detailed Report. Johnson verified that the comments at the end were entered by Deputy Treijs and then he coded out the call for service, Bravo, which means no report written.

End of synopsis.

On February 23, 2018, I obtained a sworn, recorded statement from Sergeant Brian Miller, CCN 4643, at the Parkland District Office. The following is a synopsis of the statement:

Sergeant Miller, CCN 4643, advised that he has been employed by the BSO for almost 32 years. Miller said that he has been assigned to the Parkland District for over a year and is currently a dayshift road patrol sergeant.

I pointed out to Sergeant Miller that prior to the statement, I showed him the Incident Details for Incident Number L1717113000001602. Miller said that he did not recall this incident being dispatched. Miller could not recall why he advised the dispatcher to hold the call for Deputy Treijs (17B2) if the incident was in 1703 zone. Miller stated that he did not have an independent recollection of the call, but stated that the zone unit may have been busy on something else or out of the district.

I asked Sergeant Miller if after reading the comments on the call, did he believe that more follow-up should have been completed. Miller said that after reading the initial call or comments, he did not understand what the connection was to Parkland. Miller advised that it referred to a Lake Worth location. Miller stated that he is unaware if the information on how the call was connected to Parkland was given to the deputy. Ultimately Miller believed that more information was needed, because he did not see the connection to Parkland, based on what was written in the comments. Miller did verify that the address listed on the summary location is an address in Parkland, but added that it was a telephone call from someone who was in [redacted]. Miller opined that it sounded like the incident or the threats occurred in Lake Worth.

I asked Sergeant Miller if after reading the deputy's comments, he believed that he should have written an Event/Incident report or if he believed that the comments listed in the CAD were sufficient to document the call. Miller stated that the threats that were made were very severe and that he would normally suspect that Deputy Treijs, in particular, would write a report with that type of information. Miller added that Treijs works very hard in the district and usually writes a very good report and does a very good investigation. Miller advised that when someone is referring to the Columbine High School shooting, that event alone is very severe, considering the number of people

that were killed. Miller said that based on what he was reading, he did not know if the deputy knew that the subject was from the Parkland area or went to school there.

I asked Sergeant Miller that if a report would have been generated, who would have followed up on it. Miller said that if it would have been tied to a school in Parkland, they would have definitely informed the school resource officer or if there was a crime it would have been forwarded to the district criminal investigations sergeant.

I pointed out to Sergeant Miller that during a search on OSSI of the name Nikolas Cruz, seven names auto populate with different, similar spellings. I asked Miller if he believed that seven names, would have been too many names for a deputy to follow-up on in order to identify the Nikolas that was being referred to in the complaint. Miller advised that the deputy would have the ability to follow-up on seven names and that if he is familiar with Parkland, he would be able to review and determine which address was in Parkland. Miller verified that one of the addresses on the Nikolas Cruz name search was the same address that was listed as the location on the Incident detailed report.

Sergeant Miller acknowledged that he provided me with the Parkland District Payroll/Daily Roster for November 30, 2017.

Sergeant Miller pointed out that the comments on the dispatch call were extensive and he would be surprised if the dispatcher would have read that much information over the radio. Miller believes that the dispatcher would have read some of the comments and would assume that the deputy would read the details when it came up on his CAD.

I pointed out to Sergeant Miller that the incident did have a location address and asked if the deputies have the capability of doing a history search on the incident location. Miller stated that they do have the capability and that they will frequently do that for alarm calls and to see the history of the addresses. Miller stated that he could have asked the dispatcher for the history on the address.

End of synopsis.

On February 23, 2018, I obtained a sworn, recorded statement from Communications Operator I Dion Lebert, CCN 18201, at the Regional Communications North Site located at 4900 West Copans Road, Coconut Creek. The following is a synopsis of the statement:

CO Lebert advised that she has been employed by the BSO for one year and two months and is currently a 9-1-1 call taker. Lebert said that her duties are to answer calls for service and document incidents. I pointed out to Lebert that prior to the statement, I had her review the Incident Details on Incident Number L1717113000001602. Lebert stated that she remembered receiving that particular 911 call. Lebert informed me that she does not receive similar calls very often, so she remembered this particular call. Lebert stated that after the shooting occurred at MSDHS, she recalled that she was called by "this person" prior to the shooting. Lebert said that she remembered some things that stood out, but that she did not remember the subject's name. I asked Lebert what were some of the

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things that she remembered prior to reading the Incident Details. Lebert advised that she distinctly remembered that the female caller was telling her that the subject's parent died.

I asked CO Lebert how she would normally spell the name Nikolas, if she had to spell it. Lebert initially spelled N-i-c-k-h-o-l-a-s and then corrected herself and spelled N-i-c-h-o-l-a-s. I then asked Lebert whether she recalled if the caller actually spelled the name for her on this particular call, but she could not recall. I pointed out to Lebert that in the comments, she typed the name as N-i-k-o-l-a-s. I asked Lebert whether she would have typed the name that way or does she believe that the caller may have spelled it out that way. Lebert explained that both scenarios are possible. Lebert said that it is possible that she could have typed it that way, if she was working fast, because sometimes they are typing just trying to get the call in and not spelling accurately. Lebert also said that it is also possible that the caller might have spelled it for her, since sometime callers will do that if they are not hearing them clearly or if the call taker wants the caller to clarify, they will request the caller to spell the name.

CO Lebert said that she recalls that the caller was very frantic. Lebert described that the caller was speaking rapidly and she sounded very concerned. Lebert could not recall whether the caller had an accent. Lebert recalled that the caller told her that the person was either not at the address at the time or no longer living there and she mentioned something about the person in Lake Worth or Palm Beach. Lebert explained that once she speaks with the caller and types everything up, she sends it to the dispatcher, and she is done with the call and proceeds to take additional calls.

End of synopsis.

On February 23, 2018, the New York Times posted the article, "Tipster's Warning to F.B.I on Florida shooting Suspect: 'I Know He's Going to Explode' " on the Internet. The article had a direct link to the transcription of the telephone call [redacted] made to the FBI on January 5, 2018, at 1431 hours. The transcription is unclassified and has been redacted. The following is a synopsis of the transcript:

The caller later identified as [redacted] states that Subject Nikolas Cruz, is 18 years of age, but has the [redacted] and he has Instagram accounts. His mother passed away on November 1, 2017. The caller says that N. Cruz started off by saying that he wanted to kill himself, so what she did was call the "Parkland Police Department" [BSO Parkland District] where he lives. [redacted] states she talked to an officer, but the name is redacted. [redacted] states that she gave him all the information, but did not hear anything back about it.

[redacted] states that just recently, Subject N. Cruz "switched" his Instagram comments and wrote that he wants to kill people. [redacted] says that he posted that on his Instagram page, but he removed the post two days later. [redacted] advises that if they look at his Instagram pages, they will see all the guns and added that "he's so into ISIS." [redacted] says that she is afraid that something is going to happen, because N. Cruz does not have the [redacted]. [redacted] says that he gets so outraged if someone talks to him about certain things. [redacted] reports that N. Cruz pulled a rifle on his mother before she

passed away. [redacted] advises that a whole other problem is that he is going to receive $25,000 from his mother's life insurance. [redacted] says that N. Cruz got his mother's debit card and withdrew money out of her account after she passed away and purchased "all these rifles and ammunition" and posted pictures of them on Instagram. [redacted] states that the family, a distant cousin, and herself are very concerned and wanted someone to know about it, and determine whether it was something worth looking into. [redacted] states that she knows her conscience is clear if he takes off and just starts shooting places up.

[redacted] is asked by the Intake Specialist if Subject N. Cruz said that he would do those things or just said he wanted to. [redacted] reports that on his Instagram account he wrote, "I want to kill people." [redacted] says that she can identify his Instagram accounts, so that they can look at them and see the pictures. [redacted] says that the account where he put, "I want to kill people," and then took it down is "nikolas_cruz_." [redacted] said that he had another account "nicholascruzmakarov" that they should also look at. [redacted] then provided a third account of "cruz_nikolas" and stated that is the account that has cut up animals. [redacted] says that it currently had a picture of a frog, but knows that at one point there was a picture of a bird. [redacted] advises that there was a time that a bird hit the ground after flying into a glass window. [redacted] says that N. Cruz brought the bird into the house, placed it on his mother's kitchen counter, and started cutting it up. [redacted] reports that N. Cruz has all kinds of hunting knives. [redacted] states that she did not know what particular knife he used. [redacted] advises that when N. Cruz' mother asked him what he was doing, he replied, "I want to see what's inside." [redacted] says that this would be a red flag.

[redacted] advises that Subject N. Cruz wanted to "kill all these animals and do something in Arabic." [redacted] describes that N. Cruz would dress up like a ninja or an "ISIS guy." [redacted] says that on one of N. Cruz' Instagram accounts, he had pictures of all his rifles. [redacted] is asked by the Intake Specialist if N. Cruz talked about doing anything else. [redacted] replies, "No," and advises that N. Cruz has expressed different things and then removes the post, but has left the pictures. [redacted] says that she texted him on one of the accounts asking him how he was and requesting him for a phone number, because she needed to speak to someone. [redacted] says that she went back on the account, because she had not heard back from him. [redacted] says that at the top of the page it stated, "Leave me the F alone." [redacted] did not think this was still posted, but believed he was speaking to her.

[redacted] states that it was "just so much" and that she knows "he's going to explode." [redacted] says that the parents of his friend, who also has an Instagram account took Subject N. Cruz in and allowed him to live with them. [redacted] says that the family allowed him to bring his guns and everything to the house, because they had them locked up. [redacted] advises that N. Cruz said that when he received his $25,000, his friend's father was going to invest it for him. [redacted] says this was also a flag to her, because the friend's father did not know N. Cruz "from a hole in the wall." [redacted] describes that N. Cruz gets "crazy" when you ask him for money. [redacted] provided N. Cruz' friend's father's name, address, and phone number, which was redacted from the transcript. [redacted] states that she and the family have tried to call the friend's father, but he refused to return any of their phone calls. [redacted] says that they just want to see how N. Cruz is doing and to make sure he understood his problems.

[redacted] is asked by the Intake Specialist if Subject N. Cruz talks about ISIS or just dresses up like one. [redacted] states that he dresses that way. [redacted] then goes on to describe the photos in each of N. Cruz' Instagram accounts. [redacted] says that he has one Instagram account that has "a thing for Arabic words." [redacted] provides another Instagram account of "crazynikolas_new." [redacted] says that the "cruz_nikolas" account has pictures of him "dressed up in," but she does not finish the sentence. [redacted] reports that N. Cruz wants to join the Army. [redacted] says that he shows the gun he purchased, a Maverick 88 slug for $219. [redacted] says that there is a photo in which he shows all his knives and a gun he owns. [redacted] says that he does show one gun that has an orange tip, which she believes is an air pistol. [redacted] then mentions the cutting up of frogs and another gun photo. [redacted] says that in the "nikolas_cruz_makarov" account there is a photo in which he is wearing a "Make America Great Again" hat and his face is covered with a scarf. [redacted] talks about photos on his Instagram account of a dirt road, bloody frogs, American Eagle ammunition, something that looks like a target in a frame, his rifle, a whole bag with all kinds of rifles and "stuff on it," and scopes. [redacted] states that her main concern is that he is going to receive $25,000. [redacted] opines that he is not going to invest it and that instead he is going to buy guns.

[redacted] reports that the last rifle Subject N. Cruz purchased was online and it was shipped to an address in Parkland, Florida, that is redacted in the transcript. [redacted] states that she believes that N. Cruz was working at his old job at the Dollar Tree, which is near a Walmart in the City of Parkland. [redacted] says that it is alarming to see the photos and to know what he is capable of doing and what could happen. [redacted] advises that he was no longer in school and that he never graduated. [redacted] reports that N. Cruz has been "thrown out of all these school, because he would pick up a chair and just throw it at somebody, a teacher, a student, because he did not like the way they were talking to him." [redacted] then states, "I just think about, you know, getting into a school and just shooting the place up."

[redacted] agrees to answer any further questions if someone calls her back. [redacted] states that she wanted to get the information off her "chest" in case something does happen and she does believe that "something" is going to happen.

End of synopsis.

On March 2, 2018, I obtained a sworn, recorded statement from [redacted]. The statement was taken over the telephone, since [redacted] resides out of the State of Florida. [redacted] advised that her sister-in-law, [redacted], would be in the room with her while she provided her statement. The following is a synopsis of the statement:

I explained to [redacted] that it appeared that there may have been a mix-up of information regarding the initial information she provided to the BSO and the FBI. [redacted] agreed that she had initially contacted the BSO, next the FBI, and ultimately provided a statement to Detective Floyd.

[redacted] explained that she was initially attempting to contact the "Parkland Police Department" (BSO Parkland District), but ended up contacting another police department, "something Worth,"

who provided her with the phone number to the BSO. [redacted] advised she had the phone number written down and provided it [It should be noted during an Internet search, the number provided by [redacted] was registered to the Fort Worth City Police Department located in Texas, (817) 392-4200]. [redacted] said that she believes that she may have started to tell the police department about the incident, but she was stopped and provided with the number to the BSO Parkland District, (954-753-5050). [redacted] advised that when she called the BSO and asked to speak to a detective, she was told that she could not do that. [redacted] stated that she was informed that someone would call her back, so she provided all her information and someone did call her back.

[redacted] agreed that she contacted the BSO on November 30, 2017. [redacted] said that her initial concern was that Subject N. Cruz was saying that he wanted to kill himself and posted it on his Instagram page. [redacted] advised that Mrs. L. Cruz' cousin, Mrs. [redacted] (later identified as [redacted]), was the person who reported it to her and believes that she was the one who told her that N. Cruz posted it on his Instagram account and then removed it. [redacted] clarified that she never saw the post and only received the information from [redacted]. [redacted] stated that her first concern was that this situation had to stop, because she knew how N. Cruz was and surmised what he was going to do.

[redacted] advised that she called the BSO and voiced her opinion to the deputy who she spoke to [later identified as Deputy Treijs]. [redacted] stated that she started the conversation by stating, "I know you've been to Lynda Cruz's house on numerous occasions" and informed Treijs that Mrs. L. Cruz passed away on November 1, 2017. [redacted] said that Treijs responded by stating, "Lynda's dead?" [redacted] informed me that it was this statement, which led her to believe that Treijs knew exactly what she was talking about, that he had been to the house, that he knew the situation, and that he was going to help her. [redacted] said that she proceeded to tell Treijs that Subject N. Cruz wanted to kill himself and believes that she told him about the guns. [redacted] then said that she was unsure of what she told Treijs and would have to hear the tape again [It should be noted the 911 tape was no longer available at the initiation of this investigation due to the time delay]. [redacted] believed that she told Treijs that N. Cruz was going to do something bad. [redacted] could not recall whether it was the BSO or the FBI, who told her that they would call her back if they had any more questions.

[redacted] clarified that she created a personal Instagram account after [redacted] told her that Subject N. Cruz had posted some concerning things on his Instagram page. [redacted] said that after she created her Instagram account, the first few posts she saw on one of N. Cruz' accounts was a photo where he had guns, he shows a picture of a gun that he wants to buy, and another photo where he has a mask on and an "Army hat." [redacted] stated that she saw an Instagram post where N. Cruz was wearing a mask and said that N. Cruz always thought he was Al-Qaeda. [redacted] explained that at the time she called the BSO, she had already created her Instagram account, because that was how she was able to provide the deputy with all the information. [redacted] stated that she passed on the Instagram information to Deputy Treijs and also to the FBI.

[redacted] initially denied that she made contact with Subject N. Cruz during this time or prior to calling the BSO. [redacted] was confused and could not recall whether she made contact with N. Cruz

either right before or right after Thanksgiving Day (Thursday, November 23, 2017), when he was living with [redacted]. [redacted] initially talked about how [redacted] had sent her a message on Instagram and she ([redacted]) asked [redacted] how N. Cruz was doing and if everything was okay. [redacted] then started talking about an Instagram conversation between her and N. Cruz. [redacted] said that she asked him if everything was okay. [redacted] said that N. Cruz replied to her and said that he did not like [redacted] and that she was taking all of his money. [redacted] said that she tried to explain to him that [redacted] was doing "a wonderful thing to take care of him and his brother." [redacted] told N. Cruz that [redacted] was not trying to take his money away, that she did not have any money to do what she was doing, but that she was trying to help him. [redacted] reported that she told N. Cruz to work with [redacted] do what she tells him to do, and that everything would be okay, but he never answered her back. [redacted] repeatedly stated that she did not know whether that conversation she had with N. Cruz was before or after she talked to the BSO. [redacted] advised that she was unsure about the exact timeline. Ultimately, [redacted] stated that she did not believe that she had had the Instagram conversation with N. Cruz, when she spoke to Deputy Treijs. [redacted] reported that prior to the Instagram conversation, it probably had been a few years since she last had any contact with N. Cruz.

I asked [redacted] if she provided the call taker with an address in Parkland. [redacted] stated that she did not have the address where Subject N. Cruz lived. [redacted] said that what she told Deputy Treijs was what he already knew, the address when N. Cruz was a student, which was 6166 Northwest 80 Terrace, Parkland, Florida. [redacted] stated that she visited the residence on numerous occasions in the past. [redacted] estimated that the Cruz family lived at the 6166 Northwest 80 Terrace address for at least 20 years. [redacted] advised that Mrs. L. Cruz sold the house and moved into a townhouse in Parkland in January of 2017, but did not have that address with her. I asked [redacted] again if she believed that she might have given the Parkland address when she initially called the BSO, because she did not know where N. Cruz was and that was the only address she knew of. [redacted] believed that what she told Treijs was that N. Cruz left [redacted] house and was back in Parkland. [redacted] did not believe that she provided the address, because Treijs knew the address and had been there on numerous occasions. [redacted] said that she "knew" that someone knew what she was talking about, was there, and could understand what she was saying. [redacted] reported that when N. Cruz left [redacted] house he stayed with someone by the name of "Brian" in Parkland for two days, before he ended up moving into Mr. James Snead's house.

[redacted] stated that before Mrs. L. Cruz passed away she requested that [redacted] take in Subject N. Cruz and his brother if something happened to her. [redacted] advised that N. Cruz and his brother moved in with [redacted] on November 1, 2017. I asked [redacted] whether N. Cruz had already left [redacted] house when she called the BSO. [redacted] reported that on November 29, 2017, [redacted] called the police, because of an altercation between N. Cruz and her son. [redacted] advised that [redacted] did not want to allow N. Cruz to bring any weapons into her house, so he decided to leave. [redacted] pointed out that she did not know that information until after she had called the BSO. [redacted] clarified that when she called the BSO, she believed that N. Cruz was still living with [redacted]

[redacted] explained that she and [redacted] were acquaintances and that they never spoke

until after Mrs. L. Cruz passed away. [redacted] said that she and [redacted] did exchange text messages. I asked [redacted] whether she knew any of [redacted] personal information. [redacted] stated that she did have her phone number and that was how she was able to text message her. [redacted] advised that she believed [redacted] lived in Lantana and that she had the address written down. [redacted] clarified that she did not know that information when she spoke to Deputy Treijs. [redacted] said that all she knew on November 30, 2017, when she called the BSO was that [redacted] took the Cruz boys to live with her, but did not know the address and did not even think about providing the phone number. [redacted] said that the only thing she was focused on when she called the BSO was that N. Cruz was going to either hurt himself or someone else. [redacted] said she did not know what information she gave, but she would have provided the information if she had it.

I pointed out to [redacted] that in the notes the deputy wrote that she informed him that Subject N. Cruz was staying with "Billy." [redacted] corrected me and advised that the friend's name was Brian. [redacted] advised that Brian lived somewhere in Parkland, but advised that she did not know that when she called the BSO on November 30, 2017. [redacted] said that she only knew that Brian had a room that he rented. When I asked [redacted] why she believed that Cruz was staying with Brian she advised that she had "no idea."

Later in the statement, I asked [redacted] whether she knew that [redacted] had kicked Subject N. Cruz out of her house at the time that she called the BSO. I pointed out to [redacted] that she allegedly told Deputy Treijs that N. Cruz was staying with Brian. [redacted] advised that she did not believe she knew that information when she called the BSO. [redacted] said that she received that information after she spoke to the BSO, which would have been around the first week of December 2017. I advised [redacted] that Treijs documented that she reported that N. Cruz was living with a friend, Billy [redacted] corrected me again by saying Brian. I explained that she may have told Treijs the name Brian, and he may have misunderstood and wrote the name Billy. I again asked [redacted] that if she told Treijs that N. Cruz was living with a friend, does she believe that she would have known that N. Cruz was no longer living with [redacted] [redacted] then agreed and advised that she was getting very confused regarding the time lines. [redacted] denied that she knew Brian's last name or address. I then asked [redacted] how she would have known that N. Cruz was staying with Brian and if [redacted] would have been the one to tell her that. [redacted] was unsure if someone told her that or if she would have just assumed it, because he did not go to Mr. Snead's house right away. [redacted] ultimately advised that she did not remember why she would have told Treijs that N. Cruz was living with Brian. When I asked [redacted] if she knew where Brian lived she advised in Parkland. I then asked [redacted] how she knew that and she stated that she believed Mrs. L. Cruz told her that Brian rented a room in Parkland and was friends with N. Cruz.

When I asked [redacted] if she spelled out the name Nikolas to the call taker, she advised that she did not believe she did. [redacted] explained that she was really upset at the time and said that she did not know what she said to the call taker, besides that she wanted to speak to a detective. I then asked [redacted] if she ever spelled the name out for Deputy Treijs. [redacted] advised that she did spell it out for him, because she gave him as many Instagram accounts as she could remember (The account names were not in any of Treijs' CAD notes). [redacted] advised that the name Nikolas did not have a common

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spelling name and that he was named after Mrs. L. Cruz' grandfather. [redacted] later stated that she believed that she may have spelled out the name to both the call taker and Deputy Treijs, because she provided the name of the Instagram account, which was "Nikolas_Cruz_." [redacted] advised that there were several other Instagram accounts, but this one had the information and a picture of the gun that he wanted to buy. [redacted] said that she told the deputy to go on Instagram, so she could prove what she was talking about. [redacted] later said that she believed that she told Treijs about the one Instagram account that she knew of at the time. I asked [redacted] what were the photos that she was concerned about when she called the BSO. [redacted] reported that the first Instagram photos she saw was the one with the picture of the rifle he was going to purchase, the one where Subject N. Cruz was wearing the Army skull cap and he had a mask on, and the one he was holding the knives.

I asked [redacted] what changed that caused her to contact the FBI. [redacted] reported that [redacted] told her that Subject N. Cruz posted on Instagram that he wanted to kill people and then removed the post. [redacted] advised that she saw the additional photos that N. Cruz posted. [redacted] said that her first thought was that she had not heard anything from the BSO, so she called the FBI and gave them the information on Instagram accounts and told them that N. Cruz was "nuts."

[redacted] stated that there are so many things going through her head right now of what she had said and does not know what she said to the BSO, to the FBI, or both. [redacted] said that she was so concerned about the situation with Subject N. Cruz.

I asked [redacted] whether she knew Subject N. Cruz' date of birth. [redacted] advised that it was September 28 and that he was 19 years old. [redacted] denied that Deputy Treijs ever asked her for Cruz' date of birth. I asked [redacted] what types of questions Treijs asked her [redacted] stated that she did not know and that basically she was doing all the talking. [redacted] stated that when Treijs said, "Oh, Lynda's dead," that it was a shame, and that he was sorry to hear that; she figured that he had all the information. [redacted] stated that he knew the address, he knew that he had been to the house on numerous occasions, and that he knew it was a bad situation. When I asked [redacted] why she believed that Treijs had been to the house on numerous occasions she advised, because he knew Mrs. L. Cruz by her first name. [redacted] reported that L. Cruz was on a first name basis with a lot of deputies that responded to the house. I asked [redacted] that besides Treijs knowing L. Cruz' first name, did he tell her [redacted] that he had been to the residence on numerous occasions or that he was familiar with the family and she responded, "No." [redacted] advised that she told Treijs that she was calling about "Nikolas Cruz," and that if he wanted to verify it, to check the records, because "you" (the police) have been called to the house on numerous occasions and he would be able to see the deputies that were called to the house and the reasons that they were called. [redacted] advised that was when she stated that N. Cruz' mother passed away and Treijs stated her first name.

[redacted] agreed that Deputy Treijs asked her for her personal information and she provided it. I asked [redacted] whether she had a phone number for Subject N. Cruz at the time she called the BSO. [redacted] advised that N. Cruz did not have a phone and that he was using his mother's phone. [redacted] said that the phone did have service, but that N. Cruz did not answer anyone's calls and the mailbox was full.

[redacted] advised that she wrote down the deputy's name that she spoke to, but did not have the information with her. [redacted] advised that she remembers writing the name Chase and in parenthesis she wrote down the word "Spanish" and believes it may have been because he had a Spanish name. [redacted] denied that there was a language barrier or a bad phone connection when they talked.

I asked [redacted] whether she ever suggested a way for Deputy Treijs to identify Subject N. Cruz or how to make contact with him. [redacted] advised that she told him about the Instagram account and the previous calls to the house. [redacted] advised that she assumed Treijs knew what school N. Cruz was attending, because he worked in the City of Parkland. When I asked [redacted] if N. Cruz was enrolled in school at the time that she called the BSO, she advised that she did not know.

[redacted] could not recall whether she ever received a case number from Deputy Treijs. [redacted] believed that Treijs told her that he was going to "look into it," but was not positive that he actually said that and she only assumed he would, since he knew the situation. [redacted] stated that she assumed that the deputy was going to write a report regarding what she told him. [redacted] said that she did not know whether she asked Treijs to follow-up with her. [redacted] reported that the next time someone contacted her was after the MSDHS shooting.

I asked [redacted] if Deputy Treijs ever told her that they did not know where Subject N. Cruz was, that he could not follow-up, or that she needed to call the Palm Beach Sheriff's Office, because that was the last place he was known to reside. [redacted] denied that Treijs ever told her that. [redacted] reported that Treijs just listened to her. [redacted] denied that Treijs provided her with any instructions after she reported her concern.

End of synopsis.

It should be noted that throughout the interview [redacted] made contradicting statements about how she obtained the information and what information she provided to Deputy Treijs and the FBI as synopsized below:

- When [redacted] was asked if she spelled the name Nikolas to the call taker, she initially said, "No," and then said that she did not know. Ultimately [redacted] said that she did spell the name to the call taker when she provided her with the Instagram account information; however, the dispatcher did not document any Instagram Account information in her notes. [redacted] stated that she provided Deputy Treijs with the one Instagram account that she knew of at the time that she contacted the BSO and later stated that she provided Treijs with as many Instagram accounts as she could remember.

- [redacted] originally reported that she created an Instagram account only after [redacted] told her that Subject N. Cruz posted on Instagram that he wanted to kill himself. However, [redacted] reported that she had a conversation on Instagram with N. Cruz about his feelings towards [redacted]. [redacted] reported that although she was confused about the timeline

she believed that the conversation on Instagram occurred after she spoke to the BSO. This is a contradicting statement, since N. Cruz would have already moved out of Deschamp's residence when [redacted] contacted the BSO.

- [redacted] advised that she started the conversation with Deputy Treijs by stating "I know you've been to Lynda Cruz' house on numerous occasions" and informed him that she passed away. [redacted] advised that when Treijs stated, "Lynda's dead?" this statement alone led her to believe that he knew the family, had been to the house, and knew the situation.

- [redacted] initially stated that when Subject N. Cruz moved out of [redacted] house he went to stay with a friend only known as Brian. [redacted] then advised that when she spoke to Deputy Treijs, she believed that N. Cruz was still living with [redacted]. [redacted] stated that she was unaware of the altercation and 911 call at [redacted] residence or that N. Cruz was no longer living there. Later in the same statement, I pointed out to [redacted] that Treijs documented that she advised him that N. Cruz was living with a friend Brian. [redacted] insisted that she did not believe she knew that information until after she spoke with Treijs. I again pointed out to [redacted] that if she told Treijs that N. Cruz was staying with Brian, that would mean that she was aware that N. Cruz was no longer living with [redacted] and she agreed. Also, a review of Treijs CAD notes state that [redacted] reported that N. Cruz caused a disturbance in Lake Worth, where he last resided two days ago; however, [redacted] stated that she did not know about this incident until after she spoke to Deputy Treijs. During the statement, [redacted] advised two separate times that Brian lived in Parkland. [redacted] stated at one point that she did not know Brian lived in Parkland until after she spoke to Deputy Treijs (November 30, 2017), but later in the statement, [redacted] advised that Mrs. L. Cruz was the person who told her that Brian rented a room in Parkland (It should be noted Mrs. L. Cruz passed away on November 1, 2017).

End of synopsis.

I obtained and reviewed the sworn, recorded witness statement of [redacted]. The statement was taken by Detective Bruce Link, CCN 10154, of the BSO Criminal Investigations Division Special Victims Unit. The statement was taken over the telephone on Saturday, February 17, 2018, in reference to a follow-up investigation of criminal case 17-1802-000525, regarding the shooting at MSDHS. The following is a synopsis of the statement [It should be noted: this was a telephonic statement, because [redacted] resides in [redacted]]:

[redacted] stated that Subject N. Cruz was her cousin's, Mrs. L. Cruz, adopted son. [redacted] reported that she had never met N. Cruz before. [redacted] agreed that L. Cruz passed away on November 1, 2017. Detective Link points out to [redacted] that according to the CAD report for case 17-1711-0000039, it shows that she called 9-1-1, and asks her if she recalls. [redacted] tells Link that she does not remember making that call. [redacted] advised that she did recall calling the hospital in Broward County. [redacted] explained that she initially called L. Cruz' cellphone and someone answered and asked her if

she was L. Cruz' friend or blood relative. [redacted] reported that they told her that L. Cruz was in the hospital that she "had coded during the night. They brought her back during the night and that she was coding again at that very moment." [redacted] advised that they told her that they had her son N. Cruz there and that they did not believe that L. Cruz was going to survive. [redacted] advised that she requested the person on the phone to give her [redacted] phone number, because she knew her and L. Cruz kept in touch for over 60 years. [redacted] advised that N. Cruz told the person on the phone about "[redacted]" ([redacted]), because she did not know her.

Detective Link points out to [redacted] that according to the report she stated that the kids had guns and that she was requesting law enforcement to respond to the home, to check on them, and to take their guns away. [redacted] advised that she did not remember making the phone call and denied mentioning anything about guns. Link asks [redacted] whether she knew that they had guns and if she was concerned about it. [redacted] reported that Mrs. L. Cruz told her that Subject N. Cruz had pellet guns and bb guns, and wanted to enlist in the military, but that he had the mental capacity of a 14 year old.

[redacted] reported that Mrs. L. Cruz mentioned problems with her sons, but it was mostly about Mr. Z. Cruz stealing things and being verbally disrespectful. [redacted] said that Z. Cruz had been arrested a couple of times and was on probation. [redacted] advised that Z. Cruz refused to get up and go to school.

[redacted] advised that Mrs. L. Cruz told her that Subject N. Cruz did hit her once, because he wanted to go to Walmart and she told him "No" and that they were going home. [redacted] stated that N. Cruz swung his hand out and either knocked out or loosened three of her teeth. [redacted] said that L. Cruz had to go to the dentist for it. [redacted] estimated that the incident occurred three months before L. Cruz passed away.

[redacted] said that Mrs. L. Cruz told her that Subject N. Cruz bought a gun, but she thought it was a "hunting gun." [redacted] said she believed the "police type of gun" (No further description) was at a boy named "Hunter's" house. [redacted] explained that Hunter was N. Cruz' friend and that they would go to Hunter's father's cabin to go hunting. [redacted] reiterated that she believed the real guns were at Hunter's father house.

[redacted] advised Detective Link that she did not remember making any 9-1-1 calls warning or requesting law enforcement to go and check on the boys and to remove their guns. [redacted] said that she even checked her phone bill for calls that were made on that date.

[redacted] ultimately advised that she had not seen Mrs. L. Cruz in approximately 22 years and she never met the boys (Subject N. Cruz and Mr. Z. Cruz). [redacted] said that after reading and hearing from [redacted] and other people, she thinks that there were problems that L. Cruz was not sharing with everybody. [redacted] believed that [redacted] knew a lot of the problems that were going on, because she had visited Florida and talked to L. Cruz all of the time, over multiple years. [redacted] reported that she did not talk to L. Cruz for a period of 16 to 17 years. [redacted] states that [redacted] had talked to L.

Cruz, visited her, and had met N. Cruz and Z. Cruz. [redacted] advised that [redacted] would tell her things that L. Cruz never told her. [redacted] reported that L. Cruz did not tell the whole family what was going on and believed she may have been embarrassed.

End of synopsis.

I obtained and reviewed the sworn, recorded witness statement of [redacted]. The statement was taken by Detective Bruce Link, CCN 10154, and Detective Kami Floyd, CCN 17022, of the BSO Criminal Investigations Division Special Victims Unit. The statement was obtained at her residence located at [redacted] on Saturday, February 17, 2018, in reference to a follow-up investigation of criminal case 17-1802-000525, regarding the shooting at MSDHS. The following is a synopsis of the statement:

[redacted] advised that she had a very close relationship with Mrs. L. Cruz, and stated that she was like her "mom." [redacted] stated that L. Cruz was the first person she met when she moved to Florida and lived beside her. [redacted] believed that she has known Subject N. Cruz for more than 11 years.

[redacted] advised that Subject N. Cruz moved in with her on November 1, 2017, when Mrs. L. Cruz passed away. [redacted] advised that they called her from the hospital and she went to get "the kids" at the hospital just before L. Cruz passed away. [redacted] advised that she recalled calling police about the possible guns being buried in her backyard. [redacted] explained that her mom caught N. Cruz digging in the backyard with a shovel. [redacted] said that they waited until he was at work to figure out where he was digging. [redacted] advised that N. Cruz worked at the Dollar Tree and she would drive him to and from work. [redacted] said that she found a hole and an empty gun box that he brought with him from his old house. [redacted] opined that N. Cruz was preparing to receive and bury a gun. [redacted] stated that she found out about the gun he purchased from Dick's Sporting Goods and told him that he could not have any guns in the house. [redacted] said that she did not trust N. Cruz and was aware that he had beat his mom and put guns to her head "too many times." [During a review of the Call for Service summaries there did not appear to be a call for service where it was reported that N. Cruz put a gun to anyone's head. It should be noted that when [redacted] called PBSO (case number 17157013) on November 28, 2017, she reported that N. Cruz had used a gun against people in the past, including putting a gun to others head.] [redacted] said that she believed she could control it if there were no guns around and she had her son that was bigger than N. Cruz. [redacted] advised that they called the police after they did not find anything in the hole, because she wanted to know what her options were [redacted] believed that N. Cruz was going to bring a gun and therefore wanted him out of the house. [redacted] reported that he was already starting to get angry, because she did not want him to have his gun or bring his guns that he already had at his friend's house. [redacted] said that she was told that she could not "kick him out," because his property was there and that he could have his guns in the house if he wanted them. [redacted] felt that there was nothing she could do, but just wait there to be killed.

[redacted] advised that on November 28, 2017, there was a big fight and her son was trying to

stop Subject N. Cruz from hitting the walls and he decided to leave on his own. [redacted] said that they were worried that he was coming back with the gun that he bought and was going to go pick up.

[redacted] denied that she ever saw the gun or that Subject N. Cruz ever brought it to her home. [redacted] said that she allowed him to bring the pellet gun, but he could not have it in his possession. [redacted] advised that the pellet gun was stored in her son's closet and his door was locked. [redacted] agreed that on that night N. Cruz punched her son in the face. [redacted] said that she did ask the police to take N. Cruz to jail, but that her adult son did not want them to and only wanted him to leave. [redacted] advised that they found a place with one of his friends for him to go. [redacted] said that she always kept in contact with N. Cruz.

[redacted] believed that Subject N. Cruz returned on December 20, 2017, with "James." [redacted] said that James is the father of "J.T," N. Cruz' friend that he goes hunting with.

End of synopsis.

On May 15, 2018, I obtained a sworn, recorded statement from [redacted]. The statement was taken over the telephone, since [redacted] resides out of the State of Florida. The following is a synopsis of the statement:

[redacted] agreed that Subject N. Cruz is the adopted son of her cousin, Mrs. L. Cruz. [redacted] denied that she ever had any direct contact with N. Cruz and advised that she never met him. [redacted] reported that the last time she spoke to L. Cruz was over the telephone the day before she passed away. [redacted] said that they were discussing L. Cruz being [redacted]

[redacted] explained that she has known [redacted], for approximately 58 years, since they were children. [redacted] advised that she did not keep in touch with [redacted] over the years, but that Mrs. L. Cruz did. [redacted] said that L. Cruz and [redacted] were longtime friends. [redacted] reported that she started to communicate with [redacted] after L. Cruz passed away. [redacted] advised that she knew L. Cruz kept in contact with [redacted], so when she passed away she asked the nurse for [redacted]'s number. [redacted] said that she called [redacted] and notified her that L. Cruz had passed away, but advised that Subject N. Cruz had already notified her. [redacted] reported that her and [redacted] have maintained contact, since L. Cruz passed away.

I pointed out to [redacted] that on November 30, 2017, [redacted] called the BSO regarding some concerns she had. I then asked [redacted] whether she knew what [redacted]'s concerns were at that time. [redacted] said that the concerns were that Subject N. Cruz "would just snap a lot. He could snap very quickly and just get violent." [redacted] explained that during that time, she and [redacted] had also been communicating with [redacted] who was taking care of N. Cruz and Mr. Z, Cruz. [redacted] said that [redacted] had told her that her mother had seen N. Cruz trying to bury a gun in the yard. [redacted] advised that Mrs. L. Cruz had told her and believes that she may have told [redacted] too, that N. Cruz was "just in love with guns and knives." [redacted] advised that when they found out that he was "trying to bury it," they knew he could "snap" and were nervous about that. [redacted] reported that L.

Cruz had also mentioned that one time N. Cruz was mad and had actually pointed the gun at her and pointed the gun at Z. Cruz. I asked [redacted] again if she knew why [redacted] called the BSO on November 30, 2018. [redacted] advised that [redacted] knew N. Cruz much better than she did, and [redacted] was concerned that he would, "you know, blow up and use his guns."

[redacted] advised that she did see three or four of Subject N. Cruz' Instagram accounts. [redacted] explained that she already had an Instagram account and looked up N. Cruz and Mr. Z. Cruz just to check-up on them and see what they were getting into. [redacted] advised that she had seen one of N. Cruz' Instagram account approximately two months before Mrs. L. Cruz had passed away. [redacted] advised that the first Instagram account she saw had a picture of N. Cruz holding knives, there were guns on a bed, his face was covered with what looked like T-shirts with slits cut in them for his eyes. [redacted] reported that she told L. Cruz about it and she responded by saying that he wanted to go into the Army and join the infantry. L. Cruz told her that it was just his way of horsing around. [redacted] advised that after L. Cruz passed away she started noticing "nastier stuff." [redacted] advised that N. Cruz posted, "I want to kill people," approximately two weeks before the shooting at MSDHS [It should be noted that when [redacted] contacted the FBI on January 5, 2018, she reported that N. Cruz has posted that he wanted to "kill people," which was approximately one month before the shooting at MSDHS]. [redacted] advised that N. Cruz was living with Mr. Snead at the time. [redacted] said that she attempted to contact Snead several times and was unsuccessful until she threatened to contact the "authorities." [redacted] advised that she warned Snead about N. Cruz' behavior, potential for violence, and the content if his Instagram accounts. [redacted] said that Snead told her that he would talk to N. Cruz and that he was sure that he was "just acting out a little."

[redacted] agreed that she was the person who initially told [redacted] about Subject N. Cruz' Instagram accounts and advised that they both started to monitor his accounts. [redacted] agreed that prior to N. Cruz posting that he wanted to kill people, she physically saw a post where he wrote that he wanted to kill himself and then removed the post. [redacted] agreed that she and [redacted] talked about that particular post.

I asked [redacted] whether she knew who Billy or Brian was. [redacted] advised that Mrs. L. Cruz had an older friend named Billy who was approximately 70 years old. I asked [redacted] whether she knew who Subject N. Cruz went stay with after he left [redacted] residence. [redacted] said that she believed that he went to stay with "some kid that was a little older." [redacted] believed that N. Cruz stayed there for one or two days. [redacted] said that she believed the unknown "kid" was renting a room and assumed that it was somewhere near the city of Parkland, because N. Cruz knew him. I asked [redacted] how she knew that N. Cruz went to stay with a friend. [redacted] said that she believed that was what [redacted] told her, but it was something that she had heard. [redacted] advised that N. Cruz was only there for a short time and then left to go live with the Snead family. [redacted] believed that N. Cruz' friend at the Snead's residence is named Jameson, but is referred to as J.T.

[redacted] advised that [redacted] told her that when she contacted the BSO in November she reported that she told him who she was and that she was calling about the Cruz's. [redacted] said that [redacted] told her that the person she talked to actually knew Mrs. L. Cruz, because they had been to her

house so many times. [redacted] stated that [redacted] told her that when she notified the person that L. Cruz had passed away he seemed shocked. [redacted] advised that [redacted] told her that the person seemed to acknowledge all the calls that were made by L. Cruz over the years regarding Subject N. Cruz and Mr. Z. Cruz. [redacted] said that [redacted] told her that she reported how N. Cruz "is", that he had guns, that he did not have anyone to keep him calm, and that he should take the guns away before he did something stupid. I asked [redacted] whether [redacted] told her that she said something about the Instagram accounts and she said yes. I asked [redacted] whether [redacted] knew where N. Cruz was staying when she called the BSO on November 30, 2017. [redacted] said that she believed that [redacted] still thought that he was at [redacted] residence.

I asked [redacted] whether she knew what pictures were posted on Subject N. Cruz' Instagram account when [redacted] called the BSO on November 30, 2017, versus the pictures that were posted when she called the FBI in January of 2018. [redacted] stated that they were, "Pretty much the same" and did not have a lot of differences. [redacted] agreed that the photos of N. Cruz with guns and the knives, and him covering his face were posted prior to November 30, 2017. [redacted] clarified that before Mrs. L. Cruz passed away she did not see N. Cruz' posting, "I want to kill people," or "I want to kill myself." [redacted] said that she did not see those post until after L. Cruz past away. [redacted] believed that the post which stated that he wanted to kill himself was removed approximately one or two days after it was posted.

[redacted] said that she thinks that whoever handled both of [redacted] calls "dropped the ball." [redacted] advised that she did not think enough was done to stop the shooting at MSDHS. [redacted] advised that she believed that it could have been prevented if the police would have got involved. [redacted] stated that Subject N. Cruz could have been sent in as a Baker Act. [redacted] advised that [redacted] gave them the information that N. Cruz said that he wanted to kill himself and that he had guns. [redacted] said that information should have been enough for the police to go to the house and investigate it.

End of synopsis.

I reviewed the video recorded witness interview of [redacted]. The statement was taken by Detective Bryan Tutler, CCN 10849, of the BSO Criminal Investigations Division Homicide Unit. The interview was conducted at the Public Safety Building on February 14, 2018, in reference to a criminal investigation regarding the shooting at MSDHS, reference case 17-1802-000525. During the statement [redacted] reports that Subject N. Cruz went to live with Mr. James Snead after she "kicked" him out (Timestamp 5:05 minutes).

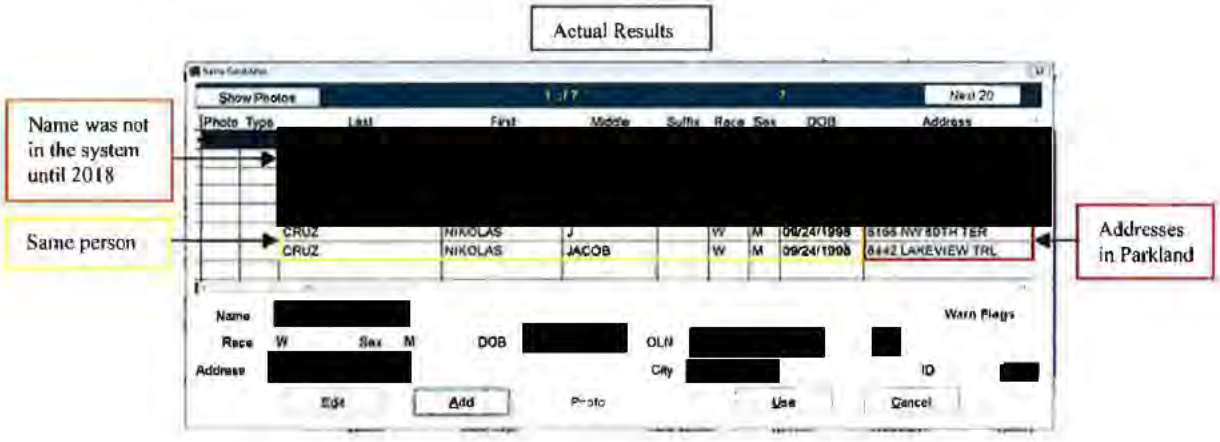
I obtained and reviewed Detective Timothy Metz, CCN 11626, Case Supplemental Report reference case 17-1802-00525. On page 4 of the report Metz documents that he obtained video recorded statements from Mr. Jameson (J.T) Snead (Friend of Subject N. Cruz), Mr. James Snead, and Mrs. Kimberly Snead (Jameson's parents). Metz documented that they advised that N. Cruz moved into their residence located at 7200 Loxahatchee Road, Parkland, Florida 33067, with them on November 27, 2017, after the person he was living with in Lake Worth ([redacted]) forced him to move

out.

I contacted Sergeant Eric Keith, ID 6231, from the PBSO Internal Affairs Division and requested him to search for any calls for service made by [redacted] or her phone number [redacted] in November of 2017. Keith replied by email and advised that he checked with their Communications Division and they were unable to locate any calls.

I also sent an internet request to the Fort Worth Police Department to see if there was a call made by [redacted] in November of 2017. I received an email back from Fort Worth Police Department stating that they reviewed their files and determined that there were no responsive documents regarding my request.

A search of the RMS master names database as pictured below revealed the following spelling variations of the name Nikolas Cruz: (2) "Nicholas Cruz", (2) "Nicholas Cruz", and (3) "Nikolas Cruz." After further review it appears that one of the Nicholas Cruz' was not entered into the database until February 20, 2018, and therefore would not have been in the system when Deputy Treijs would have attempted to complete a name search in OSSI. There were two Nikolas Cruz' with the same date of birth, but two separate addresses in the City of Parkland 6166 NW 80 Terrace and 8442 Lakeview Trail. It should be noted that one of the listed addresses, 8442 Lakeview Trail, is the same address that was listed as the location for the Domestic Disturbance that Treijs responded to on July 18, 2017, reference case 17-1702-001328. The other listed address 6166 NW 80 Terrace, is the same address that was listed as the location for the Suspicious Incident reference Incident Number L1717113000001602, on November 30, 2017. It should be noted that Subject N. Cruz was no longer living at either of the two listed Parkland addresses on November 30, 2018, when [redacted] contacted the BSO.



A search in RMS for the last name Cruise revealed 15 males, none of which had the first name Nikolas or any variation of the name. It should be noted that due to recent changes to the OSSI MCT, a history for the address would not have been readily available to Treijs, because the calls for service

would have been prior to data migration that occurred on March 28, 2017.

I requested the Transaction Archive Reports (TAR) and DAVID Audit for Deputy Treijs in order to locate whether he made any queries for Subject Nikolas Cruz or several variations of that name. The TAR and DAVID Audit did not return any related searches.

I conducted several searches on DAVID for the name Nikolas Cruz and several variations of the name which revealed the following:

(5) Nikolas Cruz – One that had a City of Parkland address.
(44) Nicholas Cruz – None with a City of Parkland address.
(29) Nicolas Cruz – One that had a Lake Worth address. One that had a West Palm Beach address.
(2) Nickolas Cruz – None with a City of Parkland address.

It should be noted there were zero results for the name Nikolas Cruise or any variation of the name. The one Nikolas Cruz with the Parkland address is the Subject in the MSDHS shooting. The address history does have the address of 6166 NW 80 Terrace, which was provided during the call made to the BSO.

A search of the RMS Master Location database revealed that the 6166 NW 80 Terrace address was used in three Incident Reports, two that involved Subject N. Cruz. The address was also attached with the names Nikolas Cruz, Zachary Cruz, and Lynda Cruz.

I obtained and reviewed PremiereOne and CAD regarding the Calls For Service for November 30, 2017, in the City of Parkland. During the Bravo Gold shift (0600 – 1800 hours) there were 45 Incident Numbers generated. There were 26 calls for service that were dispatched and 19 calls that were self-generated (school zones, vacation watches, and traffic stops). Deputy Treijs personally handled 10 service calls. He was dispatched to 7 of the calls for service. Treijs had three self-generated calls; 1 school zone, 1 vacation watch, and 1 traffic stop. Treijs did not complete any Incident Reports on this date.

I contacted Application Programer/Analyst, Courtney Harvey, CCN 9945, from the Information Technology Division. Harvey provided an Internet Browser log from November 1, 2017 through December 31, 2017, for Deputy Treijs. The log revealed that Treijs did have access to streaming video. According to the log it did not appear that Treijs visited the Instagram website on November 30, 2017. It did appear that the Instagram website was visited on December 12 and 22, 2017; however, it is unknown what was accessed or whether it was a redirection from a different website.

On May 24, 2018, I obtained a Garrity statement from Deputy Guntis Treijs, CCN 9714, at the Division of Internal Affairs. His IUPA representative, Associate General Counsel Gary Lippman and Sergeant Aldemar Rengifo, CCN 9981, from the Division of Internal Affairs was also present. The following is a synopsis of the statement:

EOG-03418

Deputy Treijs agreed that the statement that he provided to Sergeant Brown was true and accurate. Treijs clarified that in his statement he referred to Subject N. Cruz as being involved in the Domestic Disturbance that he handled in July of 2017, but it was actually his brother, Mr. Z. Cruz who he made contact with.

Deputy Treijs reported that he has conducted "civilian" Child Protective Investigations for a little less than three years. Treijs agreed that he also conducts investigation as a Road Patrol deputy. Treijs advised that he has been assigned to Road Patrol since 2003.

Deputy Treijs advised that he did recall handling the call for service on November 30, 2017, with the caller, [redacted]. Treijs stated that [redacted] reported that her relative, Subject N. Cruz, possessed firearms and wanting to join the military and kill people. Treijs explained that he and [redacted] had a conversation, but that was the information that he mostly remembered. Treijs advised that he asked [redacted] what her relationship to N. Cruz was, his location, his name, and age or date of birth. Treijs reported that [redacted] could only provide partial information. Treijs advised that she provided the name, but did not know his date of birth. I asked Treijs whether [redacted] was able to provide a location. Treijs advised that the location was Lake Worth, "because that's where he was last located. That was where he was." Treijs said that [redacted] was unable to provide a specific address in Lake Worth or a phone number. Treijs said that she provided that name of the city and that was all "she knew about it." I asked Treijs whether he believed that he asked sufficient questions in order to attempt to identify the individual. Treijs said that he asked "biographic questions" that she should have had, but she gave him the answers she knew, "his name and not the date of birth."

I asked Deputy Treijs what investigative measures he took. Treijs advised that based on the information that he had, he attempted to search for the name on OSSI. Treijs reported that without a date of birth he received multiple responses. Treijs said that because Subject N. Cruz had just moved two days earlier, he did not search anything further "knowing that he just moved from Broward." [It should be noted N. Cruz moved from Broward after his mother passed away on November 1, 2017, and went to stay with [redacted] in Lake Worth.] Treijs said that what he understood was that N. Cruz had recently relocated to Lake Worth, he was known to be in Lake Worth, and that he was in Lake Worth. Treijs said that it was verified by [redacted] that N. Cruz was in Lake Worth and that she knew that he was there.

Deputy Treijs advised that he conducted a Person Search on OSSI, by entering the first name, last name. I pointed out to Treijs that he advised that too many names populated and asked him approximately how many names it revealed. Treijs explained that there was a list of names on the screen he saw, but he did not count them. Treijs said that that the page he opened up was not a full screen, but advised that the page was full. Treijs denied that he scrolled down the list of names to see whether anybody had a Parkland address. Treijs said that he did not do any further research because the person was no longer living in Parkland and the caller did not have an address. I pointed out to Treijs that there was a Parkland address that was attached to the call, 6166 Northwest 80th Terrace, and asked him whether he attempt to conduct a history search on that address. Treijs said the reason he did not conduct a search of the history of the address was because, "based on the fact" that he did

not live there, the address was no longer active, and that was "not his address anymore." I asked Treijs whether it could have helped him identify who the person was, if there were prior calls to that residence. Treijs agreed that if there were prior calls, prior reports would have showed if that person was listed in a report. I asked Treijs whether he thought about checking the address history at the time or if there was a reason this was not completed. Treijs said that he did not conduct the address search, because "the concern was about the jurisdiction," which was in Palm Beach. Treijs said that the fact that the individual was previously living in Broward was old information. Treijs advised that he did not respond to the address provided on the CAD. Treijs agreed that the new occupants or neighbors could have possibly provided information on where the family moved to. Treijs advised that he did not respond to the listed address because he was told that his current location was in West Palm Beach. Treijs clarified that during his conversation with [redacted] she indicated that N. Cruz was not in Broward County, so he believed that he was not in Broward County. Treijs agreed that he did not try to identify N. Cruz or gather any further information, because he believed it was out of his jurisdiction. Treijs pointed out that when N. Cruz had the conversation with [redacted] he was in West Palm Beach. I asked Treijs whether [redacted] reported that N. Cruz was living in West Palm Beach or whether that was his last known location. Treijs advised that West Palm Beach was N. Cruz' last known location per [redacted]; she knew that because there was some type of recent incident involving N. Cruz and the Lake Worth Police Department [During a review of the call for service summaries it was documented that on November 28, 2017, PBSO (case number 17157013) responded to the Deschamp's residence due to an Assault. On this date N. Cruz voluntarily moved out of the residence].

Deputy Treijs agreed that [redacted] told him that Subject N. Cruz went to stay with his friend Billy. Treijs advised that he did not know where Billy lived and [redacted] did not specify a location. I asked Treijs whether [redacted] ever told him that N. Cruz went to live with [redacted] after his mom, Mrs. L. Cruz passed away. Treijs advised that he never heard the name [redacted] before, and said that [redacted] never told him that. When I asked Treijs if he believe that [redacted] gave him any information that he could have followed up on he replied, "Not based on what she gave me."

Deputy Treijs agreed that he had access to streaming video on his work computer, which includes site like YouTube, Facebook, and Instagram. Treijs denied that he has an Instagram account. I pointed out to Treijs that in his internet browser log, it appears that the Instagram website was visited on December 12th and the 22nd. Treijs advised that he did not recall ever visiting the Instagram website. I asked Treijs whether he recalled being on another website and possibly being redirected to the Instagram website. Treijs advised that would be the only way it could have occurred, because he does not even know what the Instagram website looks like. Treijs reported that he is not familiar with social media. Treijs denied that [redacted] provided him with any Instagram information for Subect N. Cruz' accounts. I pointed out to Treijs that the CAD notes on the call stated that N. Cruz had several social media sites and asked him whether he attempted to obtain any information regarding that statement. Treijs recall that [redacted] stated, "It's all over internet." Treijs advised that [redacted] did not provide him with the account information or website. I asked Treijs whether he asked [redacted] for the social media website, the account, or where he could find it. Treijs advised that he did not get the specifics.

I asked Deputy Treijs whether he ever provided [redacted] with the telephone number to the Palm Beach Sheriff's Office or Lake Worth, since he believed that it was in their jurisdiction. Treijs said that he did not have the number, but advised that he told her "twice" that she needed to call to Lake Worth. Treijs advised that [redacted] understood what he told her.

I asked Deputy Treijs if he recognize any of the people that [redacted] was talking about from previous calls for service. Treijs advised that he remembered the name Mrs. L. Cruz from his previous call. Treijs verified that he recognized the name when he talked to [redacted] during the phone call. Treijs agreed that he knew who [redacted] was talking about when she notified him that L. Cruz passed away. Treijs said that he knew L. Cruz, because he had a call the previous year and she was referring to the stepson. I asked Treijs whether he made the connection that [redacted] was talking about L. Cruz' son, Subject N. Cruz. Treijs said that he did remember the call for service involving L. Cruz and the "other son" (Mr. Z. Cruz). I asked Treijs if he knew who L. Cruz was, and [redacted] was talking about her son, does he believe that he could have identified who her son was based on him knowing that he had been to the residence before. Treijs advised that he never saw N. Cruz or had any dealings with him. Treijs agreed that he may have told [redacted] that he was familiar with the family and had responded to a call there before as she had suggested. Treijs pointed out that his previous involvement with the family was one call for service.

Deputy Treijs agreed that during his statement to Sergeant Brown he mixed up Subject N. Cruz and Mr. Z. Cruz. I pointed out to Treijs that during his statement he said that he recalled both sons being at the scene, but in the report, it only mentioned Z. Cruz. I asked Treijs whether he recalled N. Cruz being on-scene. Treijs replied, "No," and explained that there was another juvenile at the home, but described him as a black male, approximately 16 or 17 years old.

I pointed out to Deputy Treijs that according to his statement, he stated that [redacted] had an accent and that he had a bad phone connection. I asked Treijs if after reviewing the statements he believed that [redacted] has an accent. Treijs explained that he had trouble understanding her and had to keep asking her to repeat herself. Treijs advised that it could have been either because of an accent or the manner in which she spoke. Treijs stated that she appeared agitated and it was hard to understand everything that she was saying. Treijs reported that back then he had a flip phone which stopped working. Treijs agreed that if he had a bad phone connection he could have used a different phone.

I asked Deputy Treijs what he thinks [redacted] was attempting to report to him, what her concern was, and what he believed that she wanted him to do for her. Treijs said that [redacted] was concerned about her relative, Subject N. Cruz. Treijs said that [redacted] wanted assistance, but she only provided limited information about his whereabouts. Treijs insisted that [redacted] did not know N. Cruz' date of birth and advised that he asked her "twice" for it. Treijs said that he did ask for an approximate age and [redacted] told him that he was an adult. I asked Treijs if that information could have helped him in trying to narrow down the list of people on OSSI and he agreed.

I asked Deputy Treijs if [redacted] specifically told him that Subject N. Cruz wanted to kill himself.

Treijs advised that [redacted] did not advise any specific threats and said that she told him that he wanted to join the military and kill people. Treijs agreed that he saw the CAD notes which stated that N. Cruz wanted to kill himself. I asked Treijs whether he specifically asked [redacted] why she said that he wanted to kill himself. Treijs replied, "Yes," and explained that [redacted] told him that she had a conversation with N. Cruz when they were on the phone. Treijs stated "but those were not the specific threat; he was grieving his stepmother." Treijs agreed that he asked [redacted] whether N. Cruz said that he wanted to kill himself. Treijs said that [redacted] was concerned about him because of the recent death of his stepmother, L. Cruz. Treijs reported that [redacted] repeated that she was concerned about him, that he was grieving his mother, and that he wanted to join the military. Ultimately, Treijs agreed that one of [redacted] concerns was that N. Cruz wanted to kill himself. I asked Treijs if he believed that those were serious allegations or concerns. Treijs replied, "On its face, yes." Treijs advised that he did not notify a supervisor or make any notifications to anyone else regarding these allegations, because the call was received from out-of-state and it was regarding a person who was not in the BSO jurisdiction.

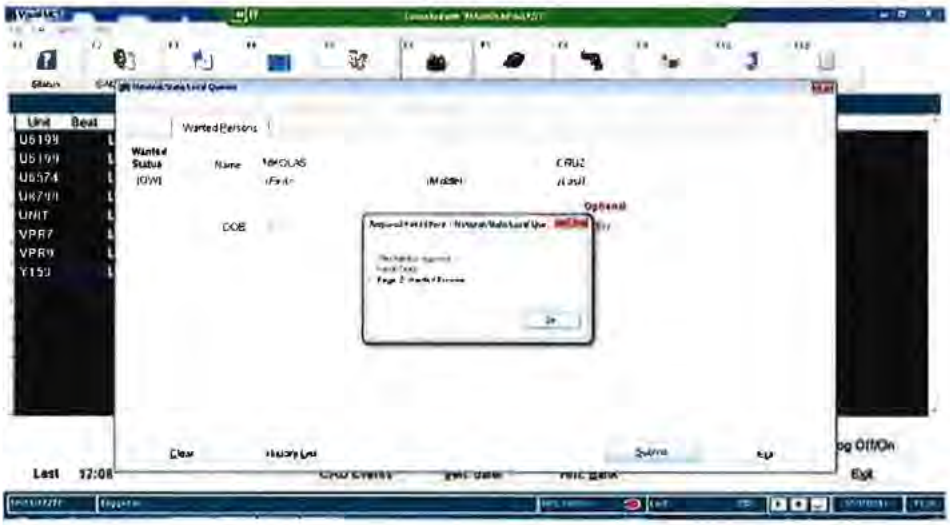
I asked Deputy Treijs whether he would do anything differently in the future while handling a similar call. Treijs said that he would have added more notes to his call, be more specific, he would have emphasized things, and he would have done a recap of the conversation. Treijs agreed that he would complete a police report for a similar type of call with these types of allegations. I asked Treijs, would he attempt to do more investigative work in order to identify person. Treijs advised, "Well, I would have attempted to not so much identify the person, but the location. Yes, that would have been -- that would have been, I think, important."

Deputy Treijs agreed that he said that [redacted] gave him limited information. Treijs agreed that during the conversation with [redacted] he was able to identify the family she was referring to was the Cruz family, which he wrote a Domestic Disturbance Incident Report for. Sergeant Rengifo pointed out to Treijs that even though he is saying that [redacted] gave him limited information, he knew who she was referring to, so that information was available on OSSI. Treijs agreed that he knew "the person" [redacted] was talking about, but advised that he did not know the location. Treijs agreed that he had been to the Cruz residence when Mrs. L. Cruz was alive and they were living there. Treijs advised that he believed that N. Cruz was no longer living there, based on the information [redacted] provided.

Sergeant Rengifo pointed out to Deputy Treijs that he mentioned that he did not believe that there was a specific threat, but he also said that when he spoke to [redacted] on the phone, she mentioned that Subject N. Cruz was grieving, he had firearms, and he wanted to kill himself. Rengifo asked Treijs how much more specific did he think the threat should be for a report to be written, a supervisor to respond, or somebody to be notified and not just refer her to another agency. Treijs advised that specific information would be to "know where he is." Treijs agreed that besides checking OSSI he did nothing further to identify where N. Cruz was located following the conversation he had with [redacted] When Rengifo asked Treijs whether he believed that he conducted a preliminary investigation suitable enough for the allegations that were being made over the telephone he replied, "I could have done more."

End of synopsis.

It should be noted as previously stated by Technician Deosaran that a search through the driver's tab in OSSI could not be completed, unless the deputy has a name and date of birth or a driver's license number. During Deputy Treijs statement he advised that he conducted a Person Search on OSSI for the name Nikolas Cruz. Deosaran verified that a Person Search could not be conducted without a date of birth and provided the following screen shot.



BRIEF

- On November 30, 2017, Deputy Treijs was dispatched to make telephone contact with [redacted] in reference to Subject N. Cruz collecting guns and knives and advising that he is going to one day kill himself. [redacted] indicated that she was afraid that someone was going to get hurt and that this might be "Columbine" in the making.

- Deputy Treijs entered into the CAD notes that [redacted] advised him that Subject N. Cruz was living with a friend and that we wanted to join the service and "kill people." Treijs documented that N. Cruz caused a disturbance in Lake Worth, where he was residing two days ago. Treijs documented that N. Cruz is [redacted] and that it was unknown where N. Cruz was currently located.

- Deputy Treijs stated that he informed [redacted] to contact the Lake Worth Police

Department to file a police report, since it was believed that was the last place Subject N. Cruz was seen. Treijs did not complete a report regarding the information he received from [redacted].

- Subject N. Cruz moved from Parkland after his mother, Mrs. L. Cruz passed away on November 1, 2017, and went to stay with [redacted] in Lake Worth. On November 28, 2017, N. Cruz left [redacted] residence. It is unclear whether N. Cruz went to stay with an unknown friend "Brian" or "Billy" at an unknown location for two days or if he immediately went to stay with the Snead family in Parkland. It should be noted that on November 30, 2018, when [redacted] contacted the BSO, N. Cruz was no longer living at either of the two Parkland addresses that were listed in OSSI.

- Throughout her multiple interviews, [redacted] provided the listed information several different times to multiple people during different time frames. [redacted] has made contradicting statements about the timeline, how things occurred, and about the information she provided to the BSO and the FBI.

- A search of the RMS system revealed that there were a total of 6 variations of the name Nikolas Cruz in the database at the time of this incident. A search of the listed address revealed that there were three Incident Reports, two that involved Subject N. Cruz. The address was also attached with the names Nikolas Cruz, Zachary Cruz, and Lynda Cruz.

- Deputy Treijs advised that during the conversation with [redacted] he knew that she was referring to the Cruz family, because he recalled responding to their residence for a Domestic Disturbance.

- Deputy Treijs agreed that besides checking OSSI he did nothing further to identify where Subject N. Cruz was located. Treijs advised that based on the information [redacted] provided he believed that N. Cruz was no longer in Broward County and that his last know location was in Lake Worth.

END OF REPORT.

I, THE UNDERSIGNED, DO HEREBY SWEAR OR AFFIRM, UNDER PENALTY OF PERJURY, THAT TO THE BEST OF MY PERSONAL KNOWLEDGE, INFORMATION, AND BELIEF, I HAVE NOT KNOWINGLY OR WILLFULLY DEPRIVED, OR ALLOWED ANOTHER TO DEPRIVE, THE SUBJECT OF THE INVESTIGATION OF ANY OF THE RIGHTS CONTAINED IN ss. 112.532 AND 112.533, FLORIDA STATUTES.

EOG-03424

THE UNDERSIGNED INVESTIGATOR ACKNOWLEDGES THAT THE FOREGOING REPORT CONSISTING OF 39 PAGES, EACH OF WHICH HAS BEEN INITIALED BY THIS INVESTIGATOR, IS A TRUE AND ACCURATE REPRESENTATION OF THE INVESTIGATION CONDUCTED.

A Holmes # 11989 6/1/18

INVESTIGATOR CCN DATE

THE FOREGOING REPORT HAS BEEN REVIEWED AND APPROVED BY:

Lt. Barry Lindquist CCN 13979 6/1/18

REVIEWING SUPERVISOR CCN DATE

EOG-03425

Incident Details

Incident Number: L1717113000001602

Incident Status: Closed

Incident Date: 11/30/2017 12:01:06

Last Updated: 11/30/2017 12:37:41

INCIDENT INFORMATION

Incident Type Code:	13I	**Incident Type Description:**	13I-SUSPICIOUS INCIDENT
Priority:	3	**Incident Status:**	Closed
Created By Name:	LEBERT, DION	**Created by Agency/Userid:**	COMM/BS18201
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:		**Building:**	
Address:	6166 NW 80TH TER	**Apartment:**	
City:	PD	**Cross Street:**	8000 HOLMBERG RD /
Area:	17	**Sector:**	
Zone:	1703	**Reporting District:**	17H5
Latitude:	26.30691118	**Longitude:**	-80.23296436

CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	No	**Call Source:**	1-911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:	11/30/2017 11:49:50			**Call Received to Phone Pickup:**	00:00:00
Phone Pickup:	11/30/2017 11:49:50	COMM/BS18201	N20	**Phone Pickup to Created:**	00:11:16
Incident Created:	11/30/2017 12:01:06	COMM/BS18201	N20	**Phone Pickup to 1st Dispatch:**	00:30:30
1st Unit Dispatched:	11/30/2017 12:20:20	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:19:14
1st Unit Enroute:	11/30/2017 12:20:24	COMM/BS05548	N13	**1st Dispatch to 1st Enroute:**	00:00:04
1st Unit Arrived:	11/30/2017 12:20:24	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 12:37:40	COMM/BS05548	N13	**Created to Closed:**	00:36:34

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
*	17/17B2	**11/30/2017 12:13:32**	**11/30/2017 12:16:08**				11/30/2017 12:17:52	00:04:20	
*	17/17B2	11/30/2017 12:20:20	11/30/2017 12:20:24	**11/30/2017 12:20:24**			**11/30/2017 12:37:40**	00:17:20	B

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 12:01:06	BS18201	N20	1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...
11/30/2017 12:03:13	BS05548	N13	HOLDING FOR 17B2 PER 17D2
11/30/2017 12:36:22	BS09714	BSO1312	CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L1717113000001602
Signal: 13I 13I-SUSPICIOUS INCIDENT
Address: 6166 NW 80TH TER
Caller: [redacted]
Caller Address:
Dispatch Time: 12:20:20
Primary Unit: 17B2

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/30/17
Arrival Time: 12:20:24
Primary: BS09714 / Guntis Treijs

Operator Console Summary

Time: 12:01:06.000 Console: N20 Operator: Dion Lebert
1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...

Time: 12:03:13.000 Console: Error Operator:
HOLDING FOR 17B2 PER 17D2

Time: 12:36:22.000 Console: Error Operator:
CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

Generated: 2/21/2018 7:08:19 PM

Incident Detailed Report

Incident #: L1717113000001602

Summary

Location:	6166 NW 80TH TER		
Loc Name:			
City:	PD		
Description:			
Building:		Subdiv:	PINETREE ESTATES SOUTH
Floor:		Apt/Unit:	
Status:	Closed	Created:	12:01:06 11/30/2017
Inc Type:	13I	Agency Type:	L
Mod Circ:		Priority:	3
Agency ID:	17	Area:	17
Sector:		Beat:	1703
Report #:			
Disposition:	B (17/17B2)		

Dispatch

Unit(s): 17/17B2 (Officers: BS/Treijs Guntis) (Primary), 17/17B2 (Officers: BS/Treijs Guntis)

Comments

12:36:22 11/30/2017 BS09714 BSO1312

CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

12:03:13 11/30/2017 BS05548 N13

HOLDING FOR 17B2 PER 17D2

12:01:06 11/30/2017 BS18201 N20

1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...

Persons

Name:	, [redacted]	Role:	INITIAL CALLER
Address:		Apt/Unit:	
City:			
Phone:	[redacted]	Contact?:	No
Gender:		DOB:	
Race:		Age:	
Height:		Bldg:	
Hair:		Weight:	
Eyes:		License #:	
Misc:			

EOG-03429

Vehicles

Premise Hazard

Previous Incidents

Note: The number of previous incidents printed was limited to 0. There were additional previous incidents not printed. Incomplete Printout (PerNum: 0/50)

Associated Incidents

Attachments

History

Time/Date	Trans Type	User ID	Console ID
12:37:40 11/30/2017 Unit Location Location: NULL (MAKE LL)	UNIT MGMT	BS05548 Unit ID: 17/17B2	N13
12:37:40 11/30/2017 Unit Freed	FREE UNIT	BS05548 Unit ID: 17/17B2	N13
12:37:40 11/30/2017 Disposition Unit ID: 17/17B2	INC UPDT	BS05548 Dispo: B	N13
12:37:40 11/30/2017 Unit Status Status: AV (AR)	UNIT STAT	BS05548 Unit ID: 17/17B2	N13
12:37:40 11/30/2017 Incident Status	INC STAT	BS05548 Status: Closed (Active)	N13
12:36:51 11/30/2017 Fixed	REC	BS05548 Rec: [ZU] 17B4	N13
12:36:22 11/30/2017 Comments (Unit) CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.	CMNTS	BS/BS09714 Unit ID: 17/17B2	MOBILE/BSO1312
12:20:24 11/30/2017 Unit Location Location: MAKE LL (6166 NW 80TH TER) Subdivision: NULL (PINETREE ESTATES SOUTH)	UNIT MGMT	BS05548 Unit ID: 17/17B2 City: NULL (PD)	N13
12:20:24 11/30/2017 Unit Status Status: AR (DS)	UNIT STAT	BS05548 Unit ID: 17/17B2	N13
12:20:20 11/30/2017 Unit Location Location: 6166 NW 80TH TER Subdivision: PINETREE ESTATES SOUTH	UNIT MGMT	BS05548 Unit ID: 17/17B2 City: PD	N13
12:20:20 11/30/2017 Unit Status Status: DS (AV)	UNIT STAT	BS05548 Unit ID: 17/17B2	N13
12:20:20 11/30/2017 Incident Status	INC STAT	BS05548 Status: Active (Initial)	N13
12:20:20 11/30/2017 Dispatch	DPTCH	BS05548 Assigned Unit: 17/17B2 (Officers: BS/Treijs Guntis)	N13
12:20:02 11/30/2017 Fixed	REC	BS05548 Rec: [ZU] 17B4, 17B2	N13
12:18:52 11/30/2017 Incident Timeout	TIMEOUT	System	System
12:18:52 11/30/2017 Incident Timeout Reset	TIMEOUT	BS05548 Timeout Value: 1	N13

BSO-52430

Time/Date	Trans Type	User ID	Console ID
12:17:52 11/30/2017	UNIT MGMT	BS05548	N13
Unit Location		Unit ID: 17/17B2	
Location: NULL (6166 NW 80TH TER)		City: NULL (PD)	
Subdivision: NULL (PINETREE ESTATES SOUTH)			
12:17:52 11/30/2017	FREE UNIT	BS05548	N13
Unit Freed		Unit ID: 17/17B2	
12:17:52 11/30/2017	UNIT STAT	BS05548	N13
Unit Status		Unit ID: 17/17B2	
Status: AV (EN)			
12:17:52 11/30/2017	INC STAT	BS05548	N13
Incident Status		Status: Initial (Active)	
12:16:08 11/30/2017	UNIT STAT	BS05548	N13
Unit Status		Unit ID: 17/17B2	
Status: EN (DS)			
12:14:32 11/30/2017	TIMEOUT	System	System
Unit Timeout		Unit ID: 17/17B2	
12:13:32 11/30/2017	UNIT MGMT	BS05548	N13
Unit Location		Unit ID: 17/17B2	
Location: 6166 NW 80TH TER		City: PD	
Subdivision: PINETREE ESTATES SOUTH			
12:13:32 11/30/2017	UNIT STAT	BS05548	N13
Unit Status		Unit ID: 17/17B2	
Status: DS (AV)			
12:13:32 11/30/2017	INC STAT	BS05548	N13
Incident Status		Status: Active (Pending)	
12:13:32 11/30/2017	PRIM UNIT	BS05548	N13
Primary Unit		Primary: 17/17B2	
12:13:32 11/30/2017	DPTCH	BS05548	N13
Dispatch		Assigned Unit: 17/17B2 (Officers: BS/Treijs Guntis)	
12:13:21 11/30/2017	REC	BS05548	N13
Fixed		Rec: [ZU] 17B2	
12:13:12 11/30/2017	REC	BS05548	N13
Fixed		Rec: [ZU] 17B2	
12:05:23 11/30/2017	REC	BS05548	N13
Fixed		No recommendations found	
12:03:13 11/30/2017	TIMEOUT	BS05548	N13
Incident Timeout Reset		Timeout Value: 15	
12:03:13 11/30/2017	CMNTS	BS05548	N13
Comments			
HOLDING FOR 17B2 PER 17D2			
12:03:13 11/30/2017	INC STAT	BS05548	N13
Incident Status		Status: Pending (Initial)	
12:02:06 11/30/2017	TIMEOUT	System	System
Incident Timeout			
12:02:05 11/30/2017	REC	BS05548	N13
Fixed		No recommendations found	
12:01:49 11/30/2017	REC	BS05548	N13
Fixed		No recommendations found	
12:01:06 11/30/2017	CMNTS	BS18201	N20
Comments			
1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF...ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE			

Time/Date	Trans Type	User ID	Console ID
COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS..REQ PD ASSIST FOR ADDL 1043...			
12:01:06 11/30/2017	PER INFO	BS18201	N20
Person 1 Added		Role: INITIAL CALLER	
First: [redacted]		Phone: [redacted]	
Contact: No		Is Property Seized: No	
12:01:06 11/30/2017	INC CREATE	BS18201	N20
Jurisdiction		Area: 17	
Beat: 1703		Rprt Dist: 17H5	
12:01:06 11/30/2017	INC CREATE	BS18201	N20
Incident Created		Started: 11:49:50 11/30/2017	
Details to Follow: None		Location: 6166 NW 80TH TER	
Latitude: 26.306911		Longitude: -80.232964	
City: PD		Subdiv: PINETREE ESTATES SOUTH	
Cross Strs: 8000 HOLMBERG RD /		Source: 1-911 CALL	
Incid Type: 13I		Priority: 3	
Validation Level: Premise Lvl			
11:49:50 11/30/2017	ANI/ALI	BS18201	N20
911 Call		Ani/Ali Populate Time: 11:49:50 11/30/2017	
E911 Phone Call Status: Offered		Incoming: Yes	
Mobile: No		Time Offered: 11:49:50 11/30/2017	
Time Received at Switch: 11:49:50 11/30/2017		Total Time on Hold: 0	
Total Time in Conference: 0			

AXON

Report generated by:

User	Holmes, Alexandra (11989)
Username	aholmes
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	May 17, 2018 9:55 AM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
4575958d470745398848c8d3817bbfd	17-1802-000525	17-1802-000525 Trejs, Guntis doc	Duque, John (15045)	Pereira, Juana (17563)	25 Apr 2018 14:29:31	25 Apr 2018 14:29:31	-	BWC Administrative,DOC Transcript	Active (Restricted)
0a3036e52070456384c787870e9809d5	17-1802-000525	17-1802-000525 Trejs, Guntis doc	Vaca, Laura (14240)	Vaca, Laura (14240)	20 Feb 2018 15:59:27	20 Feb 2018 15:59:27	-	BWC, Administrative,DOC Transcript	Active (Restricted)
cf3029a8ab46423796924fac1561c786	17-1802-000525	Guntis Trejs	Wallach, Melissa (17289)	Wallach, Melissa (17289)	16 Feb 2018 14:46:24	16 Dec 2015 14:15:16	2:08:23	Audio, Transcript, Yes,Audio, IC Felony,Audio, Class 1 Homicide	Active (Restricted)

EOG-03433

My name is Sergeant Jonathan Brown of the Broward County Sheriff's Office Criminal Investigations Division Homicide Unit. Today's date is Friday, February 16, 2018 and the time is now 1416 hours. This statement is being taken at 2601 West Broward Boulevard, Ft. Lauderdale, Florida in the Criminal Investigations Division of the public safety building in one of the interview rooms. Also with me is Detective Melissa Wallach, her CCN is 17289. This is in reference to case #17-1802-000525 and it's about an incident—it's a shooting at Stoneman Douglas High School at 5901 N.W. Pine Island Road in Parkland, Florida, it occurred on February 14, 2018 around 0221 hours. It involves the suspect, Nikolas J. Cruz, white male, date of birth 09/24/98 and several victims---deceased victims. Today we're going to be interviewing Guntis Treijs, his CCN is 9714.

Q. And Guntis please raise your right hand. Do you swear and affirm the statement you're about to give is going to be the truth, the whole truth, nothing but the truth, so help you God?
A. I do.

Q. Okay, state your full name.
A. My last name is Treijs, first name Guntis.

Q. Okay, spell your last name.
A. Last name is spelled T-R-E-I-J-S.

Q. And your first name?
A. G-U-N-T-I-S.

Q. And your CCN?
A. It is 9714.

Q. And where do you work Guntis?
A. I work in district 17, Parkland.

Q. Okay.
A. Road patrol.

Q. Okay, who do you work for?
A. Um...my immediate supervisor currently is Sergeant Smith---Andy Smith.

Q. What agency?
A. I work for Broward Sheriff's Office.

Q. Okay and how long have you worked for us?
A. I've been hired 1999.

Q. Okay.
A. August 30th.

Q. Where have you worked this whole time?
A. Um...first I was employed with the Child Protection Investigation section and um...transfer into academy in 2002 after which I was assigned to various districts, district 9, district 13 um....Broward College, Cooper City and finally to Parkland.

Q. Parkland?
A. Yes, sir.

Q. Okay and when did you get to Parkland, do you remember?
A. Um...yes, I was transferred 2 ½ years ago in October that would 15.

Q. Okay and what was your job when you worked in Parkland?
A. Parkland I was always part of road patrol.

Q. Road patrol?
A. Yes, sir.

Q. And you were what um...marked—you had a marked unit?
A. I um...as a road patrol deputy I patrol assigned areas and um...I answer calls for service, I drive a marked unit and I—I work in a—in a BSO issued uniform.

Q. Okay, how do you receive your calls?
A. Calls—calls are—are received through radio via dispatch; also through computer as well.

Q. Okay. All right um...I'm going to have you take a look—first of all I want you to understand that this is a grand um...encompassing investigation about what happened in Stoneman Douglas the other day. It—there's a lot of material that we're investigating and we're going all the way back and a lot of people are being interview okay. Basically what we're doing is we're trying to figure out what happened okay. Um....documents and facts figure out what happened along the way um...in regards to Nikolas Cruz so that's where we're going---
A. Yes.

Q. --okay um...I just want you to understand and appreciate what this is all about before we go on. Um...we—we pulled up a C.A.D. report I want you to take a look at it okay. Um...right there.
A. Okay.

Q. Okay—all right, for the record this is a C.A.D. report that was generated from a call for service on November 30, 2017 at 1201 hours um...the caller—location of the call 6166 N.W. 80th Terrace in Parkland it was classified as a suspicious incident and it was dispatched to Deputy Treijs Guntis and I'm going to read it for the record.

"Complainant ref. to subject named Nikolas Cruz collecting guns and knives and advising he's going to one day going to kill himself and he wants to go to the Army and kill himself. Advised that she is afraid that someone is going to get hurt and this might be Columbine in the making, advised subject has multiple signal zero guns, now advised that the subject is no longer living at the above 10-20, advised that the subject has several social media accounts, request P.D. assist for additional 10-43, holding for 7B2 per 7D2, caller [redacted] advised that subject Nikolas is living with his friend Billie, Nikolas told [redacted] also stated that he wants to join the service and kill people, caller advised that she resides in [redacted], Nikolas caused disturbance in Lake Worth where he was last residence two days ago, Nikolas is [redacted] it is unknown where Nikolas or currently located. According to the caller Nikolas owns weapons and ammunition that he keeps in his friend's house."

Okay end of the narrative. Okay, Guntis do you remember this call for service?

A. Yes, I made the phone call back to a caller who was—who is out of state.

Q. Okay, do you remember who that was?

A. Um.. [redacted], that was the person I spoke with on the phone.

Q. Okay, so you were dispatched this call?

A. I was—it was a phone call to call back the complainant 'cuz she's out of state.

Q. Okay, so it was dispatched to you with a phone number to call the complainant?

A. To call the complainant, yes.

Q. And where did you call the complainant?

A. I call at the number that is in the—in the computer call, I—I called back that number from my personal phone.

Q. From your personal phone?

A. Yes.

Q. Okay and who do you remember talking to?

A. I spoke with a female I—I remember she—she had an accent I couldn't detect what accent but spoke with an accent then I remember it was rather poor connection because I had a flip phone at that time.

Q. Okay.

A. Um...

Q. Do you remember her name?
A. [redacted], the person I spoke with.

Q. Okay, what did she tell you that you remember?
A. Um...she was—she was concerned about—she's a relative I remember she said that—I asked her when has she seen him and she said she hasn't seen him in years but—

Q. "Him" being who?
A. Um....Cruz.

Q. Okay, Nikolas Cruz?
A. Nikolas Cruz, yes.

Q. Okay.
A. Who was a resident and some point of Parkland but she said that he has moved since.

Q. What was her relationship with Nikolas Cruz that you can remember?
A. As I can remember she was a relative.

Q. And you---do you know which one?
A. I um...

Q. Do you remember what relative—what type of relative?
A. I think she was either—she was a cousin or a mother—she was a mother's—mother's relative of his adopted mother's relative.

Q. Okay. All right um...what do you remember her telling you?
A. Telling that he—that he has weapons and he wants to join the military and he wants to kill people and---but then I asked her several times is there a way that she knows where he is and—and she said that last was um...where he was was Lake Worth---

Q. Okay.
A. ---but no specifically where Lake Worth---

Q. Okay.
A. --Lake Worth, Florida.

Q. So she didn't know where he lived?
A. She didn't know where he lived and—and I asked her 'cuz—I said—and then I also asked for date of birth and she didn't know the date of birth so I---the Cruz where—that's a

rather common name. That's just um...I—I didn't know exactly where he would have been at this time.

Q. Okay, did she provide any specific information about a date of an incident he was going to create?
A. No, there was no specifics. She was concerned about his—him and the statements he made to her but there was nothing specific as far—as far as something I could follow up, he didn't make—she---she talked to him I never talked to Cruz.

Q. Okay.
A. What she related---related to me was that he has weapons and he wants to join military and—and that he also is um.. [redacted] so---

Q. Okay, did she provide any paperwork or follow up or any literature or emails or anything like that that describe a threat that she's talking about?
A. No, it was just—it was just a phone conversation and—

Q. Okay.
A. --it was—again there was somewhat of a language barrier 'cuz I—

Q. Okay.
A. --she had to repeat herself several times and—

Q. No, let me ask you did she offer any type of proof or evidence? Did she say she can get it for you or that—that is available or I'll send it to you?
A. No, no evidence that she could provide.

Q. Okay and was she able to provide you any type of specific threat as to a certain location or a certain scenario?
A. No, no specific threat and no—no location for—for Cruz.

Q. Okay, in your opinion what did you feel um....she was trying to communicate?
A. She was commu—what—she was relating the message that he owns weapons and that um....that he's joining military.

Q. How did you interpret all of this?
A. I interpret that as a um....concerned rel—concerned relative but who—according to her the last location was somewhere else and I directed her to contact—to contact where he might be—might be living at this time but she didn't know where he lived.

Q. And what—where was that at?
A. Um...Lake Worth but there was no specific location.

Q. Okay.
A. So that's the next county over.

Q. Did you direct her to make a report with the---
A. I—I told her that Lake Worth is---yes.

Q. To make a—a report with another county?
A. I told her to contact Lake Worth.

Q. Okay, did she say she was going to do that?
A. I don't remember that.

Q. Okay, so what else happened?
A. Um....that was the phone conversation; that was the extent of it.

Q. Okay, did she give you any time reference as to when she last spoke to him?
A. Um...I believe was recently.

Q. No, when—when she had spoke to Nikolas. Did she say anything regarding, oh, I talked to him the other day or any type of communication she he had had with Nikolas?
A. Um...there was a phone—I don't know exactly when she spoke recently.

Q. Okay, so how is she validating her concern is what I'm trying to figure out? How did she know if she's in [redacted] and he's down here how is she getting this information?
A. Um....they spoke on the phone, he—he and her spoke on the phone (inaudible).

Q. And we don't know how recent that was at the time?
A. It was I believe maybe days, it was recent.

Q. Okay. All right, what else did you do once you received this information?
A. Well, I—I checked the—on OSSI but I think the—the spelling of Nikolas that I used somewhat different. There were so many of them and I couldn't pinpoint what—what location or where would—

Q. Okay.
A. --he would be.

Q. Now, if you would have found Nikolas in OSSI what would that have given you?
A. It would have given me a reference point where he—if he's got a current address or—but she indicated that he—or has moved from Parkland---

Q. Okay.
A. --during conversation.

Q. And if OSSI would have told you the address and it would have been in Parkland or anywhere else what would you have been able to do?
A. I would be able to do a follow up, make face to face with him, I would---

Q. And what would you do?
A. ---I would assess case and condition and follow up on this con—um...weapons issue and—and his mental state.

Q. Okay, talk to me about making contact with him, assessing him and let's just say you thought there was a condition and there was a threat and you were able to back it up by actually seeing firearms or whatever what would you have done then?
A. If—if those were valid concerns and---and that would be—if he met criteria for Baker Act that would be a Baker Act situation.

Q. Okay.
A. Where I would secure firearms.

Q. Let's just say you didn't have a Baker Act situation and you felt he was a threat what could you have done and what would you have done?
A. Um....contact my supervisor first of all and also um...some type of crisis intervention with him.

Q. Okay, would you—
A. Therapy—therapy or um....or even—I would still consider Baker Acting that's if he met the criteria.

Q. Would you have done a police report?
A. Yes, I would have done a written—written report as oppose to um...

Q. And what would you have done with that report?
A. That would um...I would forward to um...for a follow up.

Q. Okay. All right um....so you weren't able to do anything because of the OSSI look up was too broad and—
A. That's a—that's a very common name what popped up and---

Q. And nothing popped up on your query?
A. But it was—it was just Cruz there's multiple Cruz'.

Q. Okay, were you able to look anywhere else for information about his location or who he was?
A. Um...they would---

Q. Did you remember looking it up?
A. I did not see any other reports with that name associated.

Q. Okay, separating OSSI did you go into any other databases to find out what happened?
A. I don't remember.

Q. You don't remember could you have?
A. I—I could have looked up and (inaudible)---

Q. Would you normally have done that?
A. If—if—yes, that would be additional---

Q. Okay.
A. --except she didn't have a date of birth for him.

Q. Okay. All right, let's just say you found out he lived in Parkland—
A. Um-huh.

Q. --and you went to his house and he wasn't home what—what would you have done normally?
A. Normally I would have come back later or pass it on to the next shift to—for a—to go back to the residence---

Q. Okay.
A. --and speak to neighbors see if they know where he lives or has he—

Q. Okay, so you didn't have any other information um...from [redacted]. Was she able to give you any other information that you can remember?
A. No, no additional information.

Q. Okay, what did you have to follow up on with this call?
A. At that point I—I just said—I exhausted all what she gave—she—the—the leads that I had at that point.

Q. Okay, do you know who Nikolas Cruz is?
A. I do now, yes, sir.

Q. Now, let's go back a bit at the time of this call did you know who Nikolas was at the time?
A. At that point I just had a name.

Q. A name okay how about um...a Zachary, you ever came across a Zachary Cruz?
A. That's a---after the fact I learned that that's his brother but—

Q. Okay.
A. --at that point, no, I did not.

Q. You didn't know who Zachary was?
A. No.

Q. Okay, do you remembering handling any calls with a Nikolas or a Zachary Cruz in Parkland?
A. Um...yes.

Q. No, no, prior to this incident. Prior to this call we just discussed do you remember having an incident with these guys?
A. Um...prior to that yes with the—there was one incident I don't recall exactly how long ago.

Q. With who?
A. With the—with the stepmother and Cruz.

Q. Which Cruz?
A. Nikolas Cruz.

Q. Okay and how long ago prior to this call was that, do you remember?
A. Um...I just remember I was in midnights then so it had to be maybe a year ago.

Q. Okay, at the time of this call did you remember Nikolas Cruz or—
A. I---

Q. --or are you remembering it now reflecting back?
A. After now putting it together, yes, I—I see that—that—

Q. Okay.
A. --that could be the same person that—

Q. But at the time that you received the call from [redacted] and spoke to [redacted] which was on November 30, 2017 did you recall having dealings with Nikolas Cruz in any call?
A. No, at that point I did not I---

Q. Okay, this is now after the fact.
A. After the fact.

Q. Okay. All right, if you would have recognized dealing with Nikolas Cruz at the time of this call on---in November of last year what would you have done?

A. I would have been able to verify the correct spelling of the first name which is different than normally spelled. I would have been able to pull up the report and—and—and seen his—and found his date of birth from there from my old report.

Q. Okay.
A. That would have given me additional information.

Q. Okay, what happened with that call that you can remember now reflecting back, the original call that you had involving Nikolas Cruz? What—what happened there?
A. Um....that report was—I—I don't report on it, I did not make an arrest at all.

UNRELATED TELEPHONE CALL:
Yeah, I'm on a statement right now, goodbye.

Q. Sorry about that. Go ahead.
A. Um...that's a domestic if I remember correctly that I was on—

Q. And who---
A. --with the stepmother and---

Q. Who did it involve?
A. It involved her two stepsons.

Q. Nikolas and Zachary?
A. Right.

Q. What happened there?
A. He was a um....a---some incident involving where he wanted to walk the dog and his stepmother didn't want to let him out at night.

Q. Okay, now are you remembering this now because you looked it up and you realized, oh, I remember that and the reports and you just now looked it up or did you remember that at all during the time of this incident?
A. At that time I had no recollection.

Q. Okay, so---
A. I did not put two and two together.

Q. Okay, so as of now you researched it and realized—
A. I haven't looked at the report but I---

Q. Okay, but you recall?
A. And I was—yes.

Q. Okay, so he had an incident with a dog?
A. Yes.

Q. What—continue I just wanted—continue that, what was the incident with the dog?
A. The incident was where he wanted to walk the dog and—and um...his stepmother took the leash—grab the leash and—and he released it and it snapped back and that was the extent of it and there was no—it wasn't—that wasn't—it was a written report with no arrest.

Q. Okay and who initiated that report, who was---
A. It was dispatched from BSO dispatch, I was dispatched to the residence.

Q. What I'm saying is who called the police?
A. Um...I believe the stepmother.

Q. And do you know what her name was, do you remember?
A. I don't remember I just looked at the report.

Q. Okay, were there any injuries?
A. There were no injuries---

Q. Okay.
A. --whatsoever.

Q. All right, were there any weapons involved in that call?
A. Not at all.

Q. Did you learn anything about Nikolas Cruz at that time?
A. Um...just that he's a—I believe he was under house-arrest or his—his mother—stepmother mentioned that he's not supposed to be out at night 'cuz he—part some condition of um....

Q. Okay, how long ago was that call that you remember? Give me a general area/timeframe.
A. Um...a year ago.

Q. Okay and where was that at? Do you remember the general area?
A. Um....Townpark.

Q. Townpark okay. Did you ever go inside that house that day?
A. Yes, I was in the house and---

Q. What did you see when you went in there?

EOG-03444

A. I saw the stepmother sitting on a um…big chair by the TV and—and I believe Nikolas was somewhere there---

Q. Okay.
A. --in the living room.

Q. And where was Zachary at?
A. Um…I think he was upstairs I—I spoke with him briefly and he said he didn't—didn't notice anything.

Q. Okay, did you go upstairs?
A. Yes, I spoke---'cuz there was somebody else upstairs I spoke with him.

Q. Okay, did you go into any of the bedrooms that you can remember?
A. I think—I think one was—that was a bedroom that I walked in.

Q. And who—whose bedroom was that?
A. I just saw the other child there I don't know whose bedroom was it.

Q. Okay, did you notice anything out of the ordinary inside this residence?
A. No, no, it was well kept and um….

Q. Okay, did you come across any firearms or any weapons?
A. Not at all, I did not see any.

Q. Okay, if at the time you would have had firearms at that scene where you felt something was abnormal and there was some type of threat you needed to deal with what would you have done?
A. I would secure the scene first by---by securing the weapons.

Q. Okay and for what purpose?
A. Um…for—for safety—for safekeeping and---

Q. All right, so at that call you didn't um….see anything that jumped out at you and as far as a—a violent subject who was---had potential violence?
A. No, they were both calm, they were both sitting, he just said he wanted to walk the dog and—and he said his mom said no.

Q. Was there an arrest made?
A. No, there was no arrest.

Q. Was there a backup deputy?
A. Yes, there was a backup deputy.

Q. Who was that?
A. Deputy Barone I remember him being there.

Q. Okay.
A. There might have been one more.

Q. Okay, so you did a report.
A. Yes, I wrote the written report.

Q. Okay, why would you write a written report in this incident?
A. Because it—it involved actual incident that occurred in our jurisdiction and it was—it was a call for service and I responded and I—I did an investigation that's why I wrote the report.

Q. Okay um....let's go back to um...these—this call here where you got an anonymous---actually a complaint from [redacted]. How many of these types of call do you get um....per year do you think? Just give me a rough number.
A. Um...not too many I can't put a number, an exact number, may be (inaudible)---

Q. Okay.
A. We get calls from out of state sometimes but the um....

Q. Okay.
A. ..and I don't have an exact number.

Q. Do you know who Deputy Scott Peterson is?
A. Yes, I know him.

Q. Um....have you ever called him and given him information about any type of threat or anything concerning students at a school in whatever capacity?
A. I've done it. I've---I've investigated threats at the schools, yes, and I—

Q. Okay.
A. --um....

Q. And what did you do with that information?
A. That information I—I've written a written reports and it was—they were forwarded by a sergeant to um...those—the school resource officers.

Q. Okay and what do you know that he does with the information?
A. Um...he contacts principal and the—the principal makes a determination whether to keep the school open or close it for the following day. We've had threats I the past and---

Q. Okay.
A. --I've investigated those.

Q. Are you under the impression that is being followed up on these leads that you send to Scott Peterson?
A. Absolutely they are—they are taken very seriously. On one of the occasions Sergeant Nord and I spent half a night, we were tracking down where the threats came from and we found the juvenile, we went from house to house and—

Q. Okay.
A. --we followed up leads and—and resolved it and it—it was all documented and the school—the school board was notified about it.

Q. Okay, do you remember if you contacted um...Scott Peterson on this particular call that you can remember?
A. Not on this call I don't remember calling.

Q. Okay and do you remember providing Scott Peterson with any information about Nikolas Cruz at any time that you can recall?
A. Um....that I don't remember 'cuz he's---apparently there's prior calls with him and---

Q. Okay um...
A. --Deputy Peterson knows—knows many students so---

Q. Did you do any follow up with this call after you hung up with [redacted]?
A. I did a documentation 'cuz there was—

Q. Okay, so you have these C.A.D. notes. Did you make entry into the C.A.D. notes?
A. I made entries for C.A.D. notes and—indicating that—that um...Cruz is not in Parkland and he's in Lake Worth last known location.

Q. And those are on your C.A.D. now?
A. I'm sorry?

Q. They're on your C.A.D. They're not on here?
A. No these are—that's pretty much what I—I wrote some of those, there's notes some are—

Q. These are yours?
A. --some are mine, yes.

Q. Okay.
A. After that when I entered—when I finished the call---

Q. Okay.
A. --about this location and last known location.

Q. Do you feel that you had any information to move on?
A. No, this—this was no—no date of birth and it was out of state, a general concern about somebody who wants to join the military but who's [redacted] and—and owns weapons and--and who is most likely in Palm Beach County at this time that's—that's what I understood from the caller.

Q. Okay, is there anything else you'd like to add to this statement?
A. No, sir.

Q. Okay, today's date is February 16th um...it's 2:43 p.m. and this is going to conclude this statement.

Broward County Sheriff's Office

Incident Case Number: 17-1707-001328

Reporting Agency: Broward County Sheriff's

Print Date/Time: 02/22/2018 09:19:59

Disclaimer: The information contained within this report is reflective of the investigation at the date and time of its printing.

EOG-03449

INCIDENT/INVESTIGATION REPORT

INCIDENT DATA

Agency Name	Broward County Sheriff's Office
ORI	0063300
Case#	17-1707-001328
Date / Time Reported	07/18/2017 23:30 Tue
Last Known Secure	07/18/2017 23:00 Tue
At Found	07/18/2017 23:10 Tue
Location of Incident	8442 Lakeview Trl, Parkland FL
Premise Type	Other Residence-single
Zone/Tract	1702

	Crime Incident(s)	Weapon / Tools	Entry	Exit	Security	Activity
#1	Domestic Disturbance (non-crime) DOME (Com)	NOT APPLICABLE				
#2	Crime Incident ( )	Weapon / Tools	Entry	Exit	Security	Activity
#3	Crime Incident ( )	Weapon / Tools	Entry	Exit	Security	Activity

MO

VICTIM

# of Victims: 0 | Type: | Injury: | Domestic: Y

V1	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	CRUZ, LYNDA MARIE		09/25/1949 Age 67	W	F		Resident	

Home Address: 8442 Lakeview Trl Parkland, FL 33076 | Home Phone: 954-821-1007

Employer Name/Address: RETIRED | Business Phone: | Mobile Phone: 954-821-1007

Type: INDIVIDUAL (NOT A LE OFFICER) Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	CRUZ, ZACHARY PAUL		02/21/2000 Age 17	B	M		Resident	

Home Address: 6166 Nw 80th Ter Parkland, FL 33067 | Home Phone: 954-757-6166

Employer Name/Address: STUDENT (STUDENT) | Business Phone: 754-322-4800 | Mobile Phone:

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Fnd/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID#: TREIJS, G. (3495, CIT) (9714)

Invest ID#: RUTKOWSKI, R. (3495, PROP) (9723) | Supervisor: DEVITA, M. J. (3495) (7523)

Status | Complainant Signature | Case Status: Inactive 07/21/2017 | Case Disposition: | Page 2

EOG-03450

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1707-001328*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated:

NARRATIVE

Town Parc 1702 zone

Mother and son domestic over the son wanting to walk the dog. As the two quarreled, the dog leash accidentally snapped back and hit the mother in the face. However, it was determined that it was not intentional but accidental. Event report completed.

EOG-03451

On 07/18/17 at approximately 2310 hours, I responded to 8442 Lakeview Trail in Parkland, FL in reference to allegations that the son may have assaulted his mother with a dog leash. Upon arrival I met with the Linda Cruz who reported that she and her son Zachary had an argument over Zachary wanting to walk the dog. Linda stated that Zachary is not allowed outside at night since he is on Juvenile Probation for theft and presently has a curfew.

Linda stated that she was seated in the living room chair when Zachary went to put the leash on the dog. While Zachary was attempting to put the leash on a dog, Linda pushed him away at which time the dog leash snapped back and accidently brushed her left cheek. Linda did not complain of any injuries and/nor was there any visible injuries to her face.

Zachary stated that he did not intentionally hit his mother with a dog leash. Zachary showed officers how his mother was sitting in the chair when the dog leash snapped g back across the chair hitting his mother in the face.

After separately interviewing both parties it was determined that domestic violence did not occur and that the striking of the pet leash was not intentional, but accidental and therefore there was no probable cause for arrest and the incident was documented.

EOG-03452

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number:	L1717071800001328	**Prio./Disp.:**	1 / A
Signal:	38 38-DOMESTIC DISTURBANCE	**Agency:**	BSO - Parkland
Address:	8442 LAKEVIEW TRL - TOWN PARK	**Zone:**	1702
Caller:	LINDA @ 954 8211007	**Date:**	07/18/17
Caller Address:			
Dispatch Time:	23:03:18	**Arrival Time:**	23:08:52
Primary Unit:	17A2	**Primary:**	BS09714 / Guntis Treijs

Operator Console Summary

Time: 23:02:54.000 Console: N18 Operator: Cathy Fulton
SON SMACKED MOTHER IN FACE W/ A DOG LEASH. SUBJ IS 17 YOA LM LSW UNDERWEAR. ALL PARTIES 1097.

Time: 23:04:00.000 Console: N18 Operator: Cathy Fulton
COMPL ADV SHE WILL STAY AWAY FROM HIM TILL PD ARRIVES

Time: 23:13:12.000 Console: Error Operator
1004 (17/17A1)

Generated: 2/27/2018 5:45:07 PM

EOG-03453

AXON

Report generated by:

User	Holmes, Alexandra (11989)
Username	aholmes
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	Mar 13, 2018 9:54 AM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
e2[illegible]	[illegible]	[redacted]	Curdo, John (15048)	Pereira, Dustin (17503)	08 Mar 2018 14:08:48	06 Mar 2018 15:00:12		BWC Administrative DOT Transcript	Active (Restricted)
65056e2[illegible]	[illegible]	[redacted]	Floyd, Kami (17022)	Floyd, Kami (17022)	28 Feb 2018 15:55:32	28 Feb 2018 15:56:20	15m 6s	Audio Transcript Yes Audio IC Felony Audio Class Homicide	Active

EOG-03454

INTERVIEW WITH [redacted]
Q= DETECTIVE KAMI FLOYD
A= [redacted]

Q This is a taped statement taken by Detective Kami Floyd, I.D. 17022. This statement is going to be in reference to case number 171802000525 which is an incident that occurred at Stoneman Douglas High School on February the 14th, 2018. I'm on the phone now with [redacted]. Her date of birth is [redacted], [redacted] [redacted].

[redacted], do you understand that I'm a detective and that I'm investigating a criminal case?

A Yes, I do.

Q Okay. As such, I'm duly authorized to take taped sworn statements. Everything you tell me in this statement must be the truth and to the best of your knowledge. Do you understand?

A Yes.

Q Please raise your right hand. Do you solemnly swear to tell the truth, the whole truth, and nothing but the truth, so help you God?

A I certainly do.

Q Okay. [redacted], do you understand what perjury means?

A Yes, I do.

Q Okay. Basically, I'm considering you under oath at this point. Please tell the truth and everything to the best of your knowledge, okay?

A Oh, yeah. Definitely.

Q All right. Awesome.

A (Indiscernible).

Q On November 30th, 2017 at 12:01, a 9-1-1 call was made and it says that it was from [redacted] at the phone number of [redacted]. Is that you?

A Yes, ma'am.

Q Okay. And do you remember making that call?

A Yes.

Q Okay. Awesome. I'm just gonna give the notes real quick of what that call was about. It says complainant referenced a subject named Nikolas Cruz (ph) collecting guns and knives and advised that he is going to one day kill himself and wants to go into the Army and kill himself. Advised that she's afraid that someone is going to get hurt and this might be Columbine in the making. Advised subject has multiple guns and the subject is no longer living at the listed address. The subject has several social media accounts. She's requesting police assistance. For additional information -- and it's -- okay, you advised that the subject, Nikolas, is living with his friend, Billy. Nikolas told [redacted] that he wants to join the Service and kill people. She advised she resides in [redacted] Nikolas caused a disturbance in Lake Worth where he was last residing two days ago. Nikolas is [redacted] It is unknown where he is currently

located. According to caller, Nikolas owns weapons and ammunition that he keeps at his friend's house. Is -- are those the things that you said in the 9-1-1 call?

A Yes, they are. And that's how I know it to be -- I knew it to be at that time.

Q Okay. And did anything specifically lead you to make that 9-1-1 call?

A Yes. He was -- he was posting -- that's another thing I gave your department was his Instagram account, and I asked that they would please look at them because it showed him, you know, pointing a gun. It showed him -- he looked like ISIS. And he always liked to walk around like that. He thought he was in the military.

Q What exactly were the --

A I don't know who saw it, but --

Q You saw the Instagram posts?

A I saw -- yeah, all four of them. There's more. There was four of them.

Q Okay. How many?

A Like at the time when I -- when I talked to Parkland there were only three that I knew of.

Q Okay. So when you -- when you made this call there were three Instagram posts that you knew of.

A Yes.

Q Okay. And what were they of? What do you remember seeing?

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A Well, one of them was in the backyard with the gun and he had it on the fence. I don't know whose house he was at but he was pointing it out towards the backyard. I know it wasn't his yard in Parkland where he lived originally with his mother and his brother because she didn't have a wooden fence back there. So he had the gun pointed that way.

Q Okay.

A And that one account he really wasn't -- he didn't have anything on it. But the account that I was so concerned about was that he was wearing a Army hat that -- almost like a skull cap and something, a mask over his face. I'm sure you've seen these. And there were guns -- a gun there and he did have one gun with the orange tip, which I know is not a real gun. But he treated it as such because he used to walk around the neighborhood and he would have this gun. And I'd say, "Lynda (ph),"-- his mother -- I said, "Lynda, he can't walk around with it. He's gonna get killed." I said, "Somebody's gonna think that --"

Q When you saw these posts and you called 9-1-1, was his mother still alive?

A She died November 1st. But a --

Q Okay. So when you made the 9-1-1, call she had already been passed?

A Yes. Yes.

Q Okay. And when you made the 9-1-1 call, were you able to say where he was living?

A Well, I said -- well, I believe I did. I told them he was living at one time with [redacted] that woman who took him and his brother in. And she did nothing but help

him and the Instagram conversation I had with him was -- he had Instagrammed me telling me he didn't like [redacted]. She was making him pay for things. He thought she should spend all her money on him and he shouldn't have to do anything like that. And I just Instagrammed him back saying -- him back -- just saying that she's a wonderful person for doing what she's doing. She's honest. I said, "She'll help you. Do what she tells you to do and you'll be fine."

Q Okay.

A But talking to Nikolas, he doesn't really comprehend a lot of things. He -- like he wouldn't know what the word -- let's see -- "conjure up", or he wouldn't know certain words that -- Lynda had to talk to him like he was in, you know, a very -- elementary school. That's how he, you know, would talk and listen. He wouldn't understand the full conversation.

Q Okay. Let me ask you this. After you called and made this 9-1-1 call -- when you made it -- did anyone contact you back?

A No.

Q So you never spoke with any police officers; Parkland officers, deputies?

A Oh, wait. Wait. Wait. Wait. When I made the -- yeah, I did. I called Parkland police. That's what this is about.

Q That's what this is about. Okay.

A 'Cause I -- yes. And this is why I thought they'd really help me because I -- yes. I had a call and they told me I couldn't speak to a detective right away. I had to talk to a

police officer and they'll call me back. I said, "Okay, fine." So someone called me back and it turns out -- I don't know if his name was Chase (ph). I have these papers written up in my apartment in [redacted]. I had somebody give me the information the other day so I could transfer it to you guys. And so I'm not positive about his name, but next to the name I wrote the word "Spanish". And he was one of the guys who would go to the house all the time, like I'm sure you know how many times I'm talking about, and be there with Lynda. And he even said to me, he says, "Well, Lynda --" I told him it was Nikolas Cruz. And I told him, I says, "I know you used to go there about Zachary Cruz (ph)." And he said, "Lynda?" I said, "Yes, when she passed." "She died?" I said, "Yes, she passed away November 1st." And he was flab -- he was amazed that she had passed away. I said -- so I was thinking now, wow, this guy knows where I'm coming from. He knows I'm not blowing smoke.

Q Right.

A Because I told him, I says, "You know yourself. All you gotta do is look at him." And my whole thing is that his lights are on, but nobody's home.

Q Okay.

A And I thought, wow, this guy knows what's going on. He's gonna do something. And that's how I felt. And then nothing happened. Nothing happened. Then I found out that he was going to kill people. And I just said, "This has gotta stop." So I called the FBI.

Q Okay. Let me ask you this. Did that -- who was it that you spoke with? It was a Parkland police officer? Is that correct?

A Yes.

Q Okay.

A Yes. I couldn't even give -- is Scott his name? His right name? I don't think. But I should, you know, with all these reports going through the house, one of them has to pop out, maybe Chase. I don't know if it's a first name, last name, or what.

Q Right. I'm sure.

A I was just hoping --

Q I'm sure they can -- I'm sure they can find that. My question to you is what was his -- before you guys hung up, what was his response to you? What did he say he was going to do? Or did he ask you to do anything else?

A Well, he said, "Thank you very much." And I believe he said, "If we have any questions, can we call you back?" But now I'm so confused that I don't know --

Q That's okay.

A -- if it was the FBI that said that to me, or he did.

Q Okay. And it was a long time ago. So it's, you know, we're not expecting you to remember everything word for word.

A Right.

Q You're doing this off of your memory. So my other question is I know that there was a confusion as to where Zachary and Nikolas were living.

A Okay. They lived by --

Q Do you recall speaking with anybody from Lake Worth or Palm Beach County?

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142 A Yeah, [redacted]. The girl that --

143 Q No, I mean any law enforcement agencies? Did you ever call --

144 A No. No.

145 Q -- anybody from --

146 A I -- I don't have the paperwork with me. I think I had a call -- before I
147 got to the Parkland Police Department I did call Lake Worth and asked for a detective. I didn't
148 know who to talk to. And I tell them this is in regards to Parkland and they tell me to call
149 Parkland Police. Which is -- I believe that's what I did.

150 Q Okay.

151 A And they told me I couldn't talk to anybody until somebody called me
152 back and --

153 Q Okay. So you called Lake Worth prior to calling Parkland?

154 A Yes, just to find out if I could talk with somebody.

155 Q Okay.

156 A And then they told me to call Parkland.

157 Q And they told you to call Parkland? Okay.

158 A Right.

159 Q Okay. And then that's when you spoke with the deputy, or the police
160 officer from Parkland, and he said, "If we have any questions, can I call you back?"

161 A He (indiscernible). I believe so, yes.

Q Okay. No problem. And then how long afterwards would you say that you made the report to the FBI?

A Well I'm, you know, I'm really confused about that. I -- like I said, I got this information written out. I don't think they gave it all to me when I called my apartment [*sic*]. But I was under the impression I called the FBI -- it was after Thanksgiving but before Christmas. So if I called you on the 30th of November I had to call them in December.

Q Okay.

A I don't remember. But that report that came on the TV said January 5th. And I didn't remember waiting that long to call the FBI.

Q Okay. Well -- and it's hard with dates, so we understand that. Okay.

A But I was really frustrated and upset about this whole situation before it ever happened.

Q Right. And I -- so I just wanna clarify, and correct me if I'm wrong.

A Mm-hmm.

Q I'm understanding that the reason why you initially made this phone call and you became concerned is because the three postings you observed on an Instagram account, correct?

A Well, the one posting in particular.

Q Right.

A With all the ISIS stuff. And the fact that he wanted to kill himself. I thought (indiscernible).

Q Did he say he wanted to kill himself on the Instagram?

A He posted it. He put it on and took it off.

Q Okay. And that was prior to your phone call.

A Yes. And when I heard that I, you know, started an Instagram account 'cause I didn't even know what the heck Instagram was.

Q Gotcha.

A But I saw the account and I said this is terr -- you know, he can't -- this can't go on. Something's gonna happen. But I've been saying this since he was ten years old. So -- so then I called the FBI when I found out he was saying he wanted to kill people. I said, "Oh, wow." And I told somebody, one of them, I said, "This is gonna be Columbine all over again."

Q Mm-hmm.

A And now I hate to say it. I mean, his mother was a friend of mine for almost sixty years. We met as little girls. And if you look at the guy who did Columbine -- you know, he killed his mother and everything in that -- I'm putting Nikolas next to him. Like they pass as relatives.

Q So let me ask you this. Okay.

A (Indiscernible).

Q So you said that you knew -- you knew Lynda since you guys were little kids.

A We were nine and ten when we --

Q Okay. So when she had Nikolas and Zachary, did you ever meet them in person?

A Yeah.

Q Okay. How well would you say you knew them?

A They were like nephews.

Q Okay.

A I knew them very well. I would vacation with them and talk with them. After Roger had died -- I was there when Roger was alive and then shortly after -- and then when he died, I would spend like two weeks with her. At different times my daughter and I would go there. And, as a matter of fact, when they were infants my daughter was in Florida and she's the only one that they would allow to babysit for the kids.

Q Okay.

A But she, you know -- and then I hear a report saying that Nikolas was two years old and Zachary was two months old. That's not correct.

Q Okay.

A Lynda was in the hospital when Nikolas was born and she picked Zachary up in Ocala at prison.

Q Okay. The calls that we talked about; you spoke -- you called Lake Worth, you called Parkland PD, and you called the FBI. Are these -- are these the only calls that you made in reference to your concerns?

A Yes.

Q Okay. So three telephone calls, correct?

A Yes.

Q Okay. And has everything you've told me been the truth?

A Yes.

Q Okay. Is there anything else you wanted to add?

A To my knowledge. I don't know what I can add. I mean, I just know that [redacted] being persecuted for no reason. I know Zachary's in a facility right now which is probably the best thing that ever happened. And it's just -- what's bothering me is all these false reports. And I understand it's not coming from you and it's not coming from the FBI, it's just very frustrating.

Q I understand. I understand. It is for us, too.

A I know. I know. I know. I just feel so bad for the parents 'cause they don't know the truth.

Q Me, too.

A They don't know the truth. I keep thinking --

Q Okay. I'm gonna --[redacted], I'm gonna go ahead and stop this recording, okay?

A Yes, ma'am.

Q Okay.

(End).

Reviewed By_____

245 Transcribed February 22, 2018
TEI/rm

February 14, 2017, 14:23:12 hours, Shooting Stoneman Douglas High School

November 30, 2017, 12:01 hours, BSO

- **Caller/Number:** [redacted]
- **Location:** 6166 NW 80 Terr., in Parkland Florida.
- **Incident Type:** Suspicious incident
- **Case #:** 11-1711-001602
- **Synopsis:** Caller advised that subject Nikolas Cruz is collecting guns and knives and that he is one day going to kill himself. Caller stated that she is afraid that someone is going to get hurt and this could be Columbine in the making. Subject has multiple weapons and ammunition that he keeps at a friend's house. Nikolas is currently living with friend Billy, unknown location. No CAD for Deputy response.
- **Follow up:** On February 19, 2018, at 1130 hours, Detective Kami Floyd #17022 obtained a taped sworn statement from [redacted]. [redacted] explained that she was very close with the Cruz family because she has been friends with Linda since they were children and vacationed at her home in Parkland with Nikolas and Zachary. [redacted] advised that she did call 9-1-1 on November 30, 2017, due to some Instagram posts she observed from Nikolas Cruz. [redacted] explained that first she called Lakeworth Police, and they advised her to contact Parkland PD. Then she contacted Parkland PD and spoke with a police officer who she remembers as Spanish and has a possible name of "Chase." [redacted] stated that the Instagram posts she observed were of Nikolas with a gun on fence in a backyard. [redacted] explained that she knew the photographs weren't taken at the Cruz's old residence in Parkland because the fence in photograph was wooden and they didn't have a wooden fence. Another post [redacted] observed was of Nikolas stating he wanted to kill himself, but [redacted] stated the post was deleted immediately afterwards. The third post [redacted] recalls was of Nikolas wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knows it wasn't real gun. [redacted] stated that while talking to the Parkland Officer she mentioned that Nikolas's brother is Zachary and their mother passed away. [redacted] stated that the Parkland Officer was familiar with the family because he mentioned Linda's name and stated he wasn't aware that she had passed. Because [redacted] didn't hear anything back after the 9-1-1 calls, she stated that she called the FBI and reported the same information to them sometime in the month of December. [redacted] stated that because some time has passed since her calls, she can't remember, or may be confused, on the exact details or dates.
- **SUSPICIOUS INCIDENT, HANDLED BY BSO DEPUTY TREJIS GUNTIS, CCN 9714, CODED OUT BRAVO (NO REPORT)**

November 28, 2017, 1511 hours, PBSO

- **Caller/Number:** [redacted]
- **Incident Type:** Assault
- **Location:** [redacted]
- **Case #:** Palm Beach 17157013
- **Synopsis:** Caller advised white male Nikolas Cruz, late teens, assaulted her 22 years old son, subject stated he was going to get his gun and come back. Caller advised that subject has bought tons of ammo and has used a gun against people in the past including putting a gun to others heads. Nikolas Cruz contacted 9-1-1 and advised he got mad at a kid named [redacted] who assaulted him.
  PBSO Deputy Reid #7710, responded and contacted all parties: Nikolas Cruz, [redacted] and [redacted]. [redacted] advised that Nickolas became upset and began punching walls and breaking items inside the house. [redacted] stated he tried to calm Nickolas down and Nickolas punched him in the jaw. [redacted] then punched Nickolas in the back and restrained him until Nickolas broke free and fled the residence. Nickolas told Deputy Reid that he became upset and punched the wall, and [redacted] punched him because he was breaking

things. Nickolas apologized for his behavior. [redacted] signed a waiver of prosecution and the case was exceptionally cleared.

- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted]) at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017 when Linda passed away. [redacted] stated that on this date she called 9-1-1 because Nikolas was fighting with her son, [redacted], and they were breaking items in the house. Nikolas punched [redacted] in the face and [redacted] did not want to prosecute. PBSO responded and stated that they can't kick Nickolas out of the house, but if he wants to leave on his own he can. [redacted] stated that she told the officer that Nikolas had a helmet and bullet proof vest, but the office did not take them. On this incident, Nikolas decided to move out and leave on his own. She never tried to get Nikolas evicted because it would have been too much to handle. [redacted] recalls only making two calls to 9-1-1, one on November 28, 2017 and on November 24, 2017.
- **ASSAULT, HANDLED BY PBSO J. REID 7710, CODED EXCEPTIONALLY CLEARED**

November 24, 2017, 1730 hours, PBSO

- **Caller/Number:** [redacted]
- **Incident type:** Domestic Disturbance
- **Location:** [redacted]
- **Case #:** Palm Beach 1701106864
- **Synopsis:** Caller advised adopted 19 year old son hid a gun in the backyard. Call was closed as unfounded.
- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted]) at her residence in Palm Beach. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017, when Linda passed away. [redacted] stated that one of the 9-1-1 calls made was a result of her mother observing Nikolas digging a hole in the backyard. When [redacted] got home, she walked the backyard to try and find what Nikolas was digging for. [redacted] stated she found a hole in the backyard which was the same size as gun box that she also located in the backyard. [redacted] described the box as a rifle box and explained that there was no gun inside the box. [redacted] believes the hole was for a gun Nikolas purchased and he wanted to hide it because she doesn't allow any guns inside her house. [redacted] stated she called 9-1-1 because she wanted to know her options and obtain information on how to get Nikolas out of her house. [redacted] stated that she was told by Lakeworth police that she couldn't kick him out because all his belongings were there. They also advised her that because he's an adult he's allowed to have firearms in the house. [redacted] recalls only making two calls to 9-1-1, on November 28, 2017 and November 24, 2017.
- **DOMESTIC, HANDLED BY PBSO UNFOUNDED**

November 1, 2017, 2054 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** information
- **Location:** 8442 Lakeview Trail, Parkland, FL
- **Case #:** 17-1711-000039
- **Synopsis:** Caller advised her cousin passed away and left behind a 19 year old son Nick Cruz who is [redacted] and owns rifles, and 17 year old son Zachary Cruz who has [redacted] Requesting that an officer take away weapons. BSO Officer Gehres #11251 called complainant who advised a close family friend agreed to take the rifles and hold onto them.

- **Follow Up:** On February 17, 2018 at 1302 hours, Detective Bruce Link #10154 conducted a recorded interview with [redacted], [redacted]. [redacted] advised that she is the cousin of Linda Cruz and has never actually met Nikolas Cruz. After asking about the 9-1-1 call she made on November 1, 2017, [redacted] advised that she does not remember calling 9-1-1. [redacted] stated that she does remember calling Linda Cruz's cellular telephone on this date and whomever answered stated that Linda was in the hospital because she had "coded" in the middle of the night. They advised that they had her son Nikolas there and that the status of Linda condition did not look good. [redacted] then began trying to assist in finding someone to take Nikolas and Zachary after Linda passed. Nikolas mentioned [redacted] [redacted] mentioned that [redacted] was the closest person to Linda and kept in touch with her [redacted] stated that she never mentioned anything about guns to anyone, and stated that she wasn't aware of real guns. [redacted] was aware that Nikolas wanted to go into the military but had [redacted] and he had pellet guns and bb guns. [redacted] stated that Linda told her that she had more problems with Zachary stealing things and being verbally disrespectful to her. Linda told [redacted] that Nikolas did hit her once and the result was knocking three of her teeth out, this occurred approximately 3 months prior to her passing. Linda did mention that Nikolas purchased a gun, but [redacted] believed that it was hunting gun and not a real gun. She also believed that the gun was left at Hunter's father's house. [redacted] then confirmed that she did not make a 9-1-1 call about removing any guns from the residence.
- **INFORMATION, HANDLED BY BSO DEPUTY ALFRED GEHRES, CCN 11251, CODED OUT BRAVO (NO REPORT)**

June 21, 2017, 2158 hours, BSO

- **Caller/Number:** Deputy B. Swadkins Broward Sheriff's Office
- **Incident Type:** Field Contact
- **Location:** 6200 Holmberg Rd. Parkland, FL
- **Case #:** 17-1706-001375
- **Synopsis:** Nick was riding his bike without lights, Field contact completed
- **Follow Up:** No follow up conducted
- **FIELD CONTACT, HANDLED BY BSO DEPUTY BRIAN SWADKINS, CCN 15817 NCIC CHECK DONE**

September 28, 2016, 0800 hours, BSO

- **Caller/Number:** Deputy Peterson #4308 Broward Sheriff's Office
- **Incident Type:** Information
- **Location:** 5901 Pine Island Rd. Parkland, FL, Stoneman Douglas High School
- **Case #:** 17-1609-001610
- **Synopsis:** [redacted] [redacted] reported to School Resource Deputy Peterson that she was informed from an anonymous student that 18 year old Nikolas Cruz stated [redacted]. Counselor Sharon Ehrlich reported to Peterson that Cruz wants to purchase a gun for hunting. Peterson also reports that Cruz had a swastika and "I hate niggers" on his school backpack. Upon Peterson's investigation, he learned that Cruz was currently in [redacted] and that the school would conduct a threat assessment on Cruz and implement a safety plan.
- **Follow Up:** On February 17, 2018 at 1402 hours, Detective Bruce Link #10154 and Detective kami Floyd #17022 conducted a sworn interview with [redacted],

33076. [redacted] advised that she is the [redacted] at Stoneman Douglas High School. [redacted] stated that she does not recall calling 9-1-1, however, she does recall the incident. [redacted] explained that another student at Stoneman Douglas High School came to her with a snapshot from social media where student Nikolas Cruz stated he ingested gasoline in an attempt to kill himself. [redacted] stated that M. Dubin was already in a meeting with other staff members about Nikolas and she was brought into the meeting to advise this information. [redacted] does not know what type of follow up was completed as a result of her report.

- **CHILD ELDERLY ABUSE, HANDLED BY BSO DEPUTY JEFFREY FEDUIK, CCN 9107, CODED ALPHA, (REPORT WRITTEN)**

September 28, 2016, 1641 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Information
- **Location:** 6166 NW 80 Terr, Parkland, FL 33076
- **Case #:** 17-1609-001626
- **Synopsis:** Caller is [redacted] a [redacted], advised that 18 year old male on scene, allegations of immediate possible self-harm, may be an air gun on the property and talk about purchasing a gun. Deputy Feduik #9507 responded to scene, wrote a report advising he met with [redacted] on scene. According to Deputy Feduik, Nikolas and his mother Linda Cruz were arguing over paperwork and his mother advised that Nikolas has been [redacted]. Linda Cruz also advised that he has mentioned in the past that he would like to purchase a firearm. [redacted] deemed that Nikolas was no threat to anyone or himself at this present time. Feduik also advised that he and Thomas saw no signs of mental illness or criminal activity.
- **Follow Up:** [redacted]. We were unable to obtain her information from [redacted] for a follow up interview. This case originated from previous case 17-1609-001610.
- [redacted], **HANDLED BY BSO DEPUTY SCOT PETERSON, CCN 4308, CODED ALPHA (REPORT WRITTEN)**

February 5, 2016, 1145 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Suspicious Incident
- **Location:** [redacted]
- **Case #:** 17-1602-000212
- **Synopsis:** Caller advised that her son told her neighbor's son said on Instagram that he was going to shoot his school and there is pictures of the juvenile with guns. Caller advised that subject was expelled from Westlake Middle School and not goes to another school, possibly high school. Caller lives three houses away from subject.
- **Follow Up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from this same caller, [redacted]). [redacted] advised that her son, [redacted], observed photographs on social media of Nikolas Cruz with guns and told her. [redacted] saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." As a result [redacted] called 9-1-1 to make a report. [redacted] stated that a Broward Sheriff's Deputy did arrive and spoke with her (CAD reports Deputy E. Edward #10558). The Deputy then went to Nikolas Cruz's residence and returned to [redacted] residence advising that Nikolas's mother said that Nikolas was an angel and that [redacted] was tormenting him. The Deputy told [redacted] that Nikolas's mother stated that Nikolas didn't have anything like that on his Instagram. Unfortunately, [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show the Deputy.

- **INFORMATION, HANDLED BY BSO DEPUTY EDWARD EASON, CCN 10558, CODED BRAVO (NO REPORT)**

November 20, 2014, 1916 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Animal Abuse
- **Location:** [redacted]
- **Case #:** 17-1411-002423
- **Synopsis:** [redacted] advised that her neighbor [redacted] informed her that at approximately 1640 hours, her daughter observed a white male with red hair shooting at [redacted] chickens in their backyard. As a result, [redacted] went to her chicken coop and observed a chicken with blood on its leg. It did not appear that the chickens were injured at this time. Deputy L. Scholtz #14918 documented this incident and advised that the white male suspect was identified as Nikolas Cruz. Scholtz spoke with Linda Cruz who advised that she gave her son permission to shoot at targets in the backyard and did not observe him shooting chickens. Nikolas admitted to shooting an Airsoft rifle in the back yard, but denied shooting the chickens. The rifle was given to Linda Cruz who locked the rifle away. Scholtz documented that Nikolas is [redacted] Victim [redacted] refused to press charges.
- **Follow Up:** On February 17, 2018 at 1344 hours, Detective Bruce Link #10154 and I Detective Kami Floyd #17022, obtained a taped sworn statement from both [redacted]) and [redacted] (03/16/1964). The [redacted] stated that they did call 9-1-1 on the listed date due to their neighbor notifying them that someone was shooting at their chickens. As a result, several Deputies arrived on scene and later identified the person who shot their chickens. The Deputy advised the [redacted] that the suspect [redacted] and the [redacted] refused to prosecute. The [redacted] reported that as a result of this incident, one chicken suffered a broken wing and a second chicken died several days later. Neither [redacted] nor [redacted] knew Nikolas or his family and had no knowledge of any incidents involving them.
- **ANIMAL ABUSE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED ALPHA, (REPORT WRITTEN)**

June 29, 2014, 1434 hours, BSO

- **Caller/Number:** 954-757-6166
- **Incident Type:** 9-1-1 hang up
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1406-000871
- **Synopsis:** 9-1-1 hang up, no answer on call back. BSO Deputy J. Bonilla 9533 responded and made contact with Linda Cruz who advised her two sons Nick and Zach were having a verbal argument. Peace restored, no report written.
- **Follow Up:** mother, Linda Cruz deceased, no statement available
- **911 HANGUP/DROP OFF, CONTACT MADE BY BSO DEPUTY JORGE BONILLA CCN 9533, CODED BRAVO (NO REPORT WRITTEN)**

January 22, 2014, 2028 hours, BSO

- **Caller/Number:** Linda Cruz, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1401-000487

- **Synopsis:** Caller advised that her 15 years of age son punched a hole in the wall and is threatening to leave because she took his Xbox away, no weapons, juvenile is not physical with caller. Deputy A. Anderson #14531 responded to the scene and noted that Linda Cruz had a verbal altercation with her son, Nikolas Cruz and no crime occurred.
- **Follow Up:** Linda Cruz deceased, statement not available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ALBERT ANDERSON, CCN 14531, CODED BRAVO (NO REPORT WRITTEN)**

October 12, 2013, 1835 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** missing person
- **Location:** 6166 NW 80 Terr. Parkland, FL 33067
- **Case #:** 17-1310-000251
- **Synopsis:** Caller advised that approximately 30 minutes ago, 15 year old white male with red hair, Nikolas Cruz and 13 year old white male Zachary Cruz were last seen going to an unknown friends home and caller wishing to report the as missing. BSO Deputy L. Scholtz #14918 responded and an additional unit then responded to 7102 NW 70 Terrace in Parkland. The call was changed to a police service call, no report was written.
- **Follow Up:** Caller is mother, Linda Cruz, Deceased. Statement not available.
- **POLICE SERVICE CALL, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

January 15, 2013, 1815 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1301-000354
- **Synopsis:** caller advised 14 year old son has [redacted]. Dispatch advised that subject is yelling in the background and is throwing mother against the wall. Caller stated subject is throwing items around the house. Subject is upset because caller took the Xbox away. Subject's name is Nikolas and locked himself in his bedroom. Deputy Michalosky #13549 responded to the scene and documented the incident. According to Deputy Michalosky, mother Linda Cruz advised that this is an ongoing issue with her 14 year old son Nikolas Cruz who [redacted]. Linda advised that Nikolas defied her request to attend school today and as a result she took the Xbox and hid it in her vehicle. Nikolas then retaliated and threw a chair, dog bowl, and drinking glass across the room. Linda reported that Nikolas did not threaten to harm her or himself but she was concerned with his behavior since it was escalating and at the time she could not contact his [redacted] Linda assisted deputies in opening Nikolas's door which was barricaded with two nightstands in front of it. Nikolas was compliant, and advised that he locked himself in his room because he was mad at his mother. Nikolas did not have any injuries and there were no weapons in his bedroom. Nikolas did not make any threats to hurt himself or his mother and he apologized for his behavior. Nina Barella of Henderson Behavioral health and youth services responded to the residence and advised that a Baker act was not needed at this time.
- **Follow Up:** Linda Cruz is deceased, no statement available.
- [redacted]**PERSON, HANDLED BY BSO DEPUTY GARY MICHALOSKY, CCN 13549, CODED ALPHA (REPORT WRITTEN)**

November 28, 2012, 2127 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Missing Person
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000606
- **Synopsis:** caller advised her two sons, 12 years of age and 14 years of age left out of their bedroom window, climbed the fence and are on foot in an unknown direction. Caller stated that the 12 year old has [redacted] and the 14 year old [redacted]. [redacted] is in route to the residence. BSO Deputy L. Scholtz #14918 responded to the residence and updated this call to an information classification, no report was written.
- **Follow Up:** mother Linda Cruz deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918 CODED BRAVO (NO REPORT)**

November 27, 2012, 1525 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000581
- **Synopsis:** Caller advised she previously had a dispute with her 14 year old son, case 17-1211-000576 and was told to call back when her son arrived home. Deputy J. Smith #13556 responded to the scene. No report was written.
- **Follow up:** mother Linda Cruz is deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

November 27, 2012, 1225 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000576
- **Synopsis:** caller advised her 14 year old son hit her with a plastic hose from the vacuum cleaner. Subject has fled on foot. The dispute was over not being allowed to use the computer. Subject is [redacted]. Deputy J. Smith #13556 responded and changed the classification to an information call, no report written.
- **Follow up:** mother, Linda Cruz is deceased, no statement available.
- **RE-CALL, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

August 22, 2012, 1933 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1208-000447
- **Synopsis:** caller advised her children are threatening her, cursing at her and being disrespectful. She is requesting that police respond for her two male children 12 and 13 years old. BSO Deputy L. Scholtz #14918 responded changed the call classification to a juvenile disturbance, no report written. BSO Deputy B. Behan

#15497 reported on his daily that this is an ongoing call, juveniles being defiant, not a domestic disturbance, and the family is in counseling.

- **Follow Up:** Mother Linda Cruz deceased, no statement available.
- **DISTURBANCE JUVENILE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

May 17, 2012, 0724 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1205-000373
- **Synopsis:** caller advised her 13 and 12 year old kids are out of control and destroying her home. Caller advised that one subject ran outside because the other sibling attempted to fight him, no weapons. Dispatch reported they can hear one subject cursing at the caller in the background. BSO Deputy R. Kenny #6250 responded, no report written
- **Follow up:** Mother Linda Cruz deceased, no statement available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ROBERTY KENNY CCN 6250, CODED BRAVO (NO REPORT)**

November 8, 2008, 1305 hours, BSO

- **Caller/Number:** Daily Entry by Deputy R. Robert #6250
- **Incident Type:** Juvenile Disturbance
- **Location:** [redacted]
- **Case #:** PD08-11-00165
- **Synopsis:** [redacted]) and Nikolas Cruz (09/24/1998) were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make an issue of it.
- **Follow up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from [redacted]) mother of [redacted]. [redacted] recalls this incident and stated that the children were outside playing and Nikolas threw a rock at [redacted] because he was angry. [redacted] stated that they were so young, she did not wish to prosecute. According to [redacted], Nikolas and Zachary always had anger issues and at some point she stopped allowing her children to play with them.
- **JUVENILE DISTURBANCE, HANDLED BY BSO DEPUTY ROBERT KENNY CCN 6250, CODED BRAVO (NO REPORT)**

Parkland District
Payroll / Daily Roster

Supervisor	CCN	Radio ID	Unit	Comments
Sgt. B. Miller / N	4643	17D2	6454	0500-1700 Hrs
				Sergeant's Phone: (954)348-4191

Day	Date	Shift
Thursday	11/30/17	Bravo Gold

Zone	Deputy Name/Notation	CCN	Unit#	Comments
17B10	R. Seward / N	11290	5919	0530-1730 Hrs
17B1	B. Dodge / N	12436	4655	TNG/1300-1700 Hrs CPR
17B2	G. Treijs / B,CIT	9714	9139	
17B3	E. Eason / B,BWC,CIT,HO,R,SWAT-N	10558	4604	
17B4	W. Hanks /N,R	9468	4621	
17T2	M. Kratz / B,CEW,CIT,L,N,R,RIF	11289	4679	0700-1700 Hrs
	J. Feduik / CIT	9507	5913	8 AL
*******	The 17B1 Zone Unit will assist with			
	traffic at Nob Hill Road and Pine			
	Island Road from 0730-0800 hours			
	and from 1345-1415 hours. If the			
	17B1 Zone Unit is not available, the			
	17B2 Zone Unit will assume these			
	duties.			

AL (Annual Leave), **BD** (Bonus Day), **BL** (Bereavement Leave), **CT** (Comp Time Taken), **DET** (Detached), **FMLA** (Family Medical Leave Act), **H** (Holiday), **ILOT** (In Lieu of Training), **LD** (Light Duty), **ML** (Military Leave), **PD** (Personal Day), **RAA** (Restricted Administrative Assignment), **RDO** (Regular Day Off), **SL** (Sick Leave), **SUS** (Suspended), **TNG** (Training), **WC** (Worker's Comp)

Notations: **B** (Bicycle), **BWC** (Body Cam), **CEW** (Taser), **CIT** (Crisis Intervention Team), **DT** (Dive Team), **FF** (Quick Rea Force), **HO** (Homeless Outreach), L (Laser), **LV** (Lojack – vehicle), **N** (Narcan), **R** (Radar), **RIF** (Rifle), **SWAT** (SWAT), **SWAT-N** (SWAT Negotiator)

INTERVIEW WITH TECHNICIAN CHRISTOPHER DEOSARAN

Q= Sergeant Alexandra Holmes
A= Technician Christopher Deosaran

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes, CCN 11989, of the Broward Sheriff's Office. I am the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number To Be Determined regarding a complaint that has been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Christopher Deosaran, C-h-r-i-s-t-o-p-h-e-r Deosaran D-e-o-s-a-r-a-n with a CCN of 17277. This statement will commence on February 23rd, 2018 at approximately 1143 hours. The interview is being conducted at the Division of Internal Affairs and no one else is present. Your statement is being recorded. Mr. Deosaran, would you state your full name, classification, CCN and current assignment?

A Christopher Deosaran, CCN 17277. I'm a senior mobile systems tech and I'm currently the agency administrator for OSSI report writing and PremierOne Motorola CAD system.

Q Okay. Mr. Deosaran, have I identified myself as a law enforcement officer and do you understand this?

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EOG-03477

A Yes, ma'am.

Q As a law enforcement officer, I am empowered to administer oaths. Do you understand this?

A Yes.

Q Can you please raise your right hand for me? Let the record reflect that Mr. Deosaran has raised his right hand. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes, ma'am.

Q Thank you. You can lower your hand. Mr. Deosaran, I would like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Can you tell me what perjury is in your own words?

A It's just a conflict of the law.

Q It's lying under oath, to be specific, which is a crime. If you do lie, it is a crime. You could be charged with it. Do you understand?

A Yes.

Q Do you have any questions so far?

A No.

EOG-03478

Q The Sheriff's Policy Manual states SPM 2.25.4 in part: Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor by an employee of the same or lesser rank and an internal affairs investigator when conducting an official internal investigation. SPM 2.5.2: Employees will not knowingly make any false or inaccurate verbal or written communications in any official matter. SPM 2.11.2A: Employees will not interfere with investigations of cases assigned to other employees. SPM 9.1.3: Employee investigations remain open and confidential until final discipline is rendered. No participant including complainants, subject employees, investigators and witnesses will disclose any information about the investigation until it is closed and is public record. Do you understand these policies?

A Yes.

Q Okay. Mr. Deosaran, how long have you been with the Broward Sheriff's Office?

A I've been here approximately four years, and my current position I've been in three years.

Q And what are your current duties? Again, what's your title?

A Senior mobile systems tech, and I'm the agency administrator for various specialized applications, such as our report writer system, our dispatching system, our license print reader system, fingerprint reader systems, and much other miscellaneous –

Q Applications, okay. What are the applications that the deputies on road patrol would sign into when they report to duty?

A Initially, for a shift, once they log into the computer, the main two applications they use are OSSI MCT, which is used for report writing, and running tags and licenses and driver's licenses. And the other application is PremierOne Mobile Client, which is how they get their calls from dispatch and match them to the calls. That gives them dispatcher notes and incident history of the call location and any other flags that may pop up that they may need to be aware for officer safety.

Q Okay. Prior to our statement, we conducted a few searches through these applications. Through I believe it was the OSSI MCT, is there a way to conduct just a name search?

A Yes. So if you go into the entity and you open up the F12 tab, which is called MFR, and if you go into creating a new incident – so when you create a new incident, it asks for the case number, time, address, and there is a name section. So when you start typing the name, it goes back and it reaches out to our server, which has a repository of all the names that have ever been in the system, and queries it to find out which one is the closest match to who you're actually talking about, because some of these names in the system may be missing the date of birth, they may be missing the height, so you have to actually – it's up to your discretion of the description of your victim or your suspect, to pick the right match.

Q Okay. And I believe there's another tab, I think it was like the driver's tab, we attempted to do just a name search on that and it required a date of birth. You couldn't just do a search on that.

A Correct. So with that tab, you can either swipe the license at that instance, or if you don't have a license, you can manually type it, but it does require a date of birth –

Q Okay.

A - to perform a query.

Q So you cannot just perform a name search on that tab?

A No.

Q Okay. And when we did it through the MFR search –

A Mmm-hmm.

Q - you stated something like, you had to create like a dummy report.

A Right. So –

Q You have to like make like –

A Well, not just a dummy report. Like it's – like as if you're starting off your report.

Q Okay.

A But once you get to that screen, even after you pick a name from that pick list of names, your report's not complete and it's not sent anywhere. So you still have to go through the rest of the motions with the crime, the other suspects, your narrative, but if you – you can always just cancel it, you know.

Q So it's just a way that you can use that to run a search, if all you had was a name?

EOG-03481

A It's not supposed to be used that way, but it can.

Q It can.

A Just to see if there was, you know, eight people with the name Michael Johnson, you know. You'd get the ages – all Michael Johnsons would pop up and you'd get all the addresses, the date of births, and different heights and weights, male, females, and -

Q And when we were conducting this search together, we actually did conduct the search on the name Nikolas Cruz. Initially I think – there are several different spellings, but when we entered one of the spellings, multiple spellings came out, is that correct?

A Correct.

Q And there was a total of seven that came up?

A Yep. So there was a hard query on the last name, which is Cruz, which has to be definite. And then the second one is a soft query, so it gives you the different variations of spelling, but as you could see, it returns several results with the different ages and addresses -

Q Okay.

A - of the different seven Nikolas Cruzes.

Q Now would these be the same names that would be if it was run through the RMS system, which is a records management system?

A Correct. Once you tab and search the local version, the laptop version of MTT, it goes to the RMS service – the RMS to search. That's where it's querying from.

Q Okay.

EOG-03482

A So –

Q So –

A It's the same exact – it's the same repository.

Q Okay. It's pulling the same information from the same place?

A Yes.

Q Okay. So if they search – if someone searched an RMS, they wouldn't get anything different because it's the same information?

A Correct.

Q Okay. And I also asked you to conduct a search for Deputy Gunthes Trahees (ph) to see a history on his – on searches that he had done. Can you explain the reports that you provided to me?

A These searches were done as if he would have done it in the OSSI from the driver tab, so the driver tab was the one where you needed to know first name, last name, and date of birth, or you needed to swipe their license. And the first search query I ran on him, I ran all his queries from November 15th to December 15th in state and the same date range out of state. So these are the two results that came back from all his searches throughout that 30-day period.

Q And the searches would only be if he ran it through the driver tab?

A Correct.

Q If he did a search through the MFR tab –

A Mmm-hmm.

EOG-03483

Q - that would not come up?

A No.

Q In your reports?

A Right. It's not logged because that report was never completed and submitted.

Q Okay.

A And the only reason that he got that drop-down list of names was to help him complete his report to match – it's called name candidate in the system.

Q Okay.

A But when he does it from the other tab, that's actually the process we do if he gets behind someone and he wants to run a license plate real quick or he is in contact with someone and he swipes the DL to make sure the DL's good.

Q But again, for that search, you actually need a date of birth. So if he had – didn't have a date of birth, he wouldn't have been able to do a search, a driver's search?

A Correct. Well, with no date of birth, he couldn't have run it through the driver tab.

Q Yes. Which is the report that you searched?

A Yes.

Q Okay.

A I pulled all his logs of everybody he ran through the driver tab.

Q Okay.

EOG-03484

A Which goes through FCIC/NCIC.

Q Now is there any other search that he could have done through a name search that you would be able to generate a report out to see whether he did or did not run?

A Not to my knowledge. I'd probably have to get the developers involved, but once again, once he's creating that - so quote unquote "dummy report" and he's querying the names, it's just a search to help him fill - put the right name. It's not actually running against FCIC or NCIC databases, it's just, hey, we got these John Does in the system, which one matches closest to your – or if none of them match, you can add a new one.

Q Okay. But there's no report to show if –

A Oh, no.

Q - if he ran something like that?

A No, because if he would have done something like that, and he – let's say he got what he needed out of these seven names, he could have just closed it and closed that report and that report was never created 'cause it was never finished, and it never left his laptop so it never came back to our servers or logged anywhere.

Q Okay.

A Just kind of like the equipment, so like closing a Word document without saving it.

Q Okay.

A If you want to correlate.

Q To your knowledge, do deputies have other databases that they can use to query name searches besides – I know we have the DAVID and I'm having –

A DAVID. Those are the main – so everything goes – DAVID and this connects directly, the OSSI connects directly to what they usually – and this is the one they're supposed to use.

Q Okay.

A On the day-to-day traffic stops and whatnot.

Q So besides that, so do you know any other applications that they could do a name search on?

A Not off the top of my head. None of the ones I administer.

Q Okay. And I know you're not too sure what the case is about, but are you aware of any other witnesses that could assist us in this investigation who were not discussed?

A No. The only person I can think is – me and him do the same job, so – he'd probably tell you the same thing and run the same reports that I did. So -

Q Okay. Are you aware of any documents or evidence relevant to this case that may have not been discussed in this interview?

A Nope. Just besides this log, yeah, but we talked about it.

Q Okay. Is there anything you would like to clarify regarding your statement?

A No. I just want to make sure you know the difference between – you're okay with the difference between the driver tab and MFR tab.

Q Yes.

A Okay.

Q One is actually running like a driver's license or a name – but you need a name and date of birth to be able to run it?

A Correct.

Q And that once you're in it there, you do get a report. You would be able to run that.

A Yep. There's a – there is a log.

Q Yes. And then the other one is as if they're creating a report - which is MFR - as if they're creating a report, if they type the name in, any similar names will come up but if they don't use it or write a report, then it would -

A There's no –

Q - no report would be generated to show that they were in that.

A Correct.

Q Okay. Is there anything I haven't asked you that you would like to add to this statement?

A Not that I can think of.

Q Has everything you've said been truthful and to the best of your knowledge?

EOG-03487

A Yes.

Q Pursuant to the policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes public record. Do you understand?

A Yes.

Q This statement will conclude on February 23rd, 2018 at approximately 1157 hours. Thank you.

(End).

Reviewed By_____

Transcribed February 26, 2018
TEI/mra

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EOG-03488

INTERVIEW WITH COMMUNICATIONS OPERATOR JANICE JOHNSON

Q=Sergeant Alexandra Holmes
A=Janice Johnson

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes, CCN 11989, of the Broward Sheriff's Office. I am the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number To Be Determined regarding a complaint that has been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Ms. Janice Johnson, J-a-n-i-c-e, Johnson, J-o-h-n-s-o-n, with a CCN of 5548. This statement will commence on February 23, 2018 at approximately 1332 hours. The interview is being conducted at the Regional Communications, the north site, in Coconut Creek. No one else is present, and your statement is being recorded.

Would you state your full name, classification, CCN and current assignment?

A My name is Janice Johnson. My ID is 5548. I'm a Comm. Operator 3 and I'm employed at the north site.

Q Okay, have I identified myself as a law enforcement officer and do you understand this?

A Yes.

EOG-03489

Q As a law enforcement officer, I am empowered to administer oaths. Do you understand this?

A Yes.

Q Can you please raise your right hand for me? Let the record reflect that Ms. Johnson has raised her right hand. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you Ms. Johnson. You can lower your hand. I would like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Can you tell me what perjury is in your own words?

A Not being truthful --

Q Yes, under oath.

A -- under oath.

Q It is a crime, and you can be charged with it. Do you have any questions so far?

A No.

Q Okay. The Sheriff's Policy Manual states SPM 2.25.4 in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a

supervisor by an employee of the same or lesser rank and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participants, including complainants, subject employees, investigators and witnesses will disclose any information about the investigation until it is closed and is public record." Do you understand these policies?

A Yes.

Q Thank you. Ms. Johnson, how long have you been with the Broward Sheriff's Office?

A 30 years.

Q 30 years, wow. Congratulations.

A Thank you.

Q And you're a communications operator 3.

A Yes.

Q What are your job duties?

A My job duties: Receive emergency and non-emergency phone calls and dispatch the units, provide EMD, which is help to the public through -- when they need rescue to help assist rescue before they get there -- pre-arrival instructions.

EOG-03491

Q So do you -- when you dispatch, is it for police or for fire or for both depending on the call?

A Just for PD.

Q Okay -- just for PD.

A Right.

Q Okay, and right now, are you assigned a certain position? Are you a dispatcher for a certain district or do you get switched around?

A We get switched around.

Q Okay. Do you mostly work any particular area or district?

A No, not really.

Q Okay. Prior to your statement, I had you review the incident details on Incident Number L17171130000001602. Do you remember dispatching this particular call?

A No, I do not.

Q Okay. After reading the call, do you -- have you ever dispatched any similar calls like this regarding the comments?

A Yeah, we get calls with people -- we get all sorts of calls as you know, but yes, we get calls of similar nature.

Q Okay, is it -- would you say it would be often or not so often?

A Not so often.

Q Okay, but you do -- have received calls like that before.

A Yes.

Q Okay. Do you think regarding the comments of the call, would this be something that you would remember or because you dispatch so many calls, you don't think it would be something that would stick out.

A No, I wouldn't remember this because there are so many calls that we just -- we never know the outcome of calls, and it's just fast paced. You don't really have time to sit and unless, you know, it's like a child drowning or something like that but, you know --

Q Just a regular call --

A Yes.

Q -- that's how you code it out. It's not something that would stick out to you.

A Right.

Q Now, just to verify, you do or have dispatched for the Parkland channel?

A Yes.

Q How often would you say you dispatch for them?

A I dispatch for them a lot.

Q Okay, on a quite --

A Mm-hmm.

Q -- often basis?

A Yes.

Q Okay, and I understand you don't know what this investigation is about, but are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No.

Q Are you aware of any documents or evidence relevant to this case that may have not been discussed in this interview?

A No.

Q Is there anything you would like to clarify regarding your statement?

A No.

Q And has everything you said been truthful and to the best of your knowledge?

A Yes.

Q According to the incident details, can you tell me how long it appears that the person may have been on the call from when they arrived to the time it was closed out?

A Let's see. This is weird. This printout here is weird. It looks like the call came in at 1201. I went to the Sergeant on it at 1203, and --

Q What was told to the -- what were the notes placed at 1203?

A Holding for 17 Bravo 2 per 17 Delta 2.

Q Any reason why that would -- why the Sergeant would say that?

A Unless the units are busy, so it'll be holding for the zone unit if this is in 2 zone. This was in 3 zone actually.

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EOG-03494

Q So any reason that you think it would hold for that unit?

A I guess he would be the next unit to go and handle it.

Q Okay.

A Maybe the other units were at court or at a service center or busy on another call. So anytime it's holding for the Sergeant, we document once we read the comments to him.

Q Okay. I think I'm looking here. It has like a dispatch, also an arrival time of 1220. Is this the same -- yeah. Yes, (indiscernible).

A Mm-hmm.

Q And then ultimately I believe the call was coded out at 1236, that would be about 16 minutes. Is that a normal time to be on a call -- 16 minutes -- or is it -- ?

A It depends on the call.

Q Okay.

A This was a landline call, so she wanted to be called. So I guess he made landline. Maybe he was already 10-19 and that's why the Sergeant said to hold, but this doesn't show a printout of the call.

Q What do you think is missing?

A Let's see here. The phone picked up (indiscernible) 20 -- that's the call taker. Treated the incident at 1201. First unit dispatched at 1220. First unit en route at 1220. First unit arrival at 1220, and it was closed at 1237. Left closed. 1237 coded at Bravo. I don't -- I wish I could pull this up inside.

Q I guess you have -- what you're saying is you see it as a different screen?

A Yes.

Q Okay. What if --

A Can I use her computer and see if I can pull it up over there?

Q Sure.

A Hers might be locked. This is a CAD. See? November? December -- January. I should still be able to pull that case up. Can I go upstairs?

Q I have to keep the recorder running, but you can go upstairs and print out whatever -- however you see it, and then maybe bring it back down. You need the case number -- or you need this?

A The DOs (ph) can print it out.

Q Oh, maybe you can call them and see if they can bring it down?

A I can -- yeah. Hello. Hi, this is J. J. I'm downstairs here with Sergeant --

Q Holmes.

A --Holmes, and she -- we're looking at a case and I need to know if we are able to print this call out that we're looking at. It's from November. I have the case number. Okay. The case number is 17-1711300001602. The call in its entirety.

Q Just let her know we're in Tara's office -- if she could bring it down.

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EOG-03496

A November 30th. I know it's complicated now for us to pull up the cases. Yes. Yes, please. The call in its entirety from when it came in to calling dispatch and everything because what I'm looking at, it doesn't look clear to me. Okay. Thank you. Bye. She said she'll bring it down.

Q Okay. Just so you know that the recorder is still running because I can't turn it off.

A Okay.

Q Okay, it's just our policy. And just for the record, I was showing you incident details, and you're not used to seeing it this way; and also the communication incident summary, you're also not used to seeing it this way.

A Right.

Q So you're asking for -- and can you tell me what kind of printout it would be that you guys use? Do you know the name of it?

A It's called a CAD printout, but --

Q Okay.

A -- because we hardly ever print out calls, it just -- I wouldn't know how it would look, but this -- I know this isn't enough.

Q Information?

A It's not telling me -- right.

Q Okay.

A And I don't -- is this a regular MDC?

Q This is just from, I guess, the web site.

A Oh.

Q This is the CAD events. It's just like a CAD query, but that's how it comes out.

A I wish I could remember, but I cannot.

Q In general, how many calls -- since you work Parkland -- how many calls would you say of Parkland during your shift would you dispatch? Is it a busy district?

A No.

Q Is it a slow district?

A No, they're not a busy district -- no. They're a slow district. They're on 8 Alpha. 8 Alpha has three cities on it, Parkland, Tamarac and North Lauderdale.

Q Okay.

A So, Parkland is not as busy as the other two cities.

Q Okay, but you would be busy dispatching for the other two calls?

A Yes.

Q For the other two cities.

A For the other two cities -- yes.

Q Okay.

A Yes, yes -- all their information. They're all on one channel -- yes.

Q Okay. So it's not like your just sitting there dispatching for Parkland.

A No.

Q Okay. I just want to make sure I get that on record because it is --

A Yes.

Q -- the amount of calls -- so you do get a large amount of calls.

A For Tamarac and North Lauderdale. Parkland is a quiet city -- it's a quiet district -- yes. So, yeah, Tamarac and North Lauderdale take up all the time. Okay. Is this what he wrote?

FEMALE Okay, (indiscernible).

Q Thanks. Appreciate that. All right, just for the record, we received a copy of the incident detail report, which is -- I guess has more information for you.

A Okay. I think it's really -- nothing still isn't standing out, just that he did make landline with the caller and it was just dispatching to make landline with the caller reference the information she provided, and he updated what she said and that was it, coded it Bravo.

Q Okay. The call -- the comments at the end would have been put input by the Deputy?

A Yes.

Q Okay, and then he coded out Bravo, which means no report?

A Right.

Q Okay.

EOG-03499

A Sometimes they code their own calls and sometimes we do. Like they'll say they're 10-8, but they have already closed it out. Comments via the mobile. So that's him updating the call.

Q I'm sorry, so that doesn't pick it up. At 1236:22, alert says comments. That means it was placed in by the mobile user.

A Right. That's his ID.

Q 9714.

A 17 Bravo 2 -- yes, but I just don't remember this call.

Q No problem, I mean, it was a few months ago and I understand you take multiple calls. Anything else you can tell me from this report that I wouldn't know looking at it what something might mean?

A No, just, you may not know what that meant, but that he was making landline.

Q Okay.

A But other than that, it's just -- it's self-explanatory.

Q Now, working the Parkland radio, do they normally have a 17 Bravo 3?

A Yes.

Q Okay. So (indiscernible) (inaudible).

A No.

Q Okay, or why is it held for 17 Bravo 2 -- or we don't know?

EOG-03500

A It may have been held for 17 Bravo 2 because he might've already been 10-6 -- 10-19, and it's a landline call, so they usually make the calls from 10-19 or 17 Bravo 3 could've been in court. He could've just been 10-6 -- unavailable, so whomever would be available will take it.

Q No problem. I asked you all these other questions already, but just to go back, everything you said has been truthful and to the best knowledge?

A Yes.

Q Okay. Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record. Do you understand?

A Yes.

Q This statement will conclude on February 23, 2018 at approximately 1359 hours. Thank you.

(End).

Reviewed By_____

Transcribed February 26, 2018
TEI/slr

INTERVIEW WITH SERGEANT BRIAN MILLER
Q= Sergeant Alexandra Holmes
A= Sergeant Brian Miller

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes, CCN 11989, of the Broward Sheriff's Office. I am the lead investigator in charge of this internal investigation. This statement will be taken in reference to Division of Internal Affairs Case Number To Be Determined regarding a complaint that has been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Sergeant Brian Miller, B-r-i-a-n Miller M-i-l-l-e-r with a CCN of 4643. This statement will commence on January – I'm sorry, February 23rd, 2018 at approximately 1457 hours. The interview is being conducted at the Parkland District, which is located at 6650 University Drive in the City of Parkland inside the Sergeant's office. No one else is present and your statement is being recorded. Sergeant Miller, would you state your full name, classification, CCN and current assignment?

A Brian Miller, CCN 4643. I'm a sergeant in Parkland District.

Q Okay. Sergeant Miller, have I identified myself as a law enforcement officer and do you understand this?

A Yes, you did.

Q As a law enforcement officer, I am empowered to administer oaths. Do you understand?

A Yes.

Q Can you please raise your right hand? Let the record reflect that Sergeant Miller has raised his right hand. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you. You can lower your hand. Sergeant Miller, I would like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes.

Q Do you have any questions so far?

A No.

Q The Sheriff's Policy Manual states SPM 2.25.4 in part: Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor by an employee of the same or lesser rank and an internal affairs investigator when conducting an official internal investigation. SPM 2.5.2: Employees will not knowingly make any false or inaccurate verbal or written communications in any official matter. SPM 2.11.2A: Employees will not interfere with investigations of cases assigned to other employees. SPM 9.1.3: Employee investigations remain open and confidential until final discipline is rendered. No

EOG-03503

participant including complainants, subject employees, investigators and witnesses will disclose any information about the investigation until it is closed and is public record. Do you understand these policies?

A Yes, I do.

Q Okay. Sergeant Miller, how long have you been with the Sheriff's Office?

A Almost 32 years.

Q Okay. And has it always been in law enforcement?

A Yes.

Q Okay. And how long have you been assigned to the Parkland District?

A Over a year.

Q Okay. Have you worked in the City of Parkland before?

A No.

Q Okay. And you've been assigned here over a year? What were your duties here? What shift were you working?

A I am Bravo Gold, which has the Sunday, Monday, Tuesday, every other Wednesday off, and it's bravo shift road patrol.

Q Okay. Prior to the statement, I showed you the incident details for incident number L17171130000001602. Do you recall this incident being dispatched?

A No, I'm sorry, I don't.

Q Okay. During the call, the dispatcher had the call held for a Deputy Trahees (ph) per you. Do you know why this would have occurred? I understand, I believe, this incident was in a 1703 zone?

A Right.

Q And I believe Deputy Trahees was 17 Bravo 2 according to the patrol roster?

A Right.

Q Any reason you would have held it for 17 Bravo 2 instead of the zone unit?

A I don't know what the zone unit may have been on at that time. He may have been tied up on something, he could have been out of the district, or –

Q Okay.

A To be honest with you, I don't have an independent recollection of it.

Q Okay, no problem. After reading the comments on the call, do you believe that more followup should have been completed?

A As far as what was written for – as the caller or for as the deputy's response to it?

Q Well, the initial call or comments.

A Yeah, it didn't – to be honest with you, reading it, I didn't understand what the tie was to Parkland from this, as it referred to the Lake Worth location, so I don't know

if that information was given to the deputy. So yeah, I think there needs more information 'cause I don't see the tie to Parkland based on what's written here.

Q Okay. The only thing was like, I believe, the address listed on the incident is a Parkland address.

A On the summary location at the top?

Q Yes.

A It has a Parkland address, yes.

Q Okay.

A And that's Pine Tree Estates South. Yeah, that is – I – it was a telephone call in from somebody and my under – maybe my interpretation was from [redacted].

Q Yes.

A So I didn't – and it sounded like the incident occurred, or the threats occurred in Lake Worth.

Q Okay. From the comments that you're reading?

A From – that's my interpretation, yes.

Q Now, after reading what the deputy wrote in his comments, do you believe that he should have wrote a report, an event report – incident report – or do you believe that the comments listed in the CAD were sufficient for the call?

A It's very severe threats that are made, and I would normally suspect that, especially this deputy, to write a report with that type of information.

Q Okay. Due to the severity of the threats, you mean? Because of the severity of the threats?

A Yeah, I mean when you're referring to Columbine and we know what that is and it may be hindsight now sitting here with what has occurred in the city, but that event alone is very severe in killing people. If there was the information, if – you know, if – I don't know if the deputy knew that he was from this area, he went to school here, and I don't know, you know, based on what I'm reading, what knowledge he had.

Q Okay. If a report would have been generated, who would have followed up on that?

A Well, again, if this is tied to a school in Parkland, we would definitely would have informed the school resource officer or this, you know, crime – you know, our sergeant here that does criminal investigations. He oversees that unit as well, and we would have provided him with that information to see if they wanted to forward it anywhere else. Bless you.

Q I'm sorry, excuse me. During a search on OSSI, when you search the name Nikolas Cruz, there are seven names that appear, all with different, similar spellings of the first name Nikolas, were the result. Where was that paper at? No, not that one. Yes. There was seven names that come up, all spelled either Nicholas N-i-c-h-o-l-a-s, N-i-c-o-l-a-s and N-i-k-o-l-a-s. Do you believe that seven names that come up, would that be too much for a deputy to follow up on? Is that like too many names or do you think that they can look – it's a small amount of names that they can look up to see maybe where they live, if they had any ties to Parkland?

EOG-03507

A Oh, to see if the Nikolas that was being referred to in the complaint –?

Q Yes, because in the complaint, I guess you could not provide a date of birth or a location. All she could provide was the name Nikolas Cruz. So, when you put Nikolas Cruz into OSSI, there are seven names that come up. Do you think a deputy is capable of following up on those seven names?

A Yes. I mean, he has the ability and if he's familiar with Parkland, he'd be able to review to determine which one is Parkland.

Q And one of the addresses on those seven names, is it correct that it's actually the same address that is on the location for the –

A Incident detailed report?

Q Yes.

A Yes, the one that's there has the same address.

Q Okay. I don't think I have any other questions. Also, I asked and you provided me the Parkland District payroll/daily roster for November 30, 2017?

A Correct.

Q Okay. And again, you don't recall hearing that call being dispatched over the radio?

A No, ma'am. I do not.

Q I know that the comments on the dispatch call were –

A Extensive.

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EOG-03508

Q Yes. But do you believe that the dispatcher would have put all those comments over the radio?

A I'd be surprised. I mean, we're with three different districts. To read that much information, I would be surprised. I would think she would read some of it and I'm assuming the deputy when he pulled up the call would be reading all the details, or he should be, reading all the details when it comes up on his CAD.

Q Okay. And it did have a – the incident location. Did deputies have the capability of doing a history search on the incident location?

A Yeah, they frequently do that here for like alarm calls to see the history of those addresses. He could have asked the dispatcher this address, what the history is.

Q Okay. Are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No, ma'am, I don't.

Q Are you aware of any documents or evidence relevant to this case that may have not been discussed in this interview?

A No, none. Not that I know of.

Q Is there anything you would like to clarify regarding your statement?

A No.

Q Is there anything I haven't asked that you would like to add to this statement?

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EOG-03509

A I would just say that the deputy (indiscernible) works very hard in the district and is usually – writes a very good report and does very good investigation.

Q Okay. Has everything you've said been truthful and to the best of your knowledge?

A Yes.

Q Pursuant to the policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes public record. Do you understand?

A Yes.

Q This statement will conclude on February 23rd, 2018 at approximately 1508 hours. Thank you.

(End).

Reviewed By_____

Transcribed February 26, 2018
TEI/mra

EOG-03510

INTERVIEW WITH COMMUNICATIONS OPERATOR DION LEBERT
Q = SERGEANT ALEXANDRA HOLMES
A = COMMUNICATIONS OPERATOR DION LEBERT

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes, CCN 11989, of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. This statement will be taken reference to Division of Internal Affairs Case Number to be determined regarding a complaint that has been made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness employee in an official investigation of the Broward Sheriff's Office. This statement will be taken from Communications Operator, one Dion Lebert, CCN 18201. This statement will commence on February -- excuse me -- February 23, 2018 at approximately 1613 hours. The interview is being conducted at the Regional Communications North location in Coconut Creek. No one else is present, and your statement is being recorded.

Would you state your full name, classification, CCN, and current assignment?

A Okay. Dion Lebert, Dispatcher, Communications Dispatcher 1, 18201.

Q Okay. And you're currently assigned where?

A North Regional PSAC (ph).

EOG-03511

Q Okay. Can you tell me -- do you know the address here by any chance? If you don't, it's okay. Is that a no? No, it's okay if you don't know.

Um, Ms. Lebert, have I identified myself as a law enforcement officer, and do you understand this?

A Yes, I do.

Q As a law enforcement officer, I am empowered to administer oaths. Do you understand this?

A Yes.

Q Can you please raise your right hand for me? Let the record reflect that Ms. Lebert has raised her right hand.

Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes, I do.

Q Thank you; you can lower your hand.

Ms. Lebert, I would like to inform you that this is an official proceeding, and if you knowingly provide false information during this proceeding, that would constitute perjury under Florida State Statutes. Do you understand?

A Yes, I do.

Q Can you tell me what perjury is in your own words?

A Perjury is lying under oath.

Q Yes. It is a crime and you can be charged with it. Okay?

A Yes.

Q Do you have any questions so far?

A No, I don't.

Q The Sheriff's Policy Manual states, SPM 2.25.4, in part, "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank, and an Internal Affairs investigator when conducting an official internal investigation." SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter." SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees." SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainants, subject employees, investigators, and witnesses will disclose any information about the investigation until it is closed and is public record."

Do you understand these policies?

A Yes, I do.

Q Okay. Um, Ms. Lebert, um, how long have you been with the Broward Sheriff's Office?

A I've been with the Broward Sheriff's Office one year and two months.

Q Okay. Um, and as a 911 call taker?

A Yes.

Q Okay. Um, what are your job duties?

EOG-03513

A Okay, my duties are to answer calls for service and, um, document incidents.

Q Okay. Um, do you only receive 911 calls, or do you ever work I guess the District radios dispatching?

A Currently I do not work the District radios. I am not entering it at this time.

Q Okay. I'm just going to lower this phone so it doesn't ring. Okay. Um, prior to this statement, I had you review the incident details on Incident Number L17171130000001602. Do you remember receiving this particular 911 call?

A Yes, I do remember.

Q Okay. Um, do you receive similar calls like this often, or no?

A No, I don't.

Q Okay. So this particular call stuck out to you?

A Yes, I remember this call --

Q Okay.

A -- after the incident occurred and I recall that I was called by this person.

Q And you're speaking about the shooting that occurred at Stoneman Douglas High School; is that correct?

A Yes.

Q So after that incident occurred you recalled that you had received a call prior to this?

A Yes, ma'am.

Q Okay. Um --

A I was -- I remember some things that stood out, but I did not remember the subject's name.

Q Okay. Um, what did you remember -- before reading this, what did you recall, um, prior -- when the incident occurred, what were the details that you remembered, not reading this now? You said you didn't remember his name, but what were some of the things that stuck out to you?

A I remember -- I remember she was telling me that --

Q And when you say she, you mean the caller?

A I remember the caller was telling me that, um, the subject's parent died. I remember that distinctly.

Q Okay. Um, and now reviewing the call, it refreshes your memory?

A Somewhat it does.

Q Okay. How would you normally spell the name Nicholas? If you had to spell it, how would you normally spell it?

A N-i-c-k-h-o-l-a-s.

Q Okay, let me just spell that. N -- I'm sorry, N-i-c-k --

A Oh, no, no. N-i-c-h --

Q N-i-c-h --

A -- o-l-a-s.

Q -- o-l-a-s. If somebody told you to spell that name, that's how you would normally spell it. Um, do you recall if the caller actually spelled the name for you on this particular call?

A No, I don't.

Q You don't recall whether she did?

A I don't recall.

Q Okay. Now looking at the comments, um -- you typed these comments up on this?

A Yes, I did.

Q Okay. And, um, I guess -- let's see. When you typed the name in, it actually spelled N-i-k-o-l-a-s. Would you have typed it that way, do you believe, or do you believe --

A It is possible.

Q That --

A It is possible.

Q That you would have typed it that way?

A It's possible that I would have typed it that way, if I was moving fast, because sometimes you're typing, you're just trying to get the call and you're not spelling accurately. So it is possible that I could have spelled it that way.

Q Okay. Um, is it also possible that she might have spelled it for you that way?

A It is possible, because --

Q Okay.

A -- sometimes they do. Sometimes, you know, if you're not hearing them clearly or you want to clarify, you ask for them to spell the name.

Q Okay. So you -- you cannot recall whether you spelled it that way or --

A No, I can't recall.

Q -- she spelled it that way?

A No, I can't recall.

Q Um, but I asked you initially if you were to spell it and you didn't know how, you would spell it the N-i-c-h-o-l-a-s?

A Yes.

Q Okay.

A That is the correct spelling I know for Nicholas, but again, as I said, sometimes you're entering calls and you're liable to just spell it how it is pronounced at the time just to make sure, you know --

Q Okay.

A -- especially when you're getting a lot of information at that time.

Q Okay. Anything else that sticks out about that call that you remember, or maybe something she said that wasn't on there that you -- that you remember?

A She -- I remember she was very frantic.

Q Frantic?

A Frantic. Sorry, she was very frantic. Um, and, um --

Q When you say frantic, describe that. Like was she speaking loudly, or was she speaking rapidly?

A Yeah, she was speaking rapidly and she was kind of -- she sounded very concerned.

Q Okay. And, um, did she have an accent by any chance that you remember?

A I can't recall.

Q Okay.

A I can't recall.

Q Okay. Anything else that I'm not asking you that you feel is important?

A I'm trying to think if there is anything else. I know -- I know that I know that she was really -- she sounded really concerned when she called. She was like -- she sounded -- I believe she sounded upset and just frantic, you know, saying she's concerned about this person.

Q Okay.

EOG-03518

A That's what I recall.

Q Um, are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No, ma'am.

Q Are you aware of any document or evidence relevant to this case that may have not been discussed in this interview?

A No, ma'am.

Q Is there anything you would like to clarify regarding this statement?

A Oh, the address, 4600 Copans Road, Coconut Creek.

Q Okay, for the location here?

A Yes, ma'am.

Q Okay, no problem. Um, has everything you said been truthful and to the best of your knowledge?

A Yes, ma'am.

Q Let me just review this real quick, make sure I don't have another question for you.

A And I remember -- I remember she was telling me that this person was not at the address at the time, and I remember -- I believe I remember she mentioning something about Lake Worth, this person was in Lake Worth.

Q Okay. So you remember her -- the address that she provided you was an address in Parkland?

A In Parkland.

Q Okay.

A It was an address in Parkland.

Q But she told you that the person didn't live there anymore.

A She either said the person was not there at the time or was not living there any longer.

Q Okay. And you remember something about Lake Worth?

A I remember she said something about Lake Worth or Palm Beach. I remember she said something about a second location.

Q A second location; okay.

Um, once you speak with the caller and take the call, type everything up, you send it to the dispatcher --

A Yes, ma'am.

Q -- of that particular District?

A Yes, ma'am.

Q Okay. Do you do any follow-up after that, or that's it, you're done with the call at that point?

A No, ma'am; I was done with the call at that point. I sent it off to the dispatcher and I proceeded to take additional calls.

Q Okay. And I asked you all these questions already. But again, everything you said has been truthful and to the best of your knowledge?

EOG-03520

A Yes, ma'am.

Q Okay. Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation. Except as -- excuse me -- authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal or disseminate information concerning this administrative investigation before it becomes public record. Do you understand?

A Yes, ma'am.

Q This statement will conclude on February 23, 2018 at approximately 1625 hours. Thank you.

A Thank you.

(End).

Reviewed By _____

Transcribed February 26, 2018
TEI/mb

INTERVIEW WITH [redacted]
Q = SERGEANT ALEXANDRA HOLMES
A = [redacted]

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. The statement will be taken in reference to the Division of Internal Affairs Case Number IA08-17-0178 regarding a complaint that has been made against an employee for allegedly violating the Sheriff's Policy Manual.

You are hereby being questioned as a witness in an official investigation of the Broward Sheriff's Office. This statement will be taken from [redacted]. It's going to be [redacted], with a date of birth of [redacted]. This statement will commence on March 2nd, 2018 at approximately 1527 hours. The interview is being conducted over the telephone in the Division of Internal Affairs Public Safety Building. No one else is present in the room with me, however, [redacted] has her sister-in-law, which is [redacted], [redacted], date of birth [redacted], in the room with her. The statement is being taken over the phone because [redacted] is out of state. Your statement is being recorded.

Would you state your full legal name for the record?

A [redacted].

Q Your age and date of birth?

A My date of birth is [redacted].

Q Okay. And an address and telephone number for you, [redacted]?

A Yes. The phone number is [redacted].

Q And a – thank you.

A My address is [redacted]
[redacted].

Q And if you could please just spell the name of the street, please?

A [redacted].

Q Okay. Thank you for that, [redacted], [redacted], have I identified myself as a law enforcement officer and do you understand this?

A Yes, ma'am.

Q Okay. As a law enforcement officer, I'm empowered to administer oaths. Do you understand?

A Yes.

Q Can you please raise your right hand for me?

A Yes.

Q Okay. [redacted], do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you, [redacted]. You can lower your hand. [redacted], I would like to inform you that this is an official proceeding and if you knowingly provide false

information during this proceeding that would constitute perjury under Florida State Statutes. Do you understand?

A Yes, ma'am.

Q Can you tell me what perjury is in your own words?

A It's lying under oath.

Q Yes, exactly. Do you have any questions so far, [redacted]?

A No, I don't.

Q Okay, [redacted], are you making this statement freely and voluntarily without any promises, without any threats or duress to provide information in an investigation being conducted by the Broward Sheriff's Office, Division of Internal Affairs?

A Yes, I am.

Q Okay. [redacted], are you aware that your conversation is being recorded?

A Yes.

Q And are you aware that anything you may say may be used in an administrative hearing or in a court of law?

A Yes.

Q Okay. Thank you, [redacted]. Okay, [redacted], it appears that there may have been a mix up of information regarding the initial information you provided to BSO and the FBI. I know you contacted the Broward Sheriff's Office, you also contacted the FBI and later on Detective Tammy – I'm sorry, Tammy Floyd took a statement from you, is that correct?

A Yes.

Q Okay. Can you tell me when this all started, can you tell me what agency did you call first?

A I called – I tried to get a hold of the Parkland Police Department, but first I think I got – I ended up calling the, what is it, another police department, I can't think of the name of it, something Worth.

Q Okay. Yes.

A They gave me the Parkland Police Department phone number.

Q Okay.

A So I called them and what happened was – I asked to speak to a detective and they said I couldn't do that, that someone would get back to me. So I said, okay, I gave them all my information and someone did call me back.

Q Okay. Let me ask you – I'm sorry to interrupt you.

A That's okay.

Q So you called the – I guess it would be the Palm Beach –

A The Lake Worth – Lake Forth Worth, Florida.

Q Yes.

A And I have the number right here.

Q Lake Worth. Can you give me the number that you have?

A Yes. 817-392-4200.

Q Okay. And that was the number you initially called?

A Yes, ma'am.

Q And that was to Lake Worth, the police department there, which I believe is the Palm Beam County Sheriff's Office there.

A I have no idea.

Q No problem. Now, when you called them, did you tell them what the incident was about, or did you just ask for the Parkland number?

A I just told them I – I don't believe I informed them what it was about. I think I told them that I needed to speak to the Parkland Police. I might have started into it and they stopped me and told me to call – gave me the number to Parkland Police, 954-753-5050.

Q Okay. And then you end up calling Parkland, which is the Broward Sheriff's Office jurisdiction there.

A Yes.

Q And then somebody ended up calling you back, is that correct?

A Yes, ma'am.

Q Okay. You called the Broward Sheriff's Office from our records on November 30th, 2017, does that sound about right?

A Yes, it does.

Q Okay. And what was the initial concern that you ended up calling the Parkland Police?

A When I called the Parkland Police and spoke to this gentleman, my concern was Nikolas was saying he wanted to kill himself, and I saw the first Instagram post where he's wearing the mask and he always thought he was Al-Qaeda.

Q Okay.

A So –

Q I'm sorry, I might interrupt you a few times. Now, when you said that he said that he wanted to kill himself, did he actually verbalize this to you, did he say it in writing, or it was something that you saw on Instagram? Did he ever say that to you?

A No, he did not say that directly to me.

Q Okay.

A What happened was he did post it on his Instagram. See at this point I had no idea where Mr. Cruz was, I didn't deal with it, and then his cousin – Linda's cousin, [redacted] who is the only blood relative around and I were talking, and she called me and she said, Nikolas wants to kill himself, and it must have been on the Instagram. I think she told me it was on the Instagram, he puts it on and he took it off. So, my first concern was, this has got to stop, because I knew how he was and what he was going to do and I just – when I say I knew what he was going to do, I surmised what he was going to do.

Q Yes.

A And so I called and voiced this opinion to the officer I spoke to and yet I thought I hit pager when I spoke to this officer, because I started the conversation saying, I know you've been to Linda Cruz's house on numerous occasions and I said she passed away

November 1st, and he said Linda's dead, and I said, yes, she passed away on the first of November. I thought wow, you know, this man knows exactly what I'm talking about, he's been to the house, he knows the situation, he's going to help me, or help the situation. And then I proceeded to tell him that Nikolas wanted to kill himself and I told him about – I believe the guns – I mean I would have to hear the tape again, because I was apparently being recorded when I called. And I believe I told him, you know, this kid is going to do something bad, and I believe, I don't know if it was him or the FBI had said to me, if we have any more questions do you mind if we give you a call and whoever it was that said that to me I told them yes, of course.

Q Okay. So initially from what I understand, you did not have Instagram, [redacted] which is a blood cousin of Nikolas –

A Yes.

Q -- of Nikolas or of Linda?

A Of Linda.

Q Okay. So Linda's cousin, [redacted], you and her were talking and she's the one that told you that he had posted some – Nikolas had posted some things on Instagram, correct?

A Yes.

Q And at that point did you open an Instagram account so that you could see it for yourself?

A Yes, I did. Yes.

Q Okay. And what did you see at that point?

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142 A Well, one of the accounts that I saw was the first one where he's got
143 the guns – he shows a picture of the gun he wants to buy. He's got a mask on and an Army hat
144 and I don't know, and then the FBI was the one I called about with the next (Indiscernible)
145 Q Okay. Now, when you called Parkland.
146 A Yes.
147 Q Had you opened up an Instagram account at that point to see the
148 pictures?
149 A Yes, I had to because I gave all that information to the gentleman I
150 spoke to.
151 Q Okay. Now, did you give it to the person you spoke to at the FBI or
152 did you give that information to the person you spoke to from Parkland?
153 A Both.
154 Q Okay. All right. Let me just go down my questions just to make sure
155 we cover everything. Now, so your initial concern when you initially called, [redacted] told you there
156 was some Instagram photos and Nikolas is saying he wants to kill himself. Now, did you see the
157 post where he put that he wanted to kill himself and then removed it, or was that something that
158 you just heard from [redacted]?
159 A That's something I was told by [redacted] and then I went on Instagram to
160 look at the post that we were talking about, he had posted that and then taken it off.
161 Q Okay. But you never saw it, [redacted] is the one who told you about it?
162 A No, I never saw it. Yes.

EOG-03529

Q Okay. Now, so when you –

A (Indiscernible)

Q I'm sorry?

A I know she was worried around – she was concerned as I was about the whole incident.

Q Okay. Now, at any point did you make contact with Nikolas during this time or prior to calling BSO?

A No, I didn't make any contact with Nikolas until after Thanksgiving when he – either right before Thanksgiving or right after Thanksgiving when he was living with [redacted], because she had Instagramed me. I asked her how he was doing and everything was okay, because I knew he left [redacted] house, so it had to be after Thanksgiving, and I said is everything okay and he Instagramed me back saying that he was concerned, he didn't like [redacted], she's taking all his money, and I tried to explain to him, which is in the Instagram, that she's doing a wonderful thing to take care of you and your brother. She's not trying to take your money away. She doesn't have any money to do this here, and but she's trying to help you, please work with her and do what she tells you to do and everything will be okay. He never answered me.

Q Okay. And that was a conversation you had with him over Instagram?

A Over Instagram, yes.

Q Now was that prior to or after you called the sheriff's office? Which is Parkland, I'm sorry?

EOG-03530

A I would say – I would say – I really don't know, I'm going to say maybe it's after I spoke to Parkland, because I talked to them – no, that was on the 30th, so it was after Thanksgiving. I really don't know exactly the time line. Well, there's so many things thrown at me that –

Q No. Problem. Obviously if you don't remember, you don't remember. You know, I might just, you know, ask you, but if you don't remember, you don't remember. So pretty much you don't remember whether when you called Parkland, whether you had had that Instagram conversation with Nikolas at that time?

A At that time I haven't had the conversation with Nikolas, I don't believe.

Q You don't believe.

A When I spoke to Parkland.

Q Okay. What do you think was the last time you would have had contact with Nikolas prior to you calling the police?

A The last time I had contact with Nikolas before the police?

Q So it would have been – when would you have had contact with him prior to that Instagram conversation?

A Oh, probably a few years prior to that when I went to see Linda at the house.

Q Okay.

A But Linda and I spoke sometimes three times a day every day.

205 Q Okay.

206 A Now, I say it's – (Indiscernible) going through a lot of nonsense, but

207 he would never get on the phone and talk to anyone.

208 Q Okay. Now, when you called Parkland to talk to the Parkland Police

209 Officer, now, did you provide the address to the call taker?

210 A My address.

211 Q Did you provide an address in Parkland?

212 A For Nikolas' address?

213 Q I'm sorry?

214 A I didn't have – I didn't have Nikolas' address where he lived.

215 Q Okay.

216 A What I told the officer was, and what he knew is the address that they

217 had when he lived with Susan which is 6166 Northwest 80th Terrace in Parkland, Florida.

218 Q Okay. And that address is what? What address is that again?

219 A I believe it's 6166 Northwest 80th Street in Parkland, Florida, but she

220 had two – before all this happened, right before this had happened, she had left there and got into

221 a townhouse.

222 Q Okay.

223 A She was renting a townhouse.

224 Q Now, did you ever visit that 6166 Northwest 80th Terrace?

225 A Numerous occasions.

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Q Okay. So you visited it numerous times. So do you believe you might have given that address when you called because you didn't know where he was, that was the only address you knew of?

A No, because I was – no, I just – I simply told him he left – wait a second now. I think I told him that he left [redacted] house and back to Parkland. He left [redacted] house and he got back to Parkland and he stayed, it was two months with someone that he went (Indiscernible). I don't know who the person is, I think he was in college, maybe a previous student, freshman, sophomore in college, but that's where he stayed for about two months before he ended up going to James Snead's house.

Q Okay. So again, you don't recall whether you provided that 6166 address?

A I don't believe I did, because he knew the address. He had been there on numerous occasions.

Q Okay.

A That's why I said terrific, I knew that someone knew what I was talking about and was there and could understand what I was saying.

Q Okay. Do you know how long the Cruz family lived at that 80th Terrace address?

A Yes, Nikolas is 19, they're there at least 20 years.

Q Okay. At that address. And you said you visited that address numerous times?

247 A Yes.
248 Q Okay. What happened to that house once they moved out?
249 A It was sold.
250 Q Okay. So they sold the house?
251 A Yes.
252 Q And you said Linda moved into a townhouse?
253 A Yes, ma'am.
254 Q Do you know the address there?
255 A I don't have it here with me at all.
256 Q Okay.
257 A I might be able to get it for you if you need it, but I don't have it.
258 Q Okay. Do you know what city it was in that she bought the
259 townhouse?
260 A She didn't buy it, she rented and it was in Parkland.
261 Q Okay. So she rented a house in Parkland after she moved out of the
262 6166 address.
263 A Right, and when she sold it, it was a short sale so there was no
264 monetary.
265 Q Now, did you ever visit the townhouse?
266 A No, ma'am.

267 Q Do you know when she moved out of that 80th Terrace house, like
268 what year about?
269 A Yeah, it was 2016 – '17.
270 Q In 2017 she moved out?
271 A Yes, into the townhouse, maybe it was the end of '16. It could have
272 been the end of '16 and that was also in Parkland. You would be able to verify the dates that she
273 moved in. I'm pretty sure she moved in in January, but you would be able to verify if it I could
274 get the address for you, you could speak to the landlord.
275 Q Okay, that's fine. Now, when you called and you were talking to like
276 the – you know, the call taker, the 911 person that was actually going to – the one that told you,
277 you can't speak to a detective, I'll have somebody call you back, the call taker, when you spoke
278 with that person –
279 A Yeah.
280 Q Do you know if you would have spelled out the name Nikolas to her?
281 A I don't believe I did, but I – I don't think so, I don't know. As I said
282 this is – I'm sure my call is recorded. I'm assuming, but I'm not sure about it, you could go back
283 to the tape copy.
284 Q Okay.
285 A I don't know what I said to her, I just told her that I wanted to speak to
286 someone, a detective, and I don't know, I was really upset at this time.

Q Okay. Did you ever spell out the name for the officer that you spoke with?

A When I – yes, I did, because I gave him as many Instagram accounts as I could remember and I told him to go on Instagram so I could prove what I was talking about and it was N-i-k-o-l-a-s, I believe.

Q Okay. Now, do you believe Nikolas has a common spelling name, or do you think it's –

A No.

Q Do you think it's different?

A It is, it's N-i-k-o-l-a-s, because he was named after Linda's grandfather and his father, it's actually Nikolas.

Q Okay. But you don't remember actually – you don't remember spelling it out for the call taker, but you believe you spelled it out to the officer because you provided him with the Instagram account name?

A Yes, I think I gave it to both of them and I told them – yeah, I did because I gave it to them, the name of the account was on Instagram and I told them how to look for it, it was Nikolas_Cruz_ and there were several accounts, and this one had the information about the gun he wanted to buy, he had a picture of it and I do know he did purchase that gun. I don't know when he purchased it, but it was sent to a sporting goods store and he picked it up there, I assume.

Q Okay. Who took in Nikolas right after his mom passed away?

EOG-03536

A His mother had requested this in the will that [redacted] (Indiscernible) Canadian-French name, but it was [redacted] and then no one was able to find the papers about the will, but at the death bed before Linda passed away, she asked [redacted] will you please take my boys and [redacted] said yes, I will.

Q Okay.

A And since that day on, November 1st, [redacted] left the hospital with the boys and went to the apartment where they were staying and to pick up some clothes and things that they might need at her house and she brought them back to her house.

Q Okay. And when you called the police, Nikolas had already left [redacted] house?

A I believe so. I called them the 30th of November and he left some time after Thanksgiving. Oh wait, yes, because the night before, and I didn't know this at the time, the police were called to [redacted] house. She had called -- where does she live, I have that down here somewhere, but anyway she called the police because there was an altercation with her son who's around 22 and Nikolas. Nikolas of course wanted to have his guns in the house and I believe after the altercation he pulled a gun on her son and they had a big fight, [redacted] called the police, 911 and Nikolas called 911, and [redacted] had told Nikolas you will not bring any weapons into my home and he said, well, then I'm going to leave, and she said, well, you go right ahead, but know you can't come back. And he left, I believe that night which would have been the 29th of November.

Q Okay.

EOG-03537

329 A I didn't know about it though on the 30th when I called the police, I
330 had no idea about that.
331 Q Okay. You didn't know that she called the police, but did you know
332 that he had left her house?
333 A Not at that time, not on the 29th, no, it wasn't until later after I called
334 the police that I found out that he had left the house because she told him he couldn't bring in the
335 guns, so he left. I was never told about the 911 calls.
336 Q Okay. So on the 30th when you called –
337 A Yes.
338 Q -- where did you believe Nikolas was living?
339 A I thought he was with [redacted].
340 Q Okay. And do you know where [redacted] lives, do you know her
341 address?
342 A I don't know her address. (Indiscernible) I don't know, I got
343 everything written down. She's an hour away from Parkland.
344 Q Now, were you and [redacted], are you friendly, do you talk to each
345 other?
346 A We never spoke to each other until after Linda passed away and the
347 only time – she might text me, you know. If I text her and I ask her, is everything okay, are you
348 doing all right, how's Zachary, she might text me back and say everything's fine, we're doing

everything we possibly – you know, trying to handle everything. [redacted] would talk to Linda's cousin, [redacted] more.

Q Okay. So, you never spoke with [redacted] until Linda passed away?

A Correct. I had no – yeah, she was Linda's friend. She was not -- I was an acquaintance of hers.

Q Okay. Now, did you know her personal information, like did you know her phone number or address or date of birth, anything like that? Did you know her phone number?

A [redacted]?

Q Yes.

A I do have her phone number, that's why I'm able to text her, but I don't know why I have it, or how I acquired it.

Q Okay. And do you know what city she lives in by any chance or what county?

A That's what I'm trying to find that right now. It starts with an L. I want to say Lantana or –

Q Now, my question is more like did you know this at the time that you talked to the officer?

A Did I know?

Q The Parkland officer. Did you know this at the time that you spoke to the Parkland officer?

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370 A No.

371 Q Okay. So you wouldn't have had that information at the time?

372 A I knew [redacted] took the boys on, and that's all I knew. I didn't know

373 her address or where she took them. (Indiscernible) I have it written down here somewhere.

374 Q Okay.

375 A Does Palm Beach sound right?

376 Q I'm sorry?

377 A Is it Palm Beach -- oh, Lantana, L-a-n-t-a-n-a.

378 Q Okay. Now, let me ask you, when you spoke to the police on

379 November 30th, you knew that the boys had already left – that they were living with [redacted].

380 Okay.

381 A Yes.

382 Q Now, did you know – was that information that you provided to the

383 officer, that they were living with [redacted] or that – or her phone number and address? Did you

384 have that November 30th to provide?

385 A I didn't have the address, or I didn't even think about her phone

386 number. My whole thing when I called, and the only thing I was focused on, was that he was

387 going to either hurt himself or someone else.

388 Q Okay.

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A And that's what I was concerned about. And I gave them -- I really don't – like I said, (Indiscernible) tell you what information I gave them. If I had it I would have given it to them.

Q Okay, but you don't know if you did?

A I'm not positive, no.

Q Okay. Now, you mentioned in the call that he was living or he was staying with Billy?

A No, Brian.

Q Okay.

A A person by the name of Brian. I don't know who it was – it was a young man, you know, maybe the same – maybe a little bit older than Zachary.

Q Okay. Now, Brian is not in the same place where [redacted] lives? Brian is somewhere else?

A Yes, he's in Parkland somewhere.

Q Okay. Now, did you know that Brian was in Parkland when you called the police on November 30th?

A I don't believe so. I didn't think that he had gone there. It wasn't until later on, I was talking to [redacted], Linda's cousin. Nikolas had texted me, and the grammar was so good, and the punctuation and the spelling that I said, this can't be Nikolas Instagraming me. I said someone was – Nikolas was telling this person what to say and this person typed it to me.

409 And I – I mean that's nothing I can prove that's him, it just (Indiscernible) you need evidence, I
410 don't (Indiscernible)
411 Q Okay. I'm just looking at the call when you called us. Let me just
412 double check. Okay. He put Billy, I guess it was Brian. So, you may have told the officer that he
413 was staying with – it says Billy on the call, but you probably said Brian.
414 A Okay.
415 Q But you didn't know where Brian lived?
416 A Right, I didn't. All I know is that he had a room that he rented.
417 Q Okay. Why did you believe that Nikolas was with Brian? How would
418 you have gotten that information? Why would you have thought that he was living with him?
419 A I'm trying to think. I know he was friends with the kid. I really – I
420 have no idea.
421 Q Okay. Do you know Nikolas' date of birth?
422 A Not offhand. I know it was the day before Linda's birthday. September
423 28th, he was 19 years old.
424 Q Okay. Now, did the deputy ever ask you for Nikolas' date of birth that
425 you remember?
426 A No.
427 Q Okay. He never asked for it?
428 A No.
429 Q What kind of questions did the deputy ask you?

EOG-03542

A I don't know what he was asked me, basically I was doing all the talking and he said, oh, Linda's dead, and I said, yes, I said she died November 1st, he said that's a shame, I'm sorry to hear that, so I figured he had all this information. He knew Nikolas' address. He knew that – he had been to the house on numerous occasions. He knew it was a bad situation.

Q Why do you say that, why do you think that he had been to the house on numerous occasions?

A Because he knew her, he knew her by her first name. She was on a first name basis with a lot of officers that came to the house.

Q Okay. But besides him knowing her first name, did he tell you that he had been there numerous occasions, or did he tell you he was familiar with the family?

A No.

Q Or did he just say the first name and then you assumed that he was familiar with the family?

A I told the officer I was calling about a Nikolas Cruz, and I also said to him if you want to verify this you have been called to the house on numerous occasions, if you check your records you'll be able to see the officers that were called to the house and the reasons that they were called, you have all this information, and he said something about – I think that's when he said – and I said because his mother passed away and that's when the officer said, Linda's dead, and I said, yes, she died November 1st. He said I'm sorry to hear that. He knew –

EOG-03543

when I heard him say that, I thought wow, I'm going to get some – you know, someone's going to get some satisfaction from this, because he knows I'm not just calling for the heck of it.

Q Okay. But he never told you that he had been to the house numerous times or that he had been there. Did he ever actually say that to you?

A No, he didn't.

Q Okay. Now, did he ask for your personal information? Did he ask for your last name or your date of birth or an address for you?

A Yes, I gave him all my information, name, date of birth, my address, my phone number.

Q Did you have a phone number for Nikolas at the time?

A No, Nikolas didn't have a phone at this time. He was using his mother's phone.

Q Okay. So did it have a phone number, did he actually have a phone number that was connected?

A Yes. The last four digits are 1007 and the house phone, the digits are the same as the address, 6166, the last four. I don't know what the exchange – I'd have to look in my phone and I can't do that while I'm on the phone with you.

Q No problem. Let me just ask you though again, so he didn't have – Nikolas didn't have a phone, but he was using his mother's telephone. Was that phone still connected where you would have been able to call him?

EOG-03544

A He used it after Linda passed away, that's how he got a hold of it. He got a hold of it in the hospital. Apparently no one asked for it back.

Q Okay.

A On the day that Linda died he called me on that phone to tell me that his mother was sick, they were working on her, and you know, ever since then it's been very bad. So, but what he did was he took Linda's phone and he wouldn't answer anyone's call that would come into him. Nikolas would never answer the phone.

Q Okay.

A He had the phone, he called me on it. Now, I didn't know who it was, but I tried calling back and the mailbox was full. So then it was one time, I'm trying to think if it was after everything happened, after – before everything happened – maybe it was after everything – no, before everything happened I got a phone call from Linda, and I thought he was cranking me, because he was the only one would have done that, and he wouldn't answer, wouldn't answer, and I didn't mention it to anyone other than, you know, Linda's cousin, that I think he's cranking me. He hasn't done it again. But I tried calling and like I said the mailbox was full and he wouldn't answer the phone.

Q Okay. And you – and I don't want you to get it mixed up with the FBI and Parkland. Now, did you provide the Parkland deputy with the names of the Instagram accounts?

A I believe I did, like the one that I knew about.

Q Okay. There was only one that you knew of at the time?

EOG-03545

491 A Yes.

492 Q Okay.

493 A (Indiscernible) concerned about it, I didn't go searching through

494 anything else. I saw this, you know.

495 Q So there was one at the time and you believe you provided it to the

496 officer?

497 A Yes.

498 Q Okay. And I understand there were some photos posted during

499 different time frames, right? Can you specifically recall what photos you saw that concerned you

500 the first time you called the police? When you talked to Parkland, not to the FBI, what were the

501 photos that you seen?

502 A Was because he was threatening to kill himself, he put it on, took it

503 off. On the first Instagram that I saw was the one with the picture of the gun there, he's got an

504 Army skull cap on it, it says Army on it, on its face, he's got a mask on it, that's the one really I

505 can think of right now. That's the one I was concerned about, he also had the knives and I knew

506 he was infatuated with knives.

507 Q Okay. But I don't want you to get it mixed up, that's why I'm trying

508 to clear it up.

509 A Okay.

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EOG-03546

Q I don't want you to get it mixed up when you talked to the FBI there were other photos. I know there were photos put up at different times, so I want to know what photos were there when you talked to Parkland.

A The ones that I was concerned about at the time and I hadn't seen the other Instagrams at this point were the guns with the Army cap on his head, his face was covered, there's a picture of a gun, a picture of a gun in a box, or the box that holds the gun on there and then that's the Instagram and the knives.

Q Okay.

A I didn't hear about the other ones to the FBI until later on.

Q Okay. Now, the picture with the knives, was it just knives or was he in the photo with the knives?

A You wouldn't be able to identify him. I believe he was holding them.

Q Okay.

A It was a picture of that.

Q And then the picture that you're saying that there was a gun like maybe in a box or in a holder or something.

A Well, it looked like a picture of a gun that he was going to purchase, it was a rifle.

Q Okay.

A It wasn't the one he used, it was a different one. I come to find that out now. I didn't know it then.

EOG-03547

Q Okay. So, you never reported this to the Palm Beach County Sheriff's Office, you actually called them and they ended up giving you the number to Parkland, but you never reported anything to them?

A I don't believe I did. I might have told them why I wanted to speak to someone.

Q Okay.

A I was concerned, and I thought it was the Parkland Police. I have no idea what any of these counties are here in Florida, I'm not familiar with them.

Q No problem.

A And I wanted to speak to someone in the Parkland Police Department.

Q From the name, what is the name that you kind of remember that you spoke to from Parkland. You said you wrote it down, but I believe you said you don't have that with you.

A I have – I wrote it down on a paper also. I remember writing down the name Chase, but I don't know if it's a first name or a last name, but after the name Chase in parenthesis, I wrote down Spanish, so he might have said I'm officer Chase something, but I didn't quite get the last name and I just wrote down it was a Spanish name, because I wrote all this stuff down after I spoke to them, I mean I wasn't writing as I was talking to them.

Q Now, was there a language barrier when you guys talked or was there a bad phone connection during the call that you recall?

A Not at all. It just sounded like an Hispanic name to me.

EOG-03548

552 Q Okay. And I asked you that already. Why did you believe the person
553 you were speaking with was familiar with the family, and you said because he had said the name
554 Linda. Is that correct?
555 A Right, Linda died, and I said yes, I said she died on November 1st.
556 Q Did you ever suggest a way to the officer on how to identify Nikolas,
557 or how to make contact with him? Did you ever tell him?
558 A No, I don't think I did. I just told him about the Instagram account and
559 he should investigate. I mean, he knew what school he went to. I'm assuming he knew what
560 schools he was at, because he was in Parkland, he was a Parkland Police Officer and there were
561 so many calls to the house. I even said to the gentleman I spoke to, if you look at your records
562 you'll be able to find someone that you might know who went to the house, you can confirm
563 what I'm saying to you.
564 Q Now, was Nikolas going to school at the time or had he –
565 A Yes, he – well that's hard to say. He was supposed to be going to
566 another school. Linda was very evasive at this point about things like that, and, I really couldn't
567 tell you what school he was at. I know he went back to Douglas after he completed some
568 program in another school, where he brought his grades up and he wanted to be mainstreamed,
569 so he had to go see a psychiatrist, because Linda insisted that he be mainstreamed back into
570 Douglas. I believe that was against any reasoning from either school, but for some reason they
571 allowed him back into Douglas and then he was at – I believe Douglas for the second time and
572 later he got – he refused to go to a school where they had metal detectors, because he was at one

EOG-03549

of those schools, and then I really don't know – maybe he went to the school where you sit and do everything on the computer, but he wasn't happy there either, so I don't know.

Q So you don't know whether he was enrolled in school at the time that you called the police?

A He was enrolled in school because [redacted] said I'm keeping him on – she said I have to find a school for Nikolas because I'm an hour away from the Parkland area and I can't get him there, so she was thinking about putting him in another school. And then when he went with James Snead, James Snead got him into the school where he works. Now, I don't know what kind of – it's an education school, and he would take him to the school when he went there to work. He was in construction, he drives for the school under contract, something like that. I'm not completely sure what that situation was.

Q So you believe that he was attending school when he was living with [redacted]?

A When he was living with [redacted] he was not, because she took him home on November 1st. Prior to that I believe he was in some school.

Q Okay. So while Linda was still alive he was enrolled in a school?

A Yes.

Q You don't know what school it was?

A No, I don't.

Q Okay. But once Linda passed away and he went to live with [redacted] he was not enrolled in a school?

EOG-03550

A Unless he was (Indiscernible) enrolled in a school, but he just didn't go back. She would not allow him to go back to school.

Q But you don't know, you don't have any personal knowledge of the school that he was attending?

A No, I don't. I mean Douglas would be able to tell you that. Douglas School would be able to tell you where he was after he left there.

Q Okay.

A I think they had four schools that he went to.

Q Did the officer ever give you a case number before you hung up?

A That I don't know, I don't have the original paper. I don't have – no, I don't have – like I said, I don't have the original paper. I didn't know I was supposed to bring it with me. I didn't know nothing like this was going to happen bad.

Q So you don't – do you remember receiving a case number, do you believe you received a case number or you don't know?

A I cannot honestly say that I did or I didn't.

Q What did the deputy say he was going to do when you talked to him? Did he say he was going to do anything or follow up on anything?

A I believe he said he'll look into it.

Q Okay. Are you sure he said that, or you're not sure?

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613 A I'm not positive. You would have to listen to the tape. I'm not positive
614 that he said that to me, but maybe I assumed since he knew the situation, that he was going to
615 look into it.
616 Q Okay. But you don't recall him actually saying that?
617 A Right. I have a phone number for [redacted] if you'd like it?
618 Q Sure.
619 A Okay. It's 5[redacted]. Now, I'm pretty sure he has retained
620 her own attorney. I don't know if she will talk to me, but that's her number.
621 Q Did you believe that the officer was going to write a report regarding
622 what you told him?
623 A I assumed that, sure.
624 Q Did you ask the officer to follow up with you and let you know what
625 the results were?
626 A I don't know if I said that to him, follow up with me.
627 Q Okay. Did anybody later ever from Parkland follow up with you to
628 give you any information?
629 A It was later on when I talked to Sergeant Champaign (phonetic), Scott
630 Champaign.
631 Q Yes. And that was after the shooting incident, correct?
632 A Yes, yes. And I told him everything I could remember at that point and
633 what had transpired.

634 Q Now, what was your concern when you contacted the FBI? What
635 changed that made you contact the FBI?
636 A Well, that post on Instagram, now he wanted to kill people, and this
637 was, I called the FBI January 5th, so time had passed, again someone told me, Linda's cousin,
638 [redacted] told me, go on Instagram and look at this, and when I saw that about the (Indiscernible)
639 being cut up, the guns all over the bed, just everything in that picture, everything that I
640 personally knew about Nikolas made sense, I said I understand, and she also told me that he put
641 it on and took it off, that he wanted to kill people. And my first thought was I haven't heard
642 anything form the Parkland Police. I did what I thought was right. So then I called the FBI and I
643 gave them that Instagram account and I said this kid is nuts.
644 Q Now, when you say he said that he wanted to kill people, [redacted] had
645 told you, did you actually see that on the Instagram or that was from [redacted]?
646 A That was from [redacted]. She had told me she saw it. She somehow –
647 whether she saw it, I'm not positive, but she told me about it, that now he wants to kill people, he
648 posted that he wants to kill people and then he takes it off, which is what he had a habit of
649 doing.
650 Q Now, did you ever see that on Instagram?
651 A No, I didn't. I just saw the pictures.
652 Q Okay.

A And I gave that account, the information to Tammy Floyd. I was able to get that from [redacted] all this information. There was also a detective in Broward County that spoke to [redacted] (phonetic).

Q Okay. And again, during your statement you stated that you didn't know what Instagram was, you opened an account after you heard and that was [redacted] who was giving you the information?

A That she gave me – yeah, (Indiscernible) on the Instagram.

Q What is [redacted], I'm sorry, last name?

A I believe it's [redacted]

Q And is that [redacted] with a [redacted] or a [redacted]?

A [redacted]. Like I said, she spoke to a detective from Broward County, they called her also and they explained to her, you know, some of the detectives are looking into this, but he was just one of them.

Q Exactly. Okay. Anything that you can remember from the conversation you had with the Parkland officer that I'm not asking you that you feel is important?

A I honestly and truly – there's so many things going through my head right now of what I had said. I don't know if I said it to Parkland or if I said it to the FBI or I said it to both of them, but I was so concerned about the situation with him. At first, I thought he was going to kill himself, and that was a harmless thing to hear, because as screwed up as the kid was I still cared about him. You know.

Q Okay.

EOG-03554

A I'm just so upset about it.

Q I understand. I appreciate you giving this statement. I know you've talked to several people. Are you aware of any witnesses that could assist us in this investigation who were not discussed?

A Any witnesses?

Q Yeah, pretty much again I'm looking more into the initial call that you made to Parkland.

A I called from [redacted] and I originally called the Parkland Police, but they gave me the Parkland Police phone number, I called them and I asked to speak to a detective, they told me I couldn't do that, that an officer would call me back and someone called me back and that's who I talked to and it turned out –

Q I'm sorry, that officer that you talked to, did he ever tell you like well, we don't know where he is, we can't follow up, or did he ever tell you, no, you need to call Palm Beach because that was the last place he was?

A No. All he did – all he – he just listened to me. He just listened to what I was saying.

Q Okay. And he didn't give you any instructions after the fact that you recall?

A No, no.

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693 Q Okay. Are you aware of any documents or evidence relevant to this
694 case that may have not been discussed in this interview? And I know you said it would be on
695 tape, but besides that, anything that you can think of?
696 A I don't know of anything other than – anything that hasn't already
697 been documented. The police were called to [redacted] house the day before I called the
698 Parkland Police, but I was unaware of that at the time when I called.
699 Q Yes.
700 A She wouldn't file charges, press charges, so they said there was
701 nothing they could do, this police department, which I couldn't understand, because he's over 18,
702 he was 19 years old and he had a gun. (Indiscernible)
703 Q Before we hang up, I just want to ask, you received the information
704 from [redacted] about the Instagram and you became concerned and you called Parkland?
705 A Yes.
706 Q Now, at the time that the called Parkland did you already know that
707 [redacted] had kicked him out of the house pretty much, because you said he was allegedly
708 staying with Brian?
709 A I don't believe I knew this when I called Parkland. I found this out
710 after I spoke to Parkland, which would have been like the first week of December.
711 Q I guess from my notes he did say that you said that he was living with
712 a friend, Billy.
713 A Brian.

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Q Brian. I know, it says Billy, but you're saying it's Brian and he might have misunderstood. So, if you told him that he was living with a friend Brian, do you believe that you would have known that he was no longer with [redacted]?

A That's true, yes. That he had left [redacted] house. The time lines, I'm really – it's getting very confusing on that, but I think I might have, because I said – he would have asked me where Nikolas was, and I said he's not living with [redacted], but I think he stopped, and he's staying with someone by the name of Brian, and he's a young man and had a – he rented a room and I remember hearing that name from Linda, that he would hang out with this kid every once and a while, so I'm assuming he went to him and told him he had no place to stay and the kid took him in for a couple of months.

Q Okay. And you only knew Brian. Did you know an address or a last name?

A No, I didn't.

Q Now, how would you have known it was Brian that he was staying with? Would [redacted] have told you that?

A No, I think he was friends when Linda was still alive, and I think she mentioned him to me.

Q No, I know, but Linda would have passed away at the time that you called the police.

A Yes.

Q So who –

EOG-03557

735 A Maybe I just – somebody might have said it to me, or I assumed he
736 went to stay with that kid Brian, because he didn't go to James Snead's house right away.
737 Q Okay. But so, you don't know why you would have told the deputy
738 that he was living with Brian?
739 A Not at this point, no, I don't remember.
740 Q Okay. Now, did you know where Brian lived? Did you know what city
741 he lived in?
742 A He lived in Parkland.
743 Q And how do you know that?
744 A I think this is what I knew in the – I didn't know about Nikolas going
745 there, but I think Linda told me he rented a room in Parkland with this boy Brian, that he was
746 friendly with Nikolas.
747 Q Okay. Is there anything that you would like to clarify regarding your
748 statement?
749 A I wouldn't know where to begin. I don't know what would need to be
750 clarified. I'm trying to relate what I said, and I really don't remember exactly verbatim. Like I
751 said, the transcript should be there, and everybody knows what was said ther. You know, I'm not
752 trying to –
753 Q No problem. I just have to ask these questions anyway.
754 A I know.

Q Is there anything I haven't asked you that you would like to add to the statement?

A Probably, but none of it pertains.

Q Okay. And has everything you said been truthful and to the best of your knowledge?

A Yes.

Q Okay. The statement will conclude on March 2nd, 2018 at approximately 1625hours. Thank you.

A Okay.

(End).

Reviewed By_____

Transcribed March 5, 2018
TEI/ks

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INTERVIEW WITH [redacted]
Q= SERGEANT ALEXANDRA HOLMES
A= [redacted]

Q The following will be a sworn recorded statement taken by Sergeant Alexandra Holmes, CCN 119 of the Broward Sheriff's Office. I am the lead investigator in charge of this internal investigation. This statement will be taken reference to Division of Internal Affairs Case Number IA2018-0042, regarding a complaint that has made against an employee for allegedly violating the Sheriff's Policy Manual. You are hereby being questioned as a witness in an official investigation for the Broward County Sheriff's Office. This statement will be taken from [redacted] with a date of birth of [redacted]. This statement will commence on May 15th at approximately 1110 hours. The interview is being conducted telephonically. I am actually at the Division of Internal Affairs Office, and [redacted] is out of the State of Florida. No one else is present and your statement is being recorded. [redacted], would you state your full legal name for the record?

A [redacted].

Q Your age?

A [redacted].

Q Your date of birth?

A [redacted].

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EOG-03560

Q An address for you?

A [redacted].

Q And a telephone number for you.

A [redacted].

Q Okay. Thank you [redacted]. Have I identified myself as a law enforcement officer and do you understand this?

A Yes.

Q As a law enforcement officer, I'm empowered to administer oaths. Do you understand this?

A Yes.

Q And I understand we're over the phone, but I'll still ask if you could please raise your right hand.

A Okay.

Q Do you swear or affirm that the statement you are about to give will be the truth, the whole truth, and nothing but the truth?

A Yes.

Q Thank you for that, [redacted]. [redacted], are you making this statement freely and voluntarily without any promises, without threats or duress to provide information in an investigation being conducted by the Broward Sheriff's Office Division of Internal Affairs?

A Yes.

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Q Okay. [redacted], are you aware that your conversation is being recorded? Yes. And are you aware that anything you may say may be used in an administrative hearing or in a court of law?

A Yes.

Q Okay, thank you [redacted]. I appreciate you taking the time to take my call. I just have a few questions for you. Can you tell me how you are related to Mr. Nikolas Cruz?

A He is the adopted son of my cousin.

Q And your cousin is Ms. Lynda Cruz, is that correct?

A Yes.

Q Okay. Did you ever have any contact with Nickolas Cruz directly?

A No, I have never met him.

Q Okay. And when was the last time that you heard from Ms. Lynda Cruz before she passed?

A The night before she passed.

Q Okay. You spoke with her over the phone?

A Yes.

Q Okay. Did she tell you anything regarding her son, Nikolas Cruz?

A We weren't discussing Nikolas at the time. We were discussing her being sick.

Q Okay. And how do you know [redacted] (ph)?

www.[redacted].com

EOG-03562

A Oh, [redacted]? Our - okay, my grandfather owned a house in Bay Point in Sag Harbor, and [redacted] used to spend her summers out there. And Lynda used to spend - Lynda lived with my grandparents, so she spent her summers up there, and I used to go out like every other weekend.

Q Okay. So - so all of you knew each other.

A Yes.

Q Okay. Have long have you known, [redacted] would you say?

A Oh, gosh. I was about 8, so 62 years, 60 to 62 years.

Q Okay.

A But her and I - I'm sorry, not 60, no. I'm 65, so maybe 58 years.

Q Uh-huh.

A You know, I was very young.

Q Okay. You - you were a young girl when - when you met [redacted]. And did you guys -

A Oh, yeah.

Q - keep in contact over all these years?

A [redacted] and I?

Q Yes.

A No, no.

Q Okay.

A Lynda - Lynda and [redacted] did.

EOG-03563

Q Oh.

A I didn't.

Q Okay. They were friends, long time friends, as well.

A [redacted] and Lynda were three years older than me.

Q Okay.

A So I was, like, the younger cousin, you know when - when - like when they were 12, I was 9. I was more the pain in the butt to them, you know? Because I was, you know, younger. I spent more time with my other cousin, Lynda's brother.

Q Okay.

A Because he was closer to my age.

Q Now, did you start talking back to [redacted] after Lynda passed away, or had you talked to her before that?

A No. It was after passed. That - I knew Lynda was keep - Lynda kept in contact and talked to [redacted], a lot, just the way she talked to me. Just (indiscernible) to talk with me. So when Lynda was - had passed that morning, I had asked the nurse who had Lynda's phone to give me [redacted] number.

Q Okay.

A And then I called [redacted].

Q Okay, so you didn't have [redacted] number. You - you asked somebody to give it to you. But you knew who [redacted] was. You just -

EOG-03564

A Oh, absolutely, yes. [redacted] knew my - [redacted] has met my parents. [redacted] had seen actually my parents, and that, you know, when 20 - within the last 25 years, 30 years, when Lynda was down here. Because Lynda would come over with [redacted] sometimes to visit my parents.

Q Mm-hm.

A I wasn't there because I was living at Cornell, and I wasn't still living at home. But, yeah, [redacted] knows - [redacted] know my - knew my mother and my father, and my brother.

Q So once Ms. Cruz passed away, you asked for [redacted] number, you called [redacted].

A Yeah.

Q What was the conversation about?

A Telling [redacted] that Lynda had passed away.

Q Okay, so you notified her about [redacted] about [redacted] Lynda's passing.

A I did, because Nickolas that day - because [redacted] used to go to Florida quite often. So Nickolas also called [redacted], but after I had called her.

Q Okay. Now, did you guys kind of keep in touch after Ms. Lynda had passed away?

A Oh, yes. Yeah, we - we still do. We keep in touch constantly.

Q Okay. On November 30th of 2017, [redacted] called BSO regarding some concerns she had. Do you know what con - what her concerns were at that time?

A November 30th? Yes, she was - he would just snap a lot. He could snap very quickly and just get violent. And, at the time, we were also in conversations with [redacted] who was taking care of Nikolas and Zachary, and he - [redacted] had told me that he was - that her mother had seen him trying to bury a gun in the yard. And Nikolas was - Lynda told us - had told me, and I think she mentioned to [redacted], but Nikolas was just in love with guns and knives. So, when he was trying to bury it, and we knew he could snap, we were nervous about that. Plus Lynda had mentioned to me that one time Nikolas had been mad and actually pulled the gun - pointed the gun at her and pointed the gun at Zachary.

Q Okay, so when [redacted] called BSO on November 30th, do you know what prompted her to call at - at that particular time?

A She knew Nikolas much better than I did, and she was just concerned that he would start, you know, blow up and use his guns.

Q Okay. Now, did you ever see some Instagram accounts or - or - or - from Nikolas?

A Yes.

Q Okay, and how - how did you locate those Instagram accounts? Did he friend you or did you just find them?

A No. Just started looking to check-up on them and - and found them. He had three or four Instagram accounts.

Q Okay, so you did it as - as like a way of looking up on - look - looking -

143 A Yeah, what he was getting into.

144 Q Okay, so you - you had -

145 A And - and I was looking for Zachary, too. Not just Nikolas.

146 Q No, no, that's fine. So you had a Instagram account and you just

147 happened to be looking for him just to see what he was up to.

148 A Correct.

149 Q Now, when - when was the first time that you saw his Instagram

150 account? Would it have been after Ms. Lynda had passed -

151 A No, before -

152 Q - away?

153 A - that. Be - no. It was after she passed away, yeah.

154 Q After she passed away. Okay.

155 A I actually saw one before she passed away, maybe two months before.

156 And the Instagram account I saw before she passed away had him holding knives, there were

157 guns on a bed, there was a lot of stuff with his face covered with what looked like T-shirts with

158 slits cut in them for his eyes. And I told Lynda about it. And she had said he wanted - she had

159 said he wanted to go into the Army and be in infantry, and that was just his way of horsing

160 around. That he - he always wanted to be military, you know, and he was enthralled by that type

161 of thing.

162 Q Okay, so you saw this, those pictures you just described prior to Ms.

163 Lynda Cruz passing away and you actually notified her about them?

EOG-03567

A Yeah.

Q And she gave you an explanation for them.

A Yes.

Q Okay. And after she passed away did you see anything different in his Instagram accounts - did - or anything else that was concerning?

A Yeah, I started noticing more of the thing - the nastier stuff.

Q And when you say nastier stuff, what do you mean?

A At one point I had seen him put on the Instagram account, "I want to kill people." That was two weeks before he did the - the shooting, and at the time Nikolas was living with James Snead, and I talked to - finally got - I had been trying to reach Mr. Snead a long time - and - after Nikolas moved in with him, and I kept leaving messages that I was Lynda's cousin, please call me. And he was not returning calls. And it finally came down to a threat to get him to call me. That we were going to call authorities if he didn't call me. He wasn't re- just not returning calls. And at that point he finally did return the call. And I spoke with him and told him about the way Nikolas could just blow up, the - what he did to Lynda one time. Lynda told me she was driving and he wanted to go Walmart. He was in the car with her and he wanted to go to Walmart, and she said no, she was tired. She'd take him another day. He hauled off at that point while she was driving and punched her in the face and knocked out three teeth. So I told - and he had hit her before. She was afraid of Nikolas. She wasn't afraid of Zachary, and I had asked her, I said, "Nickolas will hit you?" she said, she has to be very careful with Nikolas, he'll snap. And I asked her, "What about Zachary?" she said, Zachary would never

EOG-03568

hit her. So, I said, "Oh," and I had warned Mr. Snead that he has to be careful because that Nikolas could flip and I mentioned, you know, "Be careful with your wife." Mr. Snead's comment to me was that his wife was an amazon and could take care of herself. So I said, "Okay," and I warned him - I talked to him about the fact he could snap. I talked to him about the fact he wasn't taking his medications for Lynda. I told him that he had tried to hide guns from [redacted], that he was infatuated with guns, he was infatuated with knives, and that he posted on Instagram, "I want to kill people." And he said, "Oh, I'll just talk to him. I'm sure he's just acting out a little," and that was - he assured me he was going to talk with him. He also told me that he had experience with PTSD, because he had been in the military. And I said, "Oh, okay." So that was the way that conversation ended.

Q Okay. Now, I see that you reported that to him. Now, also when you saw the Instagram accounts that concerned you, did you report to [redacted]? [redacted]?

A Yes, we were both looking at - at the In- we were both following his Instagram accounts and looking at them.

Q Okay. But you were the one who - who told her about them initially?

A Yes.

Q Okay. Anything else that you reported to her that, that you saw and maybe she didn't see?

A Well, we both were looking at the Instagram accounts, so they were, you know, they - we were both watching them.

www.[redacted].com

EOG-03569

Q Okay.

A So, she - whatever I saw she saw, and what she saw - she would call me and say, "Look at this one now." She did Messenger a couple of times with Nikolas on Instagram. I never Messengered with him. I did also see that Mr. Snead's son was - was one of the followers on Instagram, on Nikolas' account, and I also had seen Mr. Snead's comments that he made on the Dr. Phil show where he said he knew nothing about this. His son knew nothing about the way Nikolas was. Meanwhile they - they were all - half of the interviews that he gave, that Mr. Snead gave on Dr. Phil were lies, because one, his son was following the Instagram account, and two, I specifically told him about Nikolas and his violence, and his - his thing with guns, and how he wanted to be in the military, and how he had posted he wanted to kill people. So I knew that anything Mr. Snead was saying on Dr. Phil was a lie.

Q Okay. And now, people have taken statements from you regarding the criminal aspect of this. Just a reminder that I'm - I'm doing the internal investigation, but you have given other statements, I believe. Did you give a statement maybe to the FBI, or to the criminal detectives I believe?

A Tato Shay (ph) and someone else.

Q I'm not sure.

A Awhile back.

Q Okay.

A Yeah, this isn't the first time.

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Q Yes. Now, did you see, prior to him saying that he wanted to kill people. Did you physically see a post where Nikolas said that he wanted to kill himself, and then I guess maybe took the post down?

A Yes.

Q Okay. Was that earlier before he said that he wanted to kill people?

A Yes.

Q Okay. Same thing, you re- I mean, you and [redacted], did you guys talk about this? About this - these particular statements? That he wanted -

A Yes.

Q - to kill himself, and that he wanted to kill other people?

A Yes.

Q Okay. So [redacted] is the person who took Nikolas after his mother passed away?

A Yes.

Q Okay. Now, somebody mentioned a Billy (ph) or Brian (ph), do you know who that is by any chance?

A Billy is an older man who was a friend of Lynda's.

Q Now, when Nikolas left [redacted] house, do you know where he went?

245 A Where he went - the first when he left right, right after Thanksgiving?
246 No. I believe he went with some kid that was a little older than him, that was renting a room. I
247 believe he was there for a day or two.
248 Q And you don't know that kid's name?
249 A No.
250 Q Do you know where he was renting a room?
251 A He - where the kid was renting a room?
252 Q Yes.
253 A Somewhere near the Parkland area I'm assuming. Because Nikolas
254 knew him.
255 Q Okay. Now how did - how do you know that he went to stay with a
256 friend for a couple days?
257 A That's when we had heard, I believe it was from [redacted].
258 Q Okay.
259 A And then he was only at that place for a very short time, and then he
260 went to the Snead's.
261 Q Do you know the - Mr. James Snead, his son's name by any chance?
262 A J.T. I think.
263 Q Okay.
264 A Jamison (ph) I think is his - I think his first name is actually Jamison.

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265 Q Now this Billy, who you say is, was Lynda's friend, that's not the
266 person that you believe that Nikolas went to stay with for those couple days.
267 A No.
268 Q Okay. And was he Nikolas' friend or he was just Lynda's friend?
269 A Lynda's.
270 Q Okay.
271 A Older man, probably somewhere in his I believe late 70's.
272 Q Okay. So, yeah, that wouldn't have been him. Now what did [redacted]
273 tell you that she reported to the police or er- when?
274 A Are we talking about the November?
275 Q Yes.
276 A Okay.
277 Q When she - the first time she called, [redacted], what did she tell you
278 that she reported?
279 A She told me she called and she -
280 Q Do you know what -
281 A - said that she -
282 Q - what - where she told you she called? I think she might've called
283 several places, but.
284 A I know she - I think she called either Parkland or Broward. I'm not
285 sure which one.

EOG-03573

Q Okay.

A And she told me that she told them, she told them who she was. She told them that she was calling about the Cruz's and she told me that the person she talked to actually knew Lynda because they had been to her - Lynda's house so many times with, you know, being called. And that he knew Lynda, and he - she told him that Lynda had passed away and he seemed very shocked over it. And she told him that she was calling about Nikolas, and he ack- he seemed to acknowledge to her about the - about all the calls that were kind - she - Lynda had made a lot of calls over the years about both Zachary and Nikolas. And she told him that Nikolas had guns, and that, you know, he's - the way he is, and - and, you know, he has - he didn't have anybody to keep him calm at this point. Because Lynda used to try and calm him down, and he didn't have anybody to lean on at this point. And that he should take the guns away before he does something stupid.

Q Okay. Now, do you know whether she told him about the Instagram accounts or you don't know?

A Yeah, she told - she told him about the Instagram accounts.

Q And this is what she told you.

A Yes.

Q Now, did [redacted] know at the time where Nikolas was at?

A When she made the call?

Q Yes, that November 30th.

A I think she still thought he was [redacted]

www.[redacted].com

EOG-03574

Q Okay.

A But she made - she made the call and actually, her call was the day after [redacted] kicked him out. So I think she still called - she thought he was at [redacted].

Q Okay. Anything I'm not asking you that you feel is important regarding, pretty much, the November 30th call that she made?

A No.

Q Okay.

A You are aware she - she - you are aware that she's the same one that called the FBI, correct?

Q Yes, yes. And I - I did take a statement from [redacted].

A Yeah.

Q Now, how about can you tell me the difference in the - in the Instagram pictures? Like, initially when she called in - November 30th, compared to when she called the FBI? Do you know what - what pictures were posted during the November timeline and what pictures would've been posted when she called the FBI in January? Were there - were there -

A Pretty much the same -

Q - different -

A - type. Not, not a lot of differences, no.

Q Okay.

A Not a lot of differences.

EOG-03575

328 Q So you're saying definitely the ones with the guns and the knives, and
329 him covering his face, they were posted before Lynda passed away because you actually
330 informed Lynda about them?
331 A Yes, but at - at that time I didn't see anything about, "I want to kill
332 people," or "I want to kill myself."
333 Q That was -
334 A They - they were not listed. That was not there.
335 Q That was after -
336 A But -
337 Q - um -
338 A - that was after was Lynda passed.
339 Q Okay. Now, those comments that were made, were they made like on
340 a picture or how - how were those comments on the Instagram account?
341 A At the top, just where they - where you list some - I'm not that - all that
342 familiar with how Instagram works, but it was like at the top just in words. It wasn't attached to
343 a picture.
344 Q Okay. Okay. I guess that's it. Are you aware of any witnesses that
345 could assist us in this investigation who were not discussed? And again, this is -
346 A You have -
347 Q - the internal -
348 A - you have -

EOG-03576

Q - (investigation) (indiscernible) -

A - spoken to, I'm sure, [redacted].

Q Yes.

A Okay.

Q Oh, no, no, but she's next on my list.

A Oh, okay. Yeah, [redacted]. [redacted] son, [redacted] He's, I think 22.

Q Okay.

A Yeah, I don't know to be honest with you if [redacted] will cooperate anymore because of the - the - the lawsuits that are being put out there. So I don't know if she will, you know, give any statements at this point.

Q Okay.

A Or return an - or return any calls. But [redacted] also had seen a lot of stuff, while - while he was living there, so I would - and [redacted] is 22 or 23. Also, I don't know her name, but [redacted] girlfriend.

Q Okay. And again, I'm mostly concerned about that November 30th call, but do you think they would know anything about [redacted] making that call on November 30th?

A They do not know that she is the one that made that call, and they do not know she is the one that made the FBI call.

Q Okay.

A They - they - at one point, she thinks it was me. And, like I said, [redacted] didn't want to be out there with it. She didn't want it to be made public. So, because we've all been being bombarded with reporters and phone calls. Reporters at our houses, phone calls, and now we're getting authors, people want to write a book.

Q Oh, boy.

A Oh, yes. It's ridiculous.

Q I understand. But again, so -

A So I know -

Q - thank you. I - I appreciate you taking my call. I know this was a voluntary statement.

A Right. I think whoever handled the call - both of [redacted] calls - I think [redacted] did the right thing, but I think that whoever took the calls dropped the ball. I don't think that on both instances, I think that not enough was done to stop that February 14th shooting. I think it could've been prevented had police gotten involved. They could've Baker Acted him - I mean they - there was so much that - that should've been done that wasn't done. [redacted] merely gave them what I feel was enough information, just in the fact that he said that he wanted to kill himself and he had guns. Right there, just not even hurting anybody else, just he had guns and he had put out he wanted to kill himself should've been enough for them to go to the house and investigate it.

EOG-03578

Q Now, I know that was posted that he wanted to kill himself and that it was taken back down. Do you know how long it was on Instagram by any chance, before it was taken down?

A Maybe a day or two.

Q Okay. Are you aware of any documents or evidence relevant to this case that have - may have not been discussed in this interview?

A A document?

Q Yeah, any evidence, or documents or evidence?

A Just pull up, I guess, I don't know if Instagram has a way of pulling up everything that had been posted on there, and then taken down.

Q Yeah, I - I believe -

A Or something like that.

Q - they can do that for the criminal aspect of it, but not for the internal. Like you -

A Oh.

Q - didn't take any screen shots or anything of it or anything like that? Or send them out?

A No, I'm not - I - I'm not that compute - I'm 65 years old. That computer savvy, I'm not.

Q No problem. I - I'm - I just have to ask, but thank you.

A Yeah, now that - that's what I said, I - I don't know how to do a lot on Instagram except, you know, look at it and see what's there, look at the pictures, see what other people have posted. I don't know how to do very much else on - on Instagram. So that's why I said, I'm - I'm not that computer savvy with today's computers. You know, in that respect.

Q All right, Ms. -

A I still - I still even use a flip phone. I don't use an iPhone.

Q Mm-hm.

A I use a regular old flip phone. If I want to use a computer, I go on a regular computer.

Q All right, [redacted], is there anything that you would like to clarify regarding your statement?

A Just like I said, that I think that to the persons who took the - both the - both phone calls from [redacted] totally messed it up. Didn't - didn't do something right and it - and there should've been some kind of procedure in place that they would have gone to Nikolas and, actually Baker Acted him, or investigated it, or taken away his guns, or done something. But to do nothing, I'm sorry, then it - as far as I'm concerned they're partially accountable for the shooting, because it - it was warned before he did it. And it was even warned to the FBI. I mean it was warned and more - so many people dropped the ball on Nikolas and the whole situation. It's - it's ridiculous. It's pathetic. It's pathetic how many times the ball was dropped, that 17 people are dead and 17 others were wounded.

Q All right, [redacted], is there anything I haven't asked you that you would like to add to this statement?

A No. It - that's it.

Q Has everything that you've said been truthful and to the best of your knowledge?

A Yes.

Q Okay. This statement will conclude on May 15th, 2018 at approximately 1140 hours. Thank you.

A Thank you.

(End).

Reviewed By_____

Transcribed May 16, 2018
TEI/jyb

EOG-03581

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0042	Investigator: (Name) (CCN) Sergeant Holmes 11989
Recording Date: 02/23/2018	Recording Time: 11:43
Transfer Date: 05/17/2018	Transfer Time: 11:00
Transferred by: (Name) (CCN) Sergeant Holmes 11989	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	A0EB9C5AAD3D98A3DE507519B5F521E6
2. MD5 ID# (If Applicable)	99AAF51FA6C5605D09305F7B6FEB17EE
3. MD5 ID# (If Applicable)	19A2393AC0B4A35258E4D6896AB23A21
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Witness Statements Technician Christopher Deosaran Communications Operator Janice Johnson Sergeant Brian Miller Comm. Operator Dion Lebert - 2646B26F496EEE1383E16060832C69D8 [redacted]	

Signature: _____ CCN# 11989 Date 05/17/2018

BSO CRI#47 (New 05/10)

SELECT * FROM plog WHERE (userid LIKE 'BS09714') AND (acttype = 46) AND (rectime >= '11/15/2017 12:00:00 AM' AND rectime <= '12/15/2017 11:59:59 PM') ORDER BY actindex

Log Entry	Unit - User Name	At	Action
Message Or Action			
24801418	17B2 - GUNTIS TREIJS	11/23/2017 2:13:15PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24801457	17B2 - GUNTIS TREIJS	11/23/2017 2:17:43PM	46
FL PERSON BY NAME= QD.NAM/[redacted]			
24802814	17B2 - GUNTIS TREIJS	11/23/2017 4:47:52PM	46
FL PERSON BY OLN= QD.OLN/[redacted].IMQ/Y			
24802877	17B2 - GUNTIS TREIJS	11/23/2017 5:00:54PM	46
FL PERSON BY NAME= QD.NAM/[redacted]			
24802879	17B2 - GUNTIS TREIJS	11/23/2017 5:01:17PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24810905	17B2 - GUNTIS TREIJS	11/24/2017 9:23:57AM	46
FL PERSON BY OLN= QD.OLN/[redacted].IMQ/Y			
24811738	17B2 - GUNTIS TREIJS	11/24/2017 10:42:55AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24812324	17B2 - GUNTIS TREIJS	11/24/2017 11:36:15AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24828918	17B2 - GUNTIS TREIJS	11/25/2017 7:49:58AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24831595	17B2 - GUNTIS TREIJS	11/25/2017 11:06:36AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24835615	17B2 - GUNTIS TREIJS	11/25/2017 3:45:36PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24943122	17B2 - GUNTIS TREIJS	12/1/2017 8:27:30AM	46
FL PERSON BY OLN= QD.OLN/[redacted].IMQ/Y			
24963766	17B2 - GUNTIS TREIJS	12/2/2017 8:33:43AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24967076	17B2 - GUNTIS TREIJS	12/2/2017 1:21:59PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
24967119	17B2 - GUNTIS TREIJS	12/2/2017 1:26:39PM	46
FL PERSON BY NAME= QD.NAM/[redacted]			
25053037	17B2 - GUNTIS TREIJS	12/7/2017 7:53:18AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25055531	17B2 - GUNTIS TREIJS	12/7/2017 10:15:02AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			

SELECT * FROM plog WHERE (userid LIKE 'BS09714') AND (acttype = 46) AND (rectime >= '11/15/2017 12:00:00 AM' AND rectime <= '12/15/2017 11:59:59 PM') ORDER BY actindex

Log Entry	Unit - User Name	At	Action
Message Or Action			
25056764	17B2 - GUNTIS TREIJS	12/7/2017 11:37:06AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25056771	17B2 - GUNTIS TREIJS	12/7/2017 11:37:38AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25058211	17B2 - GUNTIS TREIJS	12/7/2017 1:26:28PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25059675	17B2 - GUNTIS TREIJS	12/7/2017 2:44:08PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25061668	17B2 - GUNTIS TREIJS	12/7/2017 4:37:32PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25072737	17A3 - GUNTIS TREIJS	12/8/2017 5:14:34AM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25073229	17B2 - GUNTIS TREIJS	12/8/2017 6:50:11AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25073232	17B2 - GUNTIS TREIJS	12/8/2017 6:50:30AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25073248	17B2 - GUNTIS TREIJS	12/8/2017 6:52:42AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25073662	17B2 - GUNTIS TREIJS	12/8/2017 7:39:07AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25075107	17B2 - GUNTIS TREIJS	12/8/2017 9:30:34AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25075239	17B2 - GUNTIS TREIJS	12/8/2017 9:37:07AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25075270	17B2 - GUNTIS TREIJS	12/8/2017 9:39:13AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25078044	17B2 - GUNTIS TREIJS	12/8/2017 12:36:33PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25078932	17B2 - GUNTIS TREIJS	12/8/2017 1:56:35PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25080963	17B2 - GUNTIS TREIJS	12/8/2017 4:15:14PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25081001	17B2 - GUNTIS TREIJS	12/8/2017 4:19:44PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			

SELECT * FROM plog WHERE (userid LIKE 'BS09714') AND (acttype = 46) AND (rectime >= '11/15/2017 12:00:00 AM' AND rectime <= '12/15/2017 11:59:59 PM') ORDER BY actindex

Log Entry	Unit - User Name	At	Action
Message Or Action			
25094633	17B2 - GUNTIS TREIJS	12/9/2017 12:40:16PM	46
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25094790	17B2 - GUNTIS TREIJS	12/9/2017 12:51:59PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25095496	17B2 - GUNTIS TREIJS	12/9/2017 1:32:04PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25096525	17B2 - GUNTIS TREIJS	12/9/2017 2:55:46PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25096550	17B2 - GUNTIS TREIJS	12/9/2017 2:56:25PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25173539	17B2 - GUNTIS TREIJS	12/13/2017 11:08:39PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25183478	17B2 - GUNTIS TREIJS	12/14/2017 1:11:12PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25198068	17B2 - GUNTIS TREIJS	12/15/2017 7:40:56AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25198242	17B2 - GUNTIS TREIJS	12/15/2017 7:53:51AM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25198811	17B2 - GUNTIS TREIJS	12/15/2017 8:11:38AM	46
FL PERSON BY OLN= QD.OLN/[redacted]MQ/Y			
25198969	17B2 - GUNTIS TREIJS	12/15/2017 8:25:27AM	46
FL PERSON BY OLN= QD.OLN[redacted]MQ/Y			
25199491	17B2 - GUNTIS TREIJS	12/15/2017 8:48:13AM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25200944	17B2 - GUNTIS TREIJS	12/15/2017 10:09:01AM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25202929	17B2 - GUNTIS TREIJS	12/15/2017 12:35:23PM	46
FL PERSON BY OLN= QD.OLN/[redacted]IMQ/Y			
25204804	17B2 - GUNTIS TREIJS	12/15/2017 2:48:50PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25204878	17B2 - GUNTIS TREIJS	12/15/2017 2:56:54PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			
25204922	17B2 - GUNTIS TREIJS	12/15/2017 3:00:20PM	46
FL PERSON BY OLN= QD.OLN[redacted]IMQ/Y			

SELECT * FROM plog WHERE (userid LIKE 'BS09714') AND (acttype = 46) AND (rectime >= '11/15/2017 12:00:00 AM' AND rectime <= '12/15/2017 11:59:59 PM') ORDER BY actindex

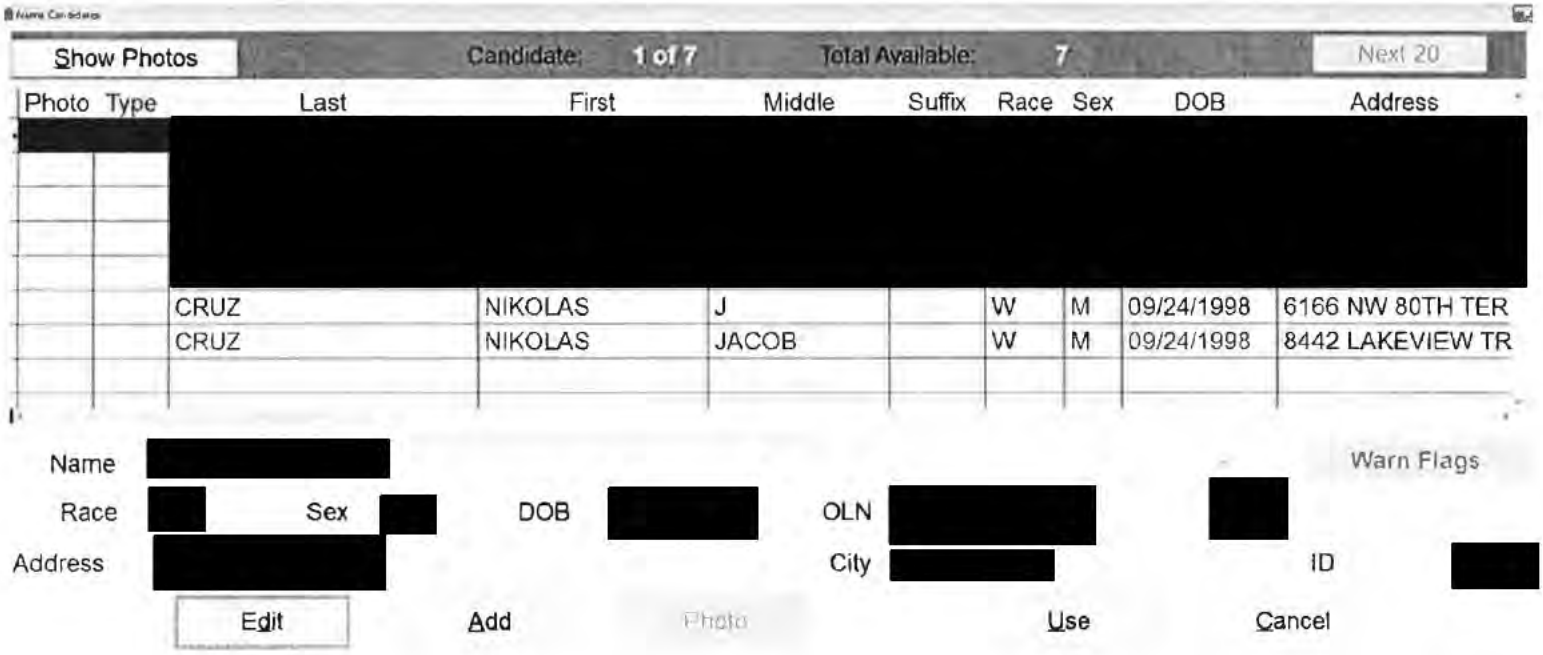
Log Entry	Unit - User Name	At	Action
Message Or Action			

Log Report Msg Count : 0

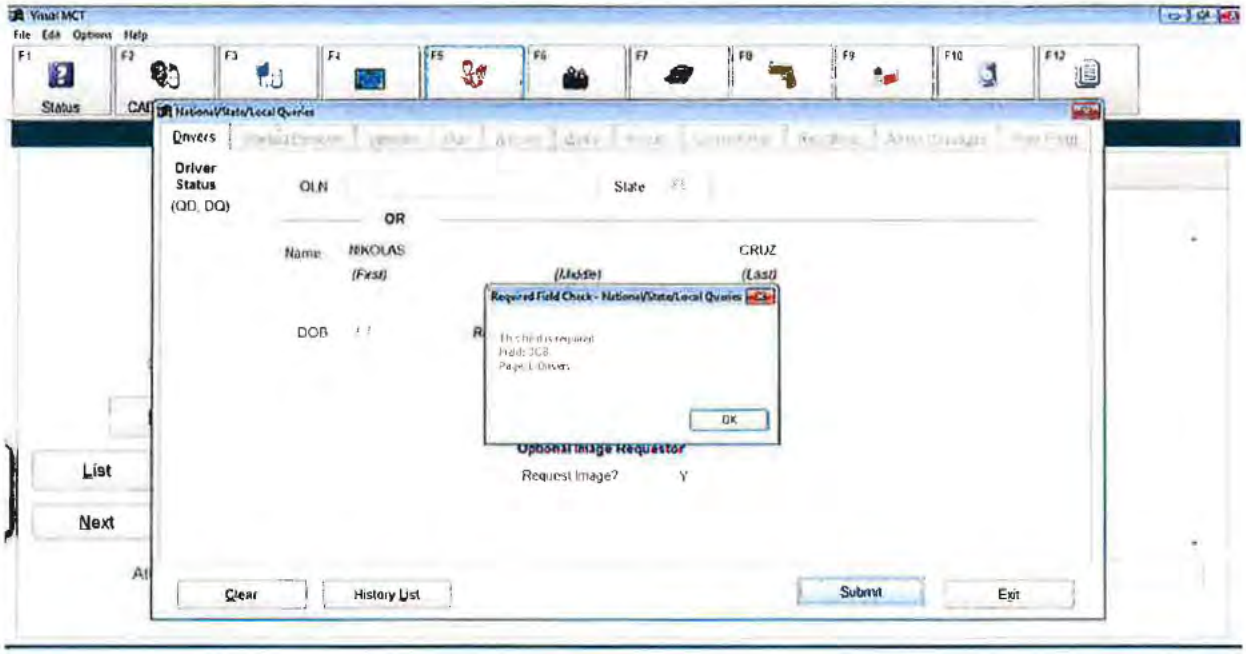
SELECT * FROM plog WHERE (userid LIKE 'BS09714') AND (acttype = 48) AND (rectime >= '11/15/2017 12:00:00 AM' AND rectime <= '12/15/2017 11:59:59 PM') ORDER BY actindex

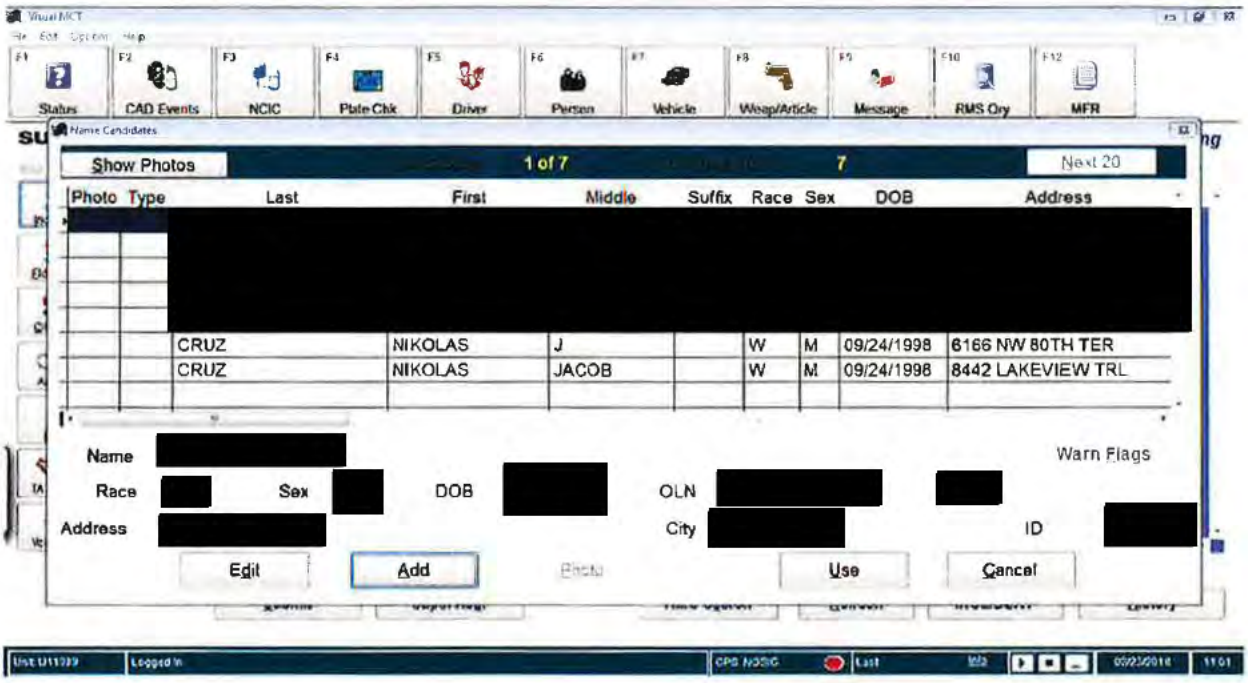
Log Entry	Unit - User Name	At	Action
Message Or Action			

No records match your search criteria.



Friday, February 23, 2018 11:33:46 AM - Visual MCT


Visual MCT
File Edit Options Help
Status
Nations/State/Local Queries
Drivers
Driver Status (QD, DQ)
OLN
State
OR
Name
NIKOLAS
(First)
(Middle)
CRUZ
(Last)
DOB
Required Field Check - Nations/State/Local Queries
OK
Request Image?
Y
List
Next
Clear
History List
Submit
Exit


Visual MCT
Status
CAD Events
NCIC
Plate Chk
Driver
Person
Vehicle
Weap/Article
Message
RMS Qry
MFR
Name Candidates
Show Photos
1 of 7
Next 20
Photo Type
Last
First
Middle
Suffix
Race
Sex
DOB
Address
CRUZ NIKOLAS J W M 09/24/1998 6166 NW 80TH TER
CRUZ NIKOLAS JACOB W M 09/24/1998 8442 LAKEVIEW TRL
Name
Race
Sex
DOB
OLN
Warn Flags
Address
City
ID
Edit
Add
Photo
Use
Cancel

Name: CRUZ, NICHOLAS

Name: NICHOLAS CRUZ

Home Phone: Work:

Cell #:

Alias:

Attach Photo Here

DOB: [redacted] Age: [redacted] Race: [redacted] Sex: [redacted]

Height: [redacted] Wgt: Hair: [redacted] Eye:

POB:

SSN #: [redacted] Name #: [redacted]

DL/ State: [redacted] FL Eth: H Skin:

[redacted] - 06/07/2011,
FL - 06/07/2011

Local #: DOC #:

State Id: FBI #:

NCIC:

Henry 1: Cautions:

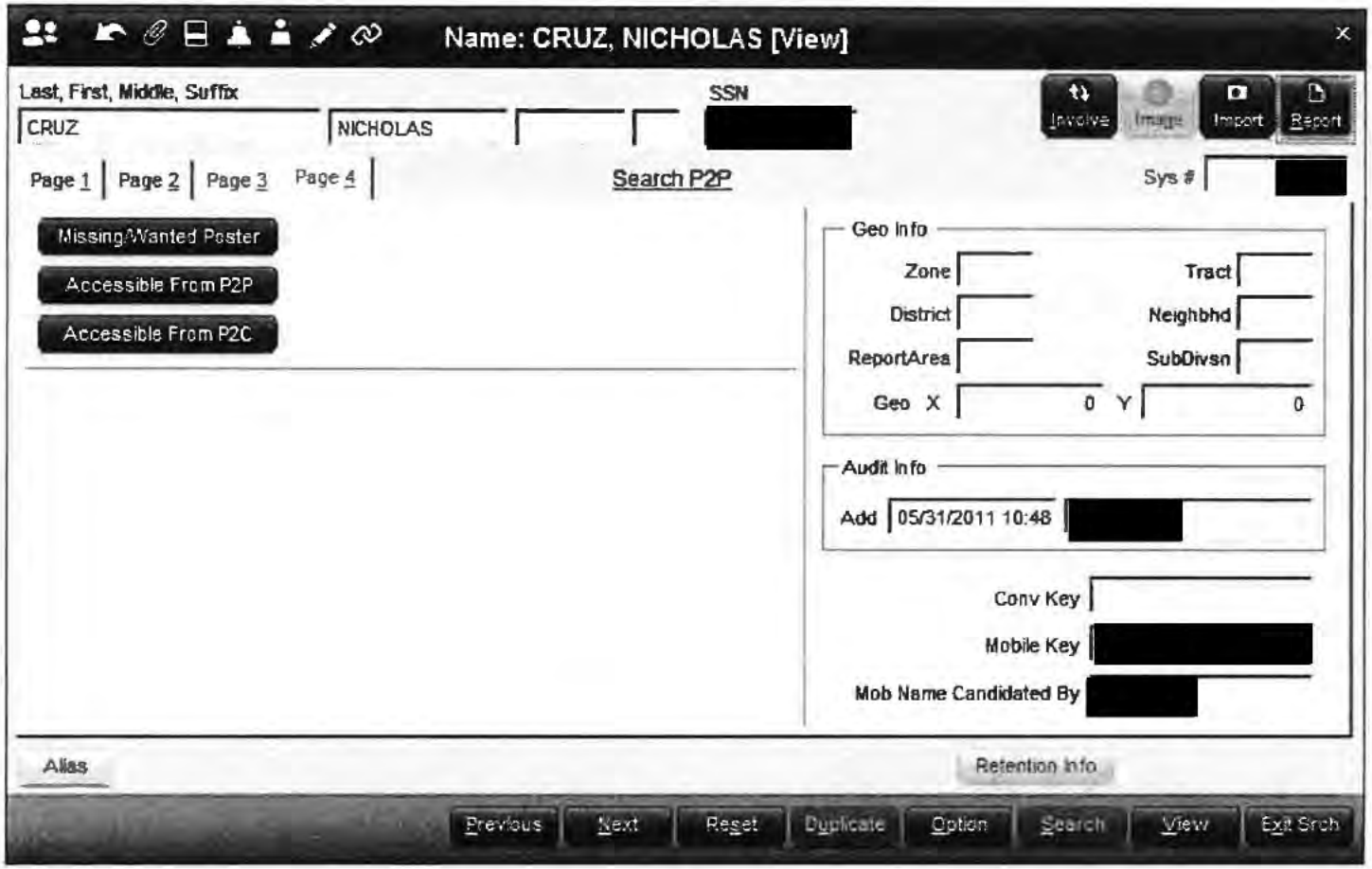
Henry 2:

Address History: Employment History:

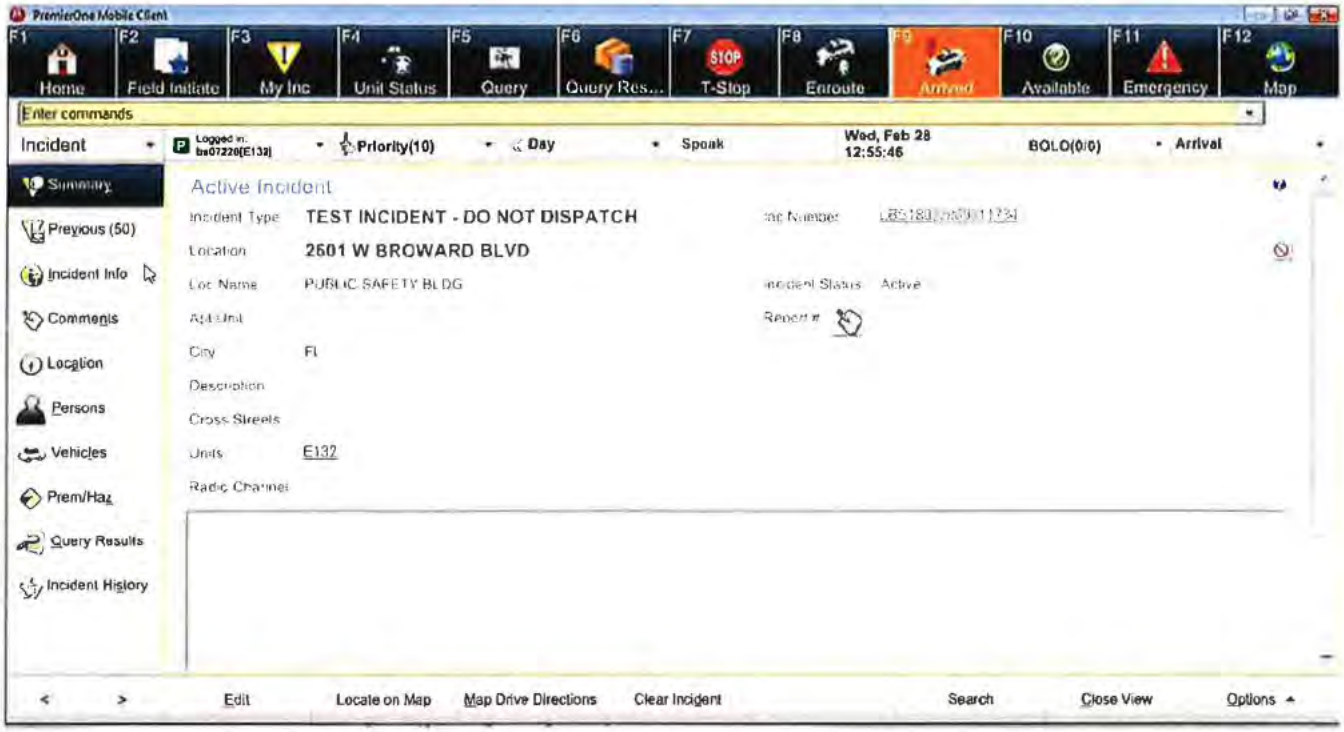
[redacted]

SMT: Physical Char:

Comments:



Wednesday, February 28, 2018 12:08:33 PM - Name: CRUZ, NICHOLAS [View] - \\Remote


PremierOne Mobile Client
F1 Home
F2 Field Initiate
F3 My Inc
F4 Unit Status
F5 Query
F6 Query Res...
F7 T-Stop
F8 Enroute
F9 Arrived
F10 Available
F11 Emergency
F12 Map
Enter commands
Incident
Logged in: ba07220(E132)
Priority(10)
Day
Speak
Wed, Feb 28 12:55:46
BOLO(0/0)
Arrival
Summary
Previous (50)
Incident Info
Comments
Location
Persons
Vehicles
Prem/Haz
Query Results
Incident History
Active Incident
Incident Type TEST INCIDENT - DO NOT DISPATCH
Location 2601 W BROWARD BLVD
Loc Name PUBLIC SAFETY BLDG
Incident Status Active
Report #
City FL
Description
Cross Streets
Units E132
Radio Channel
Edit
Locate on Map
Map Drive Directions
Clear Incident
Search
Close View
Options

PremierOne Mobile Client
F1 Home
F2 Field Initiate
F3 My Inc
F4 Unit Status
F5 Query
F6 Query Res...
F7 T-Stop
F8 Enroute
F9 Arrived
F10 Available
F11 Emergency
F12 Map
Enter commands
Incident
Logged in: ba07220(E132)
Priority(10)
Day
Speak
Wed, Feb 28 12:58:51
BOLO(0/0)
Arrival
Summary
Previous (50)
Incident Info
Comments
Location
Persons
Vehicles
Prem/Haz
Query Results
Incident History
Incident Type
Create Date
Exact Match
TEST 12:55:02 Yes
88 10:11:39 Yes
14 09:16:16 Yes
57 08:55:28 Yes
14 17:24:57 02/27/2018 Yes
14 15:26:10 02/27/2018 Yes
57 14:31:18 02/27/2018 Yes
14 11:55:58 02/27/2018 Yes
14 11:55:58 02/27/2018 Yes
47 11:54:29 02/27/2018 Yes
14 10:51:35 02/27/2018 Yes
14 10:51:19 02/27/2018 Yes
14 09:59:55 02/27/2018 Yes
14 09:53:11 02/27/2018 Yes
76 19:58:22 02/26/2018 Yes
14 16:19:56 02/26/2018 Yes
Edit
Locate on Map
Map Drive Directions
Clear Incident
Search
Close View
Options

Incident Summary

From: 03/28/2017 00:00:00 To: 02/27/2018 23:59:59

Incident Number	Incident Date	Duration* (hh:mm:ss)	Type	Priority	Location	Building	Apartment	Dispositions
Agency: 17 Total = 5								
L1717113000001602	11/30/2017 12:01:06	00:36:34	13I	3	6166 NW 80TH TER			B
	Assigned Units: 17B2			**Assigned Officers:** BS09714				
L1718021400000549	02/14/2018 20:51:51	00:06:25	22	3	6166 NW 80TH TER			B
	Assigned Units: 17A4			**Assigned Officers:** BS10042				
L1718021500000592	02/15/2018 10:07:41	00:25:53	22	3	6166 NW 80TH TER			B
	Assigned Units: 11D30, 11F13			**Assigned Officers:** BS09386, BS13517				
L1718021900000757	02/19/2018 17:03:32	01:26:31	13V	2	6166 NW 80TH TER			B
	Assigned Units: 17B10, 17B4			**Assigned Officers:** BS09419, BS09492				
L1718022300000914	02/23/2018 23:18:21	00:21:54	49A	3	6166 NW 80TH TER			C
	Assigned Units: 17A3, 17A4			**Assigned Officers:** BS10042, BS14904				

End of Report

*If Incident is closed, Duration is Create Time to Closed Time. If active, it is Create Time to Current Time.

Parameter	Selection
From:	03/28/2017 00:00:00
To:	02/27/2018 23:59:59
Agency Type:	LAW ENFORCEMENT
Agency:	All
Incident Type Code:	All
Disposition:	(No Dispo), 0, 100, 101, 1, 2, 3, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 4, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 5, 60, 62, 63, 67, 68B, 68D, 68R, 6, 7, 80, 81, 82S, 82, 83, 84, 85, 86, 87, 88A, 88B, 88, 88C, 88D, 88E, 88F, 89, 8, 90, 91, 92, 9P, 9, A1, A2, A3, A4, A5, A6, AA, AC, A, AF, AG, AN, N4, ARRS, B10, B11, B12, B6, B7, B8, B9, B, C, C1, C2, C3, C4, C5, C6, C7, C8, C9, CA, CAD, CAN, CANC, CBD, CBO, CCL, CIT, CLR, CL, CM, COMPL, D9, D1, D2, D3, D4, D, D5, D6, D7, D8, DA, DM, T, DP, DUP, E1, E, F1, F, FEMA, FI, FR, G1, G2, G3, G4, G5, G, H1, H, I1, I, J1, JAC, J, K1, K, L1, L, M1, M2, M3, M4, M5, M6, M7, M8, M9, M, N1, N2, N3, N5, N6, N7, N8, N9, N, NONE, NTA, NR0, NRA, NRB, NRC, NR, NRG, NRM, NRO, NRP, NRS, NRT, NRU, NRW, O, P, Q, R, REPT, RPT, SCC, S, SIDA, SIDB, SWC, TALT, TICK, W, TRNG, UNFO, U, V, VS, VW, WARN, AO, WW, XA, X, Y, Z1, Z
Assigned Officers:	, PP917, BS08441, SN3569, BS16354, PP678, CK18655, BS16757, BS15655, MM504, BS16872, BS17676, BS18239, SN1417, HD6095, BS18010, BS18280, BS11699, MM443, BS07848, BS18099, SN09061, BS17044, BS10185, BS08557, BS10884, FL8499, BS15764, HW2705, HW2672, DV742, BS05747, BS11810, BS11910, PP747, FL1830, MM219, BS09295, BS18064, FL0851, BS18446, BS04936, BS09399, BS07233, BS09330, WM261, BS08957, HW3361, FL8223, HW2578, LH529, SN3546, FL8383, PP1036, BS06403, BS16403, BS13174, FL1915, WM268, BS13515, BS17049, BS16899, SN6024, BS08558, HW3359, BS16786, DV699, MG3546, BS06109, BS08321, DV607, BS17624, BS18094, BS14831, BS11609, BS14937, FL3605, HW2238, BS12052, FL1169, BS12369, BS08762, BS06951, SN3501, FL8803, BS13713, DV1019, HW2111, HW3514, HW2983, BS09848, BS18229, BS09984, oallen, BS10262, BS12479, HD6152,

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FL1815, MG3341, BS13505, BS08668, BS13330, LH450, MG3163, BS17083, BS10968, BS17834, BS15146, LH281, FL1516, BS07535, BS07411, MM251, BS10877, HD6210, FL1686, BS17332, MM438, BS07959, FL1093, MM263, BS11045, BS14725, dwilson, BS16717, BS11927, SN3613, FL1441, BS17544, FL1267, MM8048, BS09503, BS14812, BS09986, BS14921, BS17043, WM244, BS15800, SN1427, PP681, PP513, DV763, MG3241, MG3429, BS18305, SN3676, DV738, BS08220, MG3013, FL1437, FL1554, BS13664, SN7010, SN3753, BS06725, MM476, BS10038, BS14788, MG3078, CK18197, MG3459, LH538, BS09196, SN7005, SN3751, FL1718, BS10752, BS09199, MM292, BS04948, FL1197, SR1057, FL1782, BS06963, FL1941, PP493, BS13284, BS18288, PP850, SN5027, HW2659, PP445, BS10632, DV576, BS17824, BS17175, PP463, SN3639, BS11894, LH361, HW3360, BS17133, MM458, MM8049, MM447, DV999, MM303, PP274, SN3730, BS14923, LH353, HW2744, SN09054, BS15147, BS11837, MG3198, MG3290, DV944, BS16152, BS13886, BS16176, BS14945, FL1452, BS17802, DV932, BS17940, BS06375, BS05361, MG3518, PP1038, BS10032, BS14621, BS10043, HW3500, SN3594, BS17764, MM511, PP837, MG3527, BS11258, HW2815, MM281, BS15931, BS09429, SN3614, BS08377, BS15364, BS07862, BS17403, SN3635, LH539, BS15328, BS15732, MG3405, CK17561, PP1014, HW2349, BS09532, BS18136

Location: 6166 NW 80th Ter

Incident Number:

The New York Times | https://nyti.ms/2sS55Cl

U.S.

Tipster's Warning to F.B.I. on Florida Shooting Suspect: 'I Know He's Going to Explode'

By RICHARD A. OPPEL Jr., SERGE F. KOVALESKI, PATRICIA MAZZEI and ADAM GOLDMAN FEB. 23, 2018

The warnings that law enforcement officials received about Nikolas Cruz were anything but subtle.

"I know he's going to explode," a woman who knew Mr. Cruz said on the F.B.I.'s tip line on Jan. 5. Her big worry was that he might resort to slipping "into a school and just shooting the place up." Forty days later, Mr. Cruz is accused of doing just that, barging into his former high school in Parkland, Fla., and shooting 17 people to death.

Three months before the Feb. 14 massacre at Marjory Stoneman Douglas High School, a family friend dialed 911 to tell the Palm Beach County sheriff's office about Mr. Cruz's personal arsenal. "I need someone here because I'm afraid he comes back and he has a lot of weapons," the friend said.

Mr. Cruz, 19, himself called the authorities just after Thanksgiving, describing how he had been in a fight and was struggling with the death of his mother. "The

EOG-03602

thing is I lost my mother a couple of weeks ago, so like I am dealing with a bunch of things right now," he said in a childlike voice, sounding agitated and out of breath.

The authorities have acknowledged mishandling numerous warning signs that Mr. Cruz was deeply troubled. There were tips to the F.B.I. about disturbing social media posts. There were visits by social services to his home. There were dozens of calls to 911 and the local authorities, some mentioning fears that he was capable of violence.

Reviewing the transcripts of those calls, and listening to the audiotapes of some of them, is a chilling exercise that makes Mr. Cruz's arrest in one of America's deadliest school shootings seem less than a complete surprise. (Read the transcripts here.)

In a 911 call on Nov. 29, [redacted], the family friend who took in Mr. Cruz after the death of his mother, expressed fear that he was going to get a gun after fighting with her son. [redacted] lives in a faded, off-white mobile home, where Mr. Cruz and his younger brother, Zachary, stayed with her briefly.

In [redacted] 911 call, she told the dispatcher that Mr. Cruz already had about eight guns that he kept at a friend's house and that he had just been thrown out of the house after the tantrum in which he punched the walls, hurled things around her home and got into a fight with [redacted], her 22-year-old son.

"He got pissed off and then he came in the house and started banging all the doors and banging in the walls and hitting the walls and throwing everything in the room," she said. "And then my son got in there and he said, 'Stop it,' and he didn't want to stop."

She added: "It's not the first time he put a gun on somebody's head." [redacted] made it clear that her new houseguest was obsessed with firearms and had threatened both his mother and his brother. "That's all he wants is his gun," she said. "And that's all he cares about is his gun. He bought tons of bullets and stuff and I took it away from him."

[redacted] declined to comment on Friday, and her lawyer did not respond to phone messages and emails over the past week.

More than once, Mr. Cruz was identified by those around him as someone capable of carrying out a school shooting.

On Nov. 30, two and a half months before the Parkland massacre, an unidentified caller from [redacted] told the Broward County Sheriff's Office that Mr. Cruz was collecting guns and knives and that "he could be a school shooter in the making."

Two years before, the office reported receiving "thirdhand information" from the son of one of Mr. Cruz's neighbors that he "planned to shoot up the school on Instagram."

The tip that the F.B.I. received in early January from someone close to Mr. Cruz suggested that he owned a gun and had talked about carrying out a school shooting. But the bureau failed to investigate, even though the tipster said Mr. Cruz had a "desire to kill people, erratic behavior and disturbing social media posts."

That information should have been sent to the Miami F.B.I. field office, the bureau said.

The F.B.I. also received a tip from a bail bondsman in Mississippi in September about a suspicious comment left on his YouTube channel by a "nikolas cruz" who professed a desire to be a "professional school shooter." The bondsman notified YouTube, which promptly took down the comment.

The F.B.I. said it did not have enough information to determine if "nikolas cruz" was a real name or a pseudonym, and the bureau said it could not justify keeping a file on the tip open and closed it in October.

When the second tip reached the F.B.I. in West Virginia in January, a specialist was able to view the earlier tip, too. But even then, the specialist, in consultation with her supervisor, decided that there was not enough evidence to pursue it and that it did not appear to be an imminent threat.

EOG-0301

The acting F.B.I. deputy director, David L. Bowdich, briefed congressional staff members about the case on Friday and acknowledged the bureau's failure to investigate, according to three people with direct knowledge of the meeting.

Over the course of the January call, which lasted more than 13 minutes, the tipster warned the F.B.I. that Mr. Cruz had been adrift since his mother's death in November. She said that Mr. Cruz had "[redacted]" The tipster provided four Instagram accounts for Mr. Cruz, which she said showed photos of sliced up animals and the firearms he had amassed. The caller, whose name was redacted on the transcript, said Mr. Cruz had used money from his mother's account after her death to purchase the weapons.

"If you go onto his Instagram pages, you'll see all the guns," the woman said.

Before calling the F.B.I., the woman telephoned Broward sheriff's deputies in Parkland, worried that Mr. Cruz might kill himself. But she did not hear back from them and became increasingly alarmed after she said Mr. Cruz posted online that "he wants to kill people."

Two deputies have been placed on restricted duty while the Broward office investigates how two calls about Mr. Cruz — the one in November and an earlier one in 2016 — may have been mishandled.

Before she died in early November, Mr. Cruz's mother, Lynda Cruz, had called the authorities numerous times over the past decade to report her son. She said he had hit her with the plastic hose from a vacuum, and once threw her against the wall after she took his Xbox away, adding that he suffered from anger issues as well as attention deficit hyperactivity disorder and obsessive-compulsive disorder.

Mr. Cruz progressed to more distressing behavior, including possibly shooting a neighbor's chicken with a BB gun, collecting hate symbols, cutting himself, and possibly swallowing gasoline in a failed suicide attempt, according to complaints to the local authorities.

Correction: February 23, 2018

EOG-03005

An earlier version of this article misidentified the local law enforcement agency that received a call from a family friend. It was the Palm Beach County sheriff's office, not the Broward County sheriff's office. An earlier version also misstated how the caller said Mr. Cruz had bought weapons. The caller said he had used money from his mother's account, not from a life insurance policy.

Reporting was contributed by Jess Bidgood, Nick Madigan, Nicholas Fandos and Alan Blinder.

A version of this article appears in print on February 24, 2018, on Page A1 of the New York edition with the headline: Alarmed Calls Came In on Suspect. Nothing Was Done.

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EOG-03616

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

Language Services Section
Idaho Translation and Analysis Center
3975 Pole Line Road
Pocatello, ID 83201

File Number:	
Requesting Official(s) and Office(s):	SSA
Task Number(s) and Date Completed:	799120, Work Request Number 799119, 2 15 2018
Name and Office of Linguist(s):	EMA (ITAC)
Name and Office of Reviewer(s):	
Source Language(s):	English
Target Language:	English

Source File Information
Name of Audio File or CD: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav
–Date, Duration: 1/5/2018, 00:13:35

VERBATIM TRANSCRIPTION

Participants

Unknown Female	UF

Abbreviations:

PH	Phonetic
UI	Unintelligible
OV	Overlapping Voice

EOG-03607

[TN: The Instagram accounts provides for Nikolas Cruz are nikolas_cruz_, nikolascruzmakarov, cruz_nikolas, crazynikolas_new]

File Number:
Recording Name: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav

[start of 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav]

UF: Thank you for calling the FBI. Can I get your name please?

Ah, yes. My name is [PH]

UF: Thank you. And can I get your telephone number please?

Sure.

UF: Thank you. And how can I help you today ma'am?

Okay. I was just fig-I guess I was talking to the operator and, and she transferred me. Um, like I said to her. I don't know how to go about this, but, uh on the Instagram account. I have a, um. I wouldn't say he's by blood but, um, I-I would consider him . He's only 18, but he's got the [redacted]. His mother just passed away on the first of November. He's got Instagram accounts. He started off saying he wanted to kill himself. So what I did was I called the Parkland, which is where he lives. Uh, Parkland Police Department and I spoke to a officer [PH], uh, [PH]. Um, I didn't hear anything on, you know, my—I left it. I gave him all the information I had. And then just recently, now he has switched it to he wants to kill people. And then he put that on his Instagram and about two days later, he took it off. Um, if you go onto his Instagram pages, you'll see all the guns he-he's so into ISIS and, um, I-I'm afraid this is, so-something's gonna happen. Because he's, he doesn't have the mental capacity. He can't, he's so outraged if someone talks to him about certain things. And he had pulled a rifle on his mother before she had, uh, passed away because she wanted to get money to [UI]. Um, and the whole, and another problem is that—and-and he's 18 and his mother's life insurance policy is, uh, coming in and he is going to receive $25,000 from that and then at 21, uh, 24, and up to 30, he's receiving, uh, $25,000 every year after that, uh, from a, um, a wrongful death suit that the mother had on the father, on his father. So, he went out and he, um, took money out of his mother's account. I don't know how he got the debit card, but he did. And he, uh, took money. This is after she passed away. And he took the money out, the social security money out. And he took it, and he bought all these rifles and ammunition and he posted pictures of them on the Instagram. And the family that, you know, distant cousin and-and myself, um, are very concerned about this because I just want someone to know about this so they can look into it. If they think it's something worth going into, fine. If not, um, I just know I have a clear conscience if he takes off and, and just starts shooting places up.

UF: Okay. And did he say he would do that or he just wanted to, ma'am?

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EOG-03609

File Number: [redacted]
Recording Name: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav

[redacted] Uh, on the Instagram, he says, "I want to kill people." Um. Yeah, let me see. [UI] uh, yes. "I want to kill people." And, um, I can, give you, the Instagram accounts and you can look at them and you'll see the pictures.

UF: Yeah.

[redacted] Um.

UF: Yes please, ma'am.

[redacted] Okay. The one account where it was on there, "I want to kill people." and then he took it down is Nikolas, N-I-K-O-L-A-S underline Cruz, C-R-U-Z underline. Now there's another, um, that you should really look at and that's Nikolas. Oh this is all one word all, uh, underca-lowercase. N-I-K-O-L-A-S-C-R-U-Z-M-A-K-A-R-O-V.

UF: Okay.

[redacted] Okay. And then there's an-there's another one, um, uh, it-it's Cruz, C-R-U-Z, underline, Nikolas, N-I-K-O-L-A-S. Um, and that's where all [UI]. And, now, it-it's cutting up animals and things like that. Little animals. Right now it's just frogs and I know for a fact it was a bird at one time. Uh, just to, just to give you a little background on him. You know how a bird will fly around in the backyard and then hit your glass door, your sliding glass doors and hit the ground?

UF: Mhm.

[redacted] Well that's what happened. He brought the bird into the house. He threw it on his mother's kitchen counter and he started cutting it up. He has all kinds of hunting knives. I don't know what knife he used though. And he started cutting the, uh, bird up and his mother, Linda [PH], said, "What're you doing?" And he says, "I want to see what's inside." Now . . I don't know. [chuckle] That to me would be a red flag.

UF: [UI]--

[redacted] And then, uh, you know, wanting to kill all these animals and uh, he wants to um, uh, do something in Arabic and uh, he-he dresses up like a ninja or a, or a-a-a ISIS guy. And he has pictures of all the rifles and everything on the Instagram, on one of these accounts.

UF: Okay. Does he say anything--

[redacted] [OV] [UI]

UF: --else about doing anything, ma'am?

ITC000004

EOG-03610

File Number: [redacted]
Recording Name: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav

[redacted]: Um, no. He really, he doesn't, um, but he has expre—in different times he expresses different things and then he takes it off. But he left the pictures. Um, there's one of these accounts I had, uh, texted him on his Instagram asking him how he was and, and, you know, if he was doing okay and telling him I needed to speak to someone and um, could he get me the phone number, and I went back on the account because I hadn't heard from him. And at the top of the page it said, "Leave me the f alone." And now I don't believe it's there anymore. And I know he was speaking to me.

UF: Okay.

[redacted]: You know, it-it's just, it's so much and I know he's-he's going to explode. A man he befriended, some young boy who's also on Instagram, and, um, his father, this boy's father took him in. Him and his wife took Nikolas in and said he could live there and, uh, his guns and everything could be in the house because he has them locked up. Um, he also said when, this is another flag I saw. He also said, when Nikolas gets his money, his $25,000. This man will invest it for him.

UF: Okay.

[redacted]: He doesn't know Nikolas from a hole in the wall. And I don't know who he's going to invest it with or what's going to happen but I do know, and this is a fact, when you ask Nikolas for money, he goes up one rule and down the other. He gets crazy, because he will not give anybody his money. Matter of fact, he thinks anything he [UI] the bank is all is, and, you know, to hell with everybody else including his brother. So, and I have th-the, uh, man's name who uh-I-we've, the family and I have tried to call this gentleman and he refuses to return any phone calls, but I got his name and his address if you'd like it.

UF: Yes please.

[redacted]: Okay. His name is [redacted] [PH] [redacted]. His address is [redacted] [PH] [redacted]. Now I have um, a phone number here. [redacted].

UF: And is that--

[redacted]: [OV] Um,

UF: --the one that he's staying with, ma'am?

[redacted]: Yes. That's the man he's supposed to be staying with. And um, an aunt of his has, had called him. Another woman who was taking care of Nikolas, uh, who has already spoken to him tried to call him. I tried to call him just to find out how Nikolas was and to make sure he understood the problems of this, he has. And he

ITC000005

EOG-03611

File Number: [redacted]
Recording Name: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav

just doesn't return any phone calls, which, if you're going to help somebody and you know there's family involved, at least return the phone calls and talk to them about it. Or, you know, return the phone call and say mind your own business. Yeah, something.

UF: Yeah, and does he talk about ISIS or he just dressed up like one of--

[redacted]: Yeah, well dresses that way and he's, if-if you go into the Instagram account, there's one Instagram where it just, uh, he has a thing for Arabic words, um, let me see. I'm going to it. Um [UI]. Oh boy [UI]. Okay. Well. Okay. Okay, um, there's also a, um, it says crazy Nikolas underline new. All under case. C-R-A-Z-Y-N-I-K-O-L-A-S underline new. N-E-W. Now the Cruz underline Nikolas account.

UF: Mhm.

[redacted]: See, if you go on that, it'll show you all these pictures of him dressed up in, he-he-he wants to be a, he also wants to join the Army so [UI]. He shows the gun that he purchased, The Maverick, uh, 88 Slug. He paid $219 for it. Um, and he shows you all the, uh, knives that he's got and the gun. And he does hold up one gun. And I noticed at the end of the one gun it has an orange tip. And that's just to let the police know it's not real, I believe. And, um, he does use that. It's like an air, air pistol. Um, but, you know, and then the other one is where he's um, cutting up frogs and, uh, and he shows his guns also. Uh, where is it? Okay, the, uh, Nikolas Cruz M-A-K-A-R-O-V. In that one there, he's . . . tell you how confused he is he's got the Make America Great Again hat on. And his face is all covered with a scarf. And it shows you a dirt road. It shows you the frogs. They're a little bloody. The American eagle, uh, ammunition. What looks to be a something that you shoot at, it's in a frame. His rifle, and then a whole bag with all kinds of rifles and-and stuff on it. And scopes. I mean he-he . . . and . . . [UI] the main concern is also when he gets this $25,000. He's not going to give it to this man to invest. He's going to buy guns.

UF: Okay--

[redacted]: And I know the last rifle he bought, he went online and he bought it and it was shipped to, uh, [redacted] in Parkland, Florida. He also works at I believe he's back at his old job which is at the Dollar Tree. And it's right by Walmart and-and, um, in Parkland. I-I-I really don't know exactly which one it is, but I know there's two right now he, it's right by Walmart. And it's the Dollar Tree. And, um, I don't know. It-it just , , it's alarming to see these pictures and to know what he's capable of doing and-and what could happen. He's not in school any longer. He never graduated high school. He's thrown out of all these schools because he would pick up a chair and just throw it at somebody, a teacher or a student because he didn't like the way they were talking to him. Um, I-I just think about, you know, getting into a school and just shooting the place up. You

ITC000006

EOG-03612

File Number: [redacted]
Recording Name: 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav

know, he-he . . . unless there's any other information I could possibly give you I, you know, I'm, I will.

UF: Thanks. So if anybody else has questions they can call you back. Is that correct, ma'am?

[redacted]: Yes, you can, hun. And you name is?

UF: I can give you my ID number ma'am.

[redacted]: Okay.

UF: It's [redacted].

[redacted]: Seven. Okay. [UI]. Okay. Um. Are you an agent?

UF: Uh, we are Intake Specialists, ma'am.

[redacted]: Okay. Very good. Um. I didn't know whether to call you or Homeland Security or who, but, like I said. Um, when you look into this, you can make the decision as to whether you want to go further or not. I just want to, you know, get it off my chest in case something does happen and I do believe something's going to happen, but . . .

UF: Yeah, I do appreciate you calling that in, ma'am.

[redacted]: Okay. Well thank you very much, and, uh, have a good weekend.

UF: Thank you. You as well ma'am.

[redacted]: [OV] And uh, stay warm [chuckle]. Okay.

UF: Thank you.

[redacted]: Bye. Bye-bye.

[end of 010518_0231_pm_Nikolas_Cruz_Phone_Call.wav]

ITC000007

EOG-03613

BROWARD COUNTY SHERIFF`S OFFICE

Nicholas Cruz

Type	Warning	Last Name	First Name	Middlen	Suffix	Race	Sex	Dob	Age	Ssn	Streetnbr
		CRUZ	NICHOLAS			W	M	[redacted]		[redacted]	[redacted]
		CRUZ	NICHOLAS			W	M				

Name: CRUZ, NICHOLAS

Name: NICHOLAS CRUZ

Home Phone: Work:

Cell #:

Alias:

Attach Photo Here

DOB: [redacted] Age [redacted] Race: W Sex: Male

Height: [redacted] Wgt: Hair: [redacted] Eye:

POB:

SSN #: [redacted] Name #: [redacted]

DL/ State: [redacted] Eth: [redacted] Skin:

[redacted]

Local #: DOC #:

State Id: FBI #:

NCIC:

Cautions:

Henry 1:

Henry 2:

Address History:

[redacted]

Employment History:

SMT:

Physical Char:

Comments:

EOG-03615

Involvement: CRUZ, NICHOLAS

SysId [redacted] Race: W Sex: M DOB: [redacted]

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id	
1)		LW	VICTIM	[redacted]	05/30/2011	HWPD		33110508199	
2)		VH	VEH OWNER		06/07/2011				
3)		LO	LOCATION		06/07/2011	HWPD			

Name: CRUZ, NICHOLAS

Name: NICHOLAS CRUZ
Home Phone: [redacted] Work:
Cell #:
Alias:

Attach Photo Here

DOB [redacted] Age: [redacted] Race: W Sex: Male
Height: ' Wgt: Hair: Eye:
POB:
SSN #: Name #: [redacted]
DL/ State: Eth: Skin:

Local #: DOC #:
State Id: FBI #:
NCIC:

Henry 1: Cautions:
Henry 2:

Address History: Employment History:

[redacted]

SMT: Physical Char:

Comments:

Involvement: CRUZ, NICHOLAS

SysId: [redacted] Race: W Sex: M DOB: [redacted]

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id	
1)		LW	VICTIM	[redacted]	02/20/2018	FLPD		34180202772	
2)		LO	LOCATION		02/21/2018	FLPD			
3)		PH	PHONE		02/21/2018	FLPD			

BROWARD COUNTY SHERIFF`S OFFICE

Nicolas Cruz

Type	Warning	Last Name	First Name	Middlen	Suffix	Race	Sex	Dob	Age	Ssn	Streetnbr
		CRUZ	NICOLAS			W	M	[redacted]			11041
		CRUZ	NICOLAS	[redacted]		W	M			[redacted]	803

Name: CRUZ, NICOLAS

Name: NICOLAS CRUZ

Home Phone: Work:

Cell #:

Alias:

Attach Photo Here

DOB: [redacted] Age: [redacted] Race: W Sex: Male

Height: ' Wgt: Hair: Eye:

POB:

SSN #: Name #: [redacted]

DL/ State: Eth: Skin:

Local #: DOC #:

State Id: FBI #:

NCIC:

Cautions:

Henry 1:

Henry 2:

Address History:

[redacted]

Employment History:

SMT:

Physical Char:

Comments:

Involvement: CRUZ, NICOLAS

SysId: [redacted] **Race:** W **Sex:** M **DOB:** [redacted]

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		TA	ACCIDENT - PASS	Accident #: 87398434	10/18/2017	SNPD	J	
2)		LO	LOCATION	[redacted]	10/20/2017	SNPD		

Name: CRUZ, NICOLAS [redacted]

Name: NICOLAS [redacted] CRUZ
Home Phone: [redacted] Work:
Cell #:
Alias:

Attach Photo Here

DOB: [redacted] Age: [redacted] Race: W Sex: Malc
Height: [redacted] Wgt: Hair: Eye:
POB:
SSN # [redacted] Name #: [redacted]
DL/ State: [redacted] Eth: H Skin:

Local #: DOC #:
State Id: FBI #:
NCIC:
Cautions:

Henry 1:
Henry 2:

Address History:

[redacted]

Employment History:

SMT:

Physical Char:

Comments:

Involvement: CRUZ, NICOLAS [redacted]

SysId: [redacted] **Race:** W **Sex:** M **DOB:** [redacted]

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id	
1)		TC	CITATION	FAIL WEAR SAFETY BELT/OPERATOR	02/09/2017	WMPD			
2)		TC	CITATION	UNL/SPEED IN SCHOOL ZONE	02/09/2017	WMPD			
3)		TA	ACCIDENT - DRIV	Accident #: 86260465	01/12/2016	BSO	J		
4)		LO	LOCATION	[redacted]	01/12/2016	BSO			
5)		PH	PHONE		01/12/2016	BSO			

BROWARD COUNTY SHERIFF`S OFFICE

Nikolas Cruz

Type	Warning	Last Name	First Name	Middlenr	Suffix	Race	Sex	Dob	Age	Ssn	Streetnbr
		CRUZ	NIKOLAS			W	M	[redacted]			[redacted]
		CRUZ	NIKOLAS	[redacted]		W	M				
	1	CRUZ	NIKOLAS			W	M				

Report Generated: 2/22/2018 10:03:29 AM **UserID:** BS11989

EOG-03624

Name: CRUZ, NIKOLAS

Name: NIKOLAS CRUZ

Home Phone: [redacted] Work:

Cell #:

Alias:

Attach Photo Here

DOB: [redacted] Age: [redacted] Race: W Sex: Male

Height: ' Wgt: Hair: Eye:

POB:

SSN #: Name #: [redacted]

DL/ State: Eth: H Skin:

Local #: DOC #:

State Id: FBI #:

NCIC:

Cautions:

Henry 1:

Henry 2:

Address History:

[redacted]

Employment History:

SMT:

Physical Char:

Comments:

Involvement: CRUZ, NIKOLAS

SysId: [redacted] Race: W Sex: M DOB [redacted]

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		LW	INVOLVED OTHER	421607038426, INFORMATION	07/01/2016	SNPD	J	42160703842
2)		LW	INVOLVED OTHER	421603013364, INFORMATION	03/02/2016	SNPD	J	42160301336
3)		LW	INVOLVED OTHER	421511068230, INFORMATION	11/07/2015	SNPD	J	42151106823
4)		LW	VICTIM	331104063285, BATTERY	04/25/2011	HWPD	J	33110406328
5)		LO	LOCATION	[redacted]	04/26/2011	HWPD		

Name: CRUZ, NIKOLAS J

Attach Photo Here

Name: NIKOLAS J CRUZ
Home Phone: 954-757-6166 Work:
Cell #:
Alias:

DOB: 09/24/1998 Age: 19 Race: W Sex: Male
Height: ' Wgt: Hair: Eye:
POB:
SSN #: Name #: 720882
DL/ State: Eth: Skin:

Local #: DOC #:
State Id: FBI #:
NCIC:
Cautions:

Henry 1:
Henry 2:

Address History:
6166 NW 80TH TER PARKLAND FL 33067

Employment History:

SMT:

Physical Char:

Comments:

Involvement: CRUZ, NIKOLAS J

SysId: 720882 **Race:** W **Sex:** M **DOB:** 09/24/1998

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		LW	SUSPECT	171411002423, ANIMAL ABUSE / NEGLECT	11/20/2014	BSO	J	17141100242
2)		LO	LOCATION	6166 NW 80TH TER, PARKLAND, FL	11/21/2014	BSO		

Name: CRUZ, NIKOLAS JACOB

Attach Photo Here

Name: NIKOLAS JACOB CRUZ
Home Phone: 954-821-1007 Work:
Cell #:
Alias:

DOB: 09/24/1998 Age: 19 Race: W Sex: Male
Height: 5'07 Wgt: 120 Hair: BLK Eye: BRO
POB:
SSN #: [redacted] Name #: 243248
DL/ State: [redacted] Eth: U Skin: Lgt

Local #: DOC #:
State Id: FBI #:
NCIC:
Cautions: [redacted]

Henry 1:
Henry 2:

Address History:
[redacted]

Employment History:
DOUGLAS HIGH SCHOOL

SMT:

Physical Char:
COMPLEXION/FRECKLES; CONVERSATION/APOLOGETIC; HAIR LENGTH/SHORT; SPEECH / SOFT/OW; BUILD/THIN; CONVERSATION/ABUSIVE LANGUAGE; DEMEANOR/APOLOGETIC;

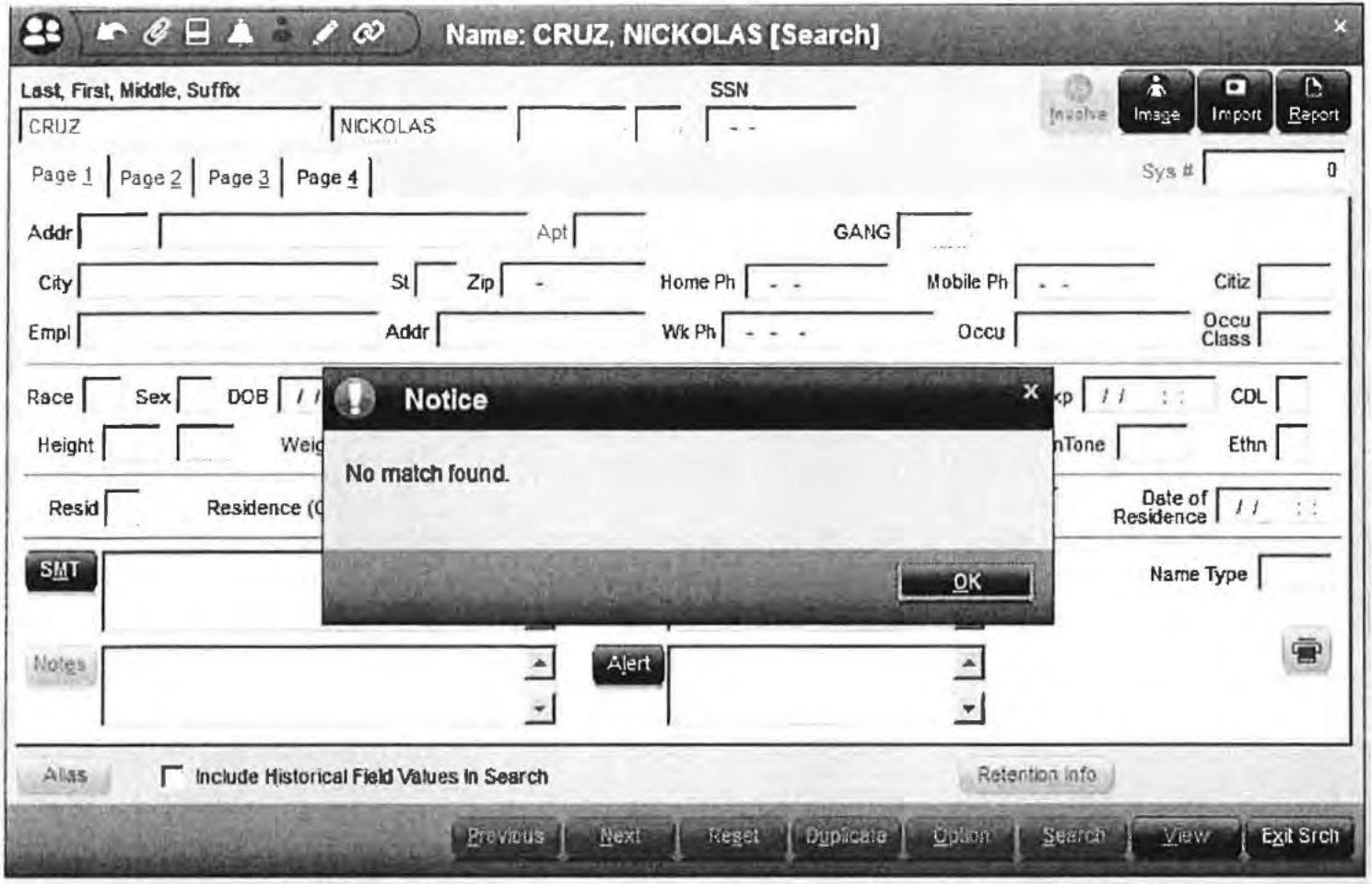
Comments:

Involvement: CRUZ, NIKOLAS JACOB

SysId: 243248 **Race:** W **Sex:** M **DOB:** 09/24/1998

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		LW	VICTIM	171609001626, INFORMATION	09/28/2016	BSO		17160900162
2)		LW	INVOLVED OTHER	171609001610, INFORMATION	09/28/2016	BSO		17160900161
3)		LW	INVOLVED OTHER	171301000354, INFORMATION	01/15/2013	BSO	J	17130100035
4)		FC	FIELD CONTACT	CONTACT	06/21/2017	BSO		
5)		LO	LOCATION	6166 NW 80TH TER, PARKLAND, FL	01/16/2013	BSO		

EOG-03630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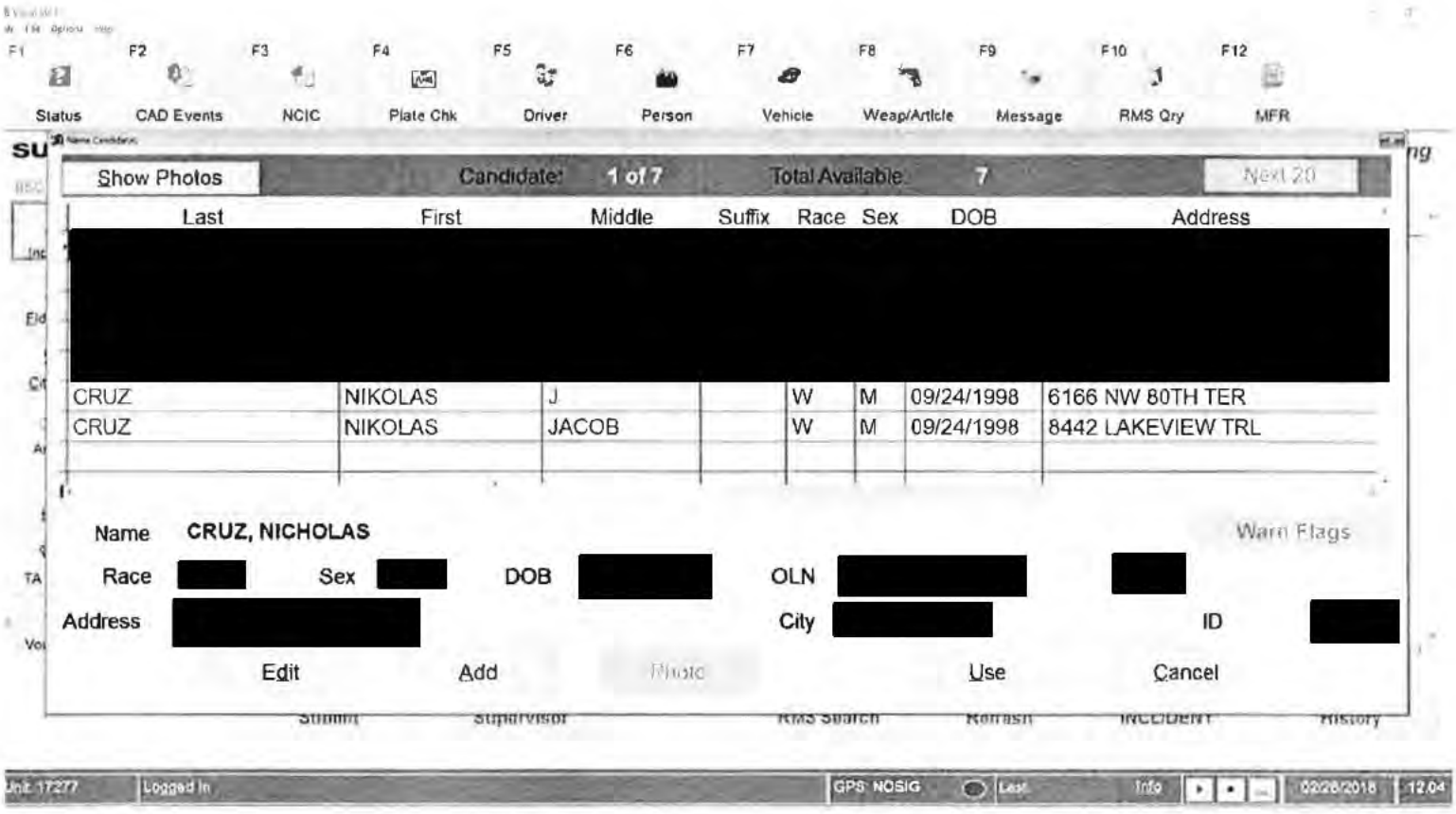
Last, First, Middle, Suffix
CRUZ
NICKOLAS
SSN
Involve
Image
Import
Report
Page 1
Page 2
Page 3
Page 4
Sys #
0
Addr
Apt
GANG
City
St
Zip
Home Ph
Mobile Ph
Citiz
Empl
Addr
Wk Ph
Occu
Occu Class
Race
Sex
DOB
CDL
Height
Ethn
Resid
Residence
Date of Residence
SMT
Name Type
Notes
Alert
Alias
Include Historical Field Values In Search
Retention Info
Previous
Next
Reset
Duplicate
Option
Search
View
Exit Srch
Notice
No match found.
OK


F1 Status
F2 CAD Events
F3 NCIC
F4 Plate Chk
F5 Driver
F6 Person
F7 Vehicle
F8 Weap/Article
F9 Message
F10 RMS Qry
F12 MFR
Show Photos
Candidate: 1 of 7
Total Available: 7
Next 20
Last First Middle Suffix Race Sex DOB Address
[redacted]
CRUZ NIKOLAS J W M 09/24/1998 6166 NW 80TH TER
CRUZ NIKOLAS JACOB W M 09/24/1998 8442 LAKEVIEW TRL
Name CRUZ, NICHOLAS
Warn Flags
Race [redacted] Sex [redacted] DOB [redacted] OLN [redacted] [redacted]
Address [redacted] City [redacted] ID [redacted]
Edit Add Photo Use Cancel
Unit: 17277 Logged In GPS: NOSIG Last Info 02/28/2018 12:04

Involvement: Master Location

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		LW	LOCATION	171609001626, INFORMATION	09/29/2016			17160900162
2)		LW	LOCATION	171311000093, INFORMATION	11/07/2013			17131100009
3)		LW	LOCATION	171301000354, INFORMATION	01/16/2013			17130100035
4)		NM	LOCATION	CRUZ, NIKOLAS	11/21/2014	BSO		
5)		NM	LOCATION	CRUZ, ZACHARY	11/07/2013	BSO		
6)		NM	LOCATION	CRUZ, NIKOLAS	01/16/2013	BSO		
7)		NM	LOCATION	CRUZ, LYNDA	01/16/2013	BSO		

BROWARD COUNTY SHERIFF`S OFFICE
Cruise

Type	Warning	Last Name	First Name	Middlen	Suffix	Race	Sex	Dob	Age
		CRUISE	[redacted]						
		CRUISE							
		CRUISE							
		CRUISE							
		CRUISE							
		CRUISE							
		CRUISE							
		CRUISE							
		CRUISE							
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		CRUISE							
		CRUISE							
		CRUISE							
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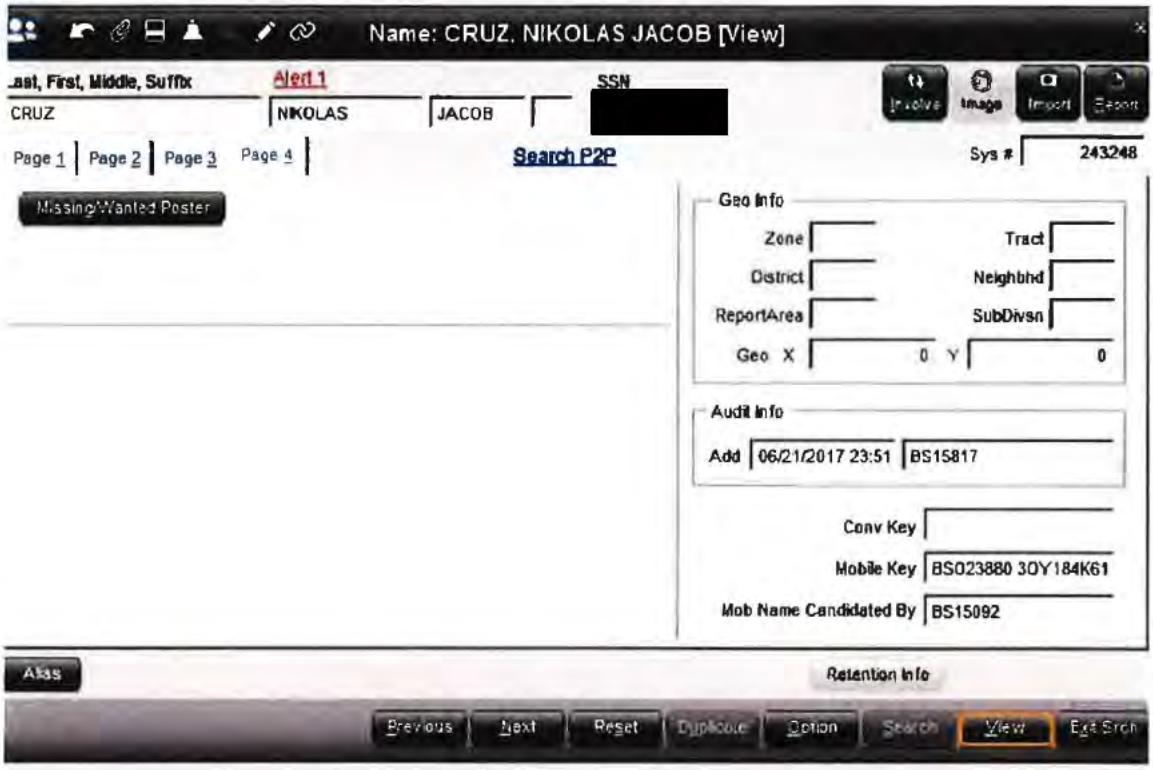
		CRUISE							
		CRUISE							

EOG-03634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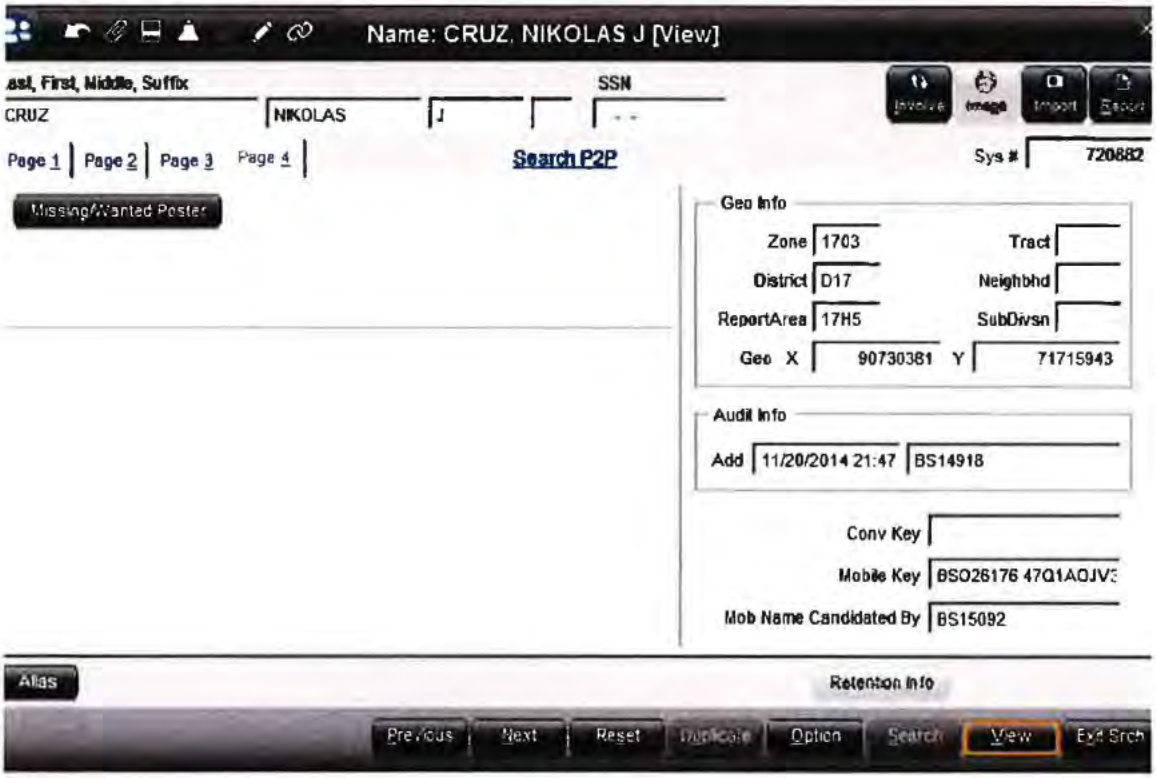
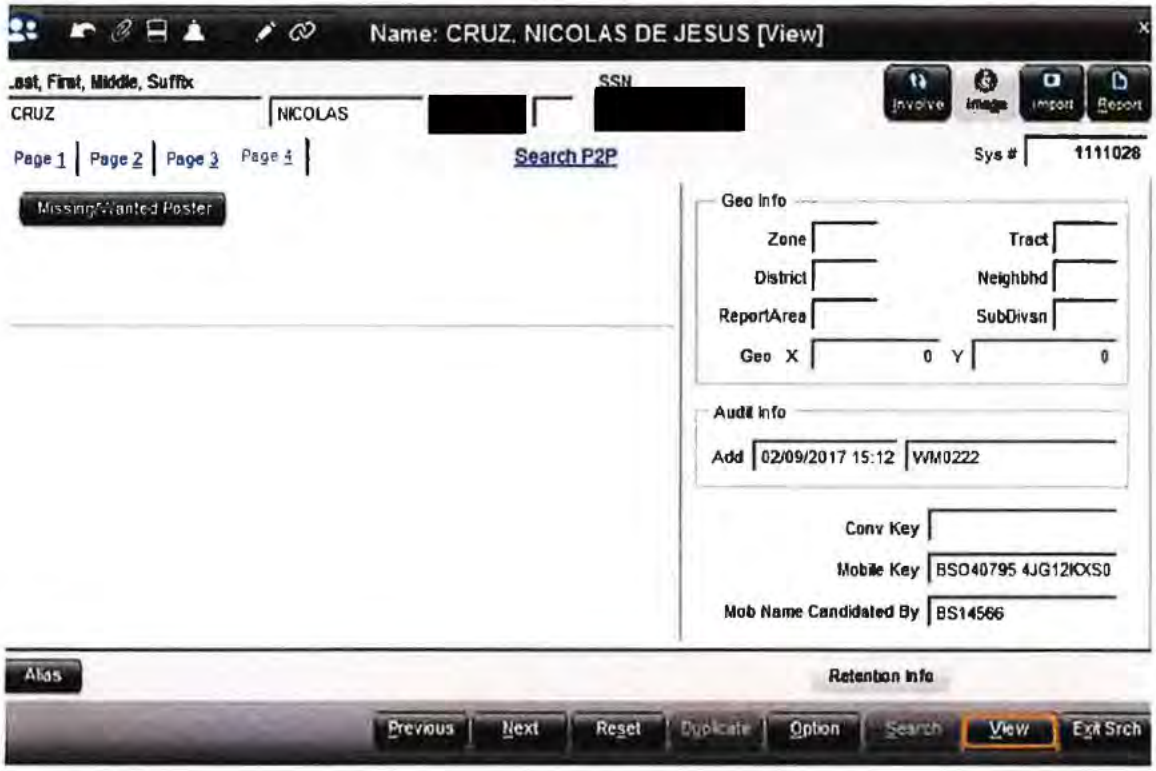
Last, First, Middle, Suffix
Alert 1
SSN
CRUZ
NIKOLAS
JACOB
Page 1
Page 2
Page 3
Page 4
Search P2P
Sys # 243248
Missing/Wanted Poster
Geo Info
Zone
Tract
District
Neighbhd
ReportArea
SubDivsn
Geo X 0 Y 0
Audit Info
Add 06/21/2017 23:51 BS15817
Conv Key
Mobile Key BSO23880 3OY184K61
Mob Name Candidated By BS15092
Alias
Retention Info
Previous
Next
Reset
Duplicate
Option
Search
View
Ext Srch


Name: CRUZ, NIKOLAS J [View]
Last, First, Middle, Suffix
SSN
CRUZ
NIKOLAS
J
Page 1
Page 2
Page 3
Page 4
Search P2P
Sys # 720882
Missing/Wanted Poster
Geo Info
Zone 1703
Tract
District D17
Neighbhd
ReportArea 17H5
SubDivsn
Geo X 90730381 Y 71715943
Audit Info
Add 11/20/2014 21:47 BS14918
Conv Key
Mobile Key BSO26176 47Q1AOJV3
Mob Name Candidated By BS15092
Alias
Retention Info
Previous
Next
Reset
Duplicate
Option
Search
View
Ext Srch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Last, First, Middle, Suffix
CRUZ
NICOLAS
SSN
[redacted]
Involve
Image
Import
Report
Page 1
Page 2
Page 3
Page 4
Search P2P
Sys #
1111028
Missing/Wanted Poster
Geo Info
Zone
Tract
District
Neighbhd
ReportArea
SubDivsn
Geo X
0
Y
0
Audit Info
Add
02/09/2017 15:12
WM0222
Conv Key
Mobile Key
BSO40795 4JG12KXS0
Mob Name Candidated By
BS14566
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Next
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Duplicate
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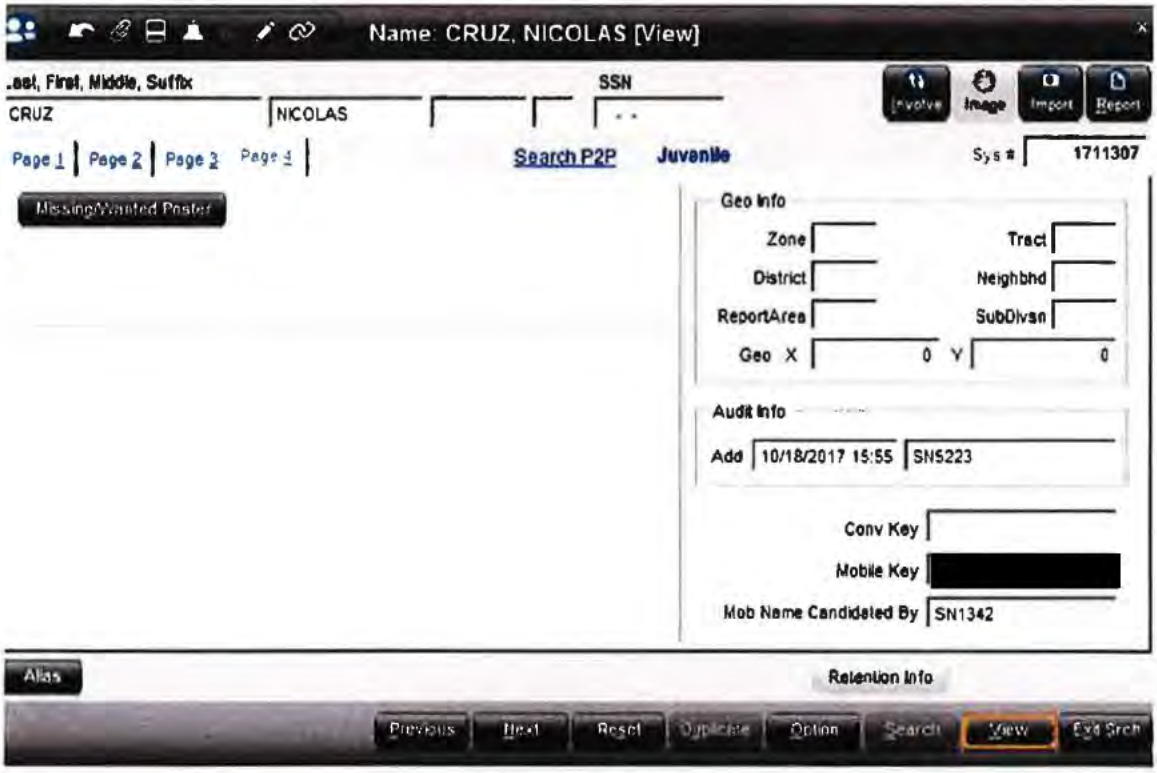
Name: CRUZ, NICOLAS [View]
Last, First, Middle, Suffix
CRUZ
NICOLAS
SSN
Involve
Image
Import
Report
Page 1
Page 2
Page 3
Page 4
Search P2P
Juvenile
Sys #
1711307
Missing/Wanted Poster
Geo Info
Zone
Tract
District
Neighbhd
ReportArea
SubDivsn
Geo X
0
Y
0
Audit Info
Add
10/18/2017 15:55
SNS223
Conv Key
Mobile Key
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Mob Name Candidated By
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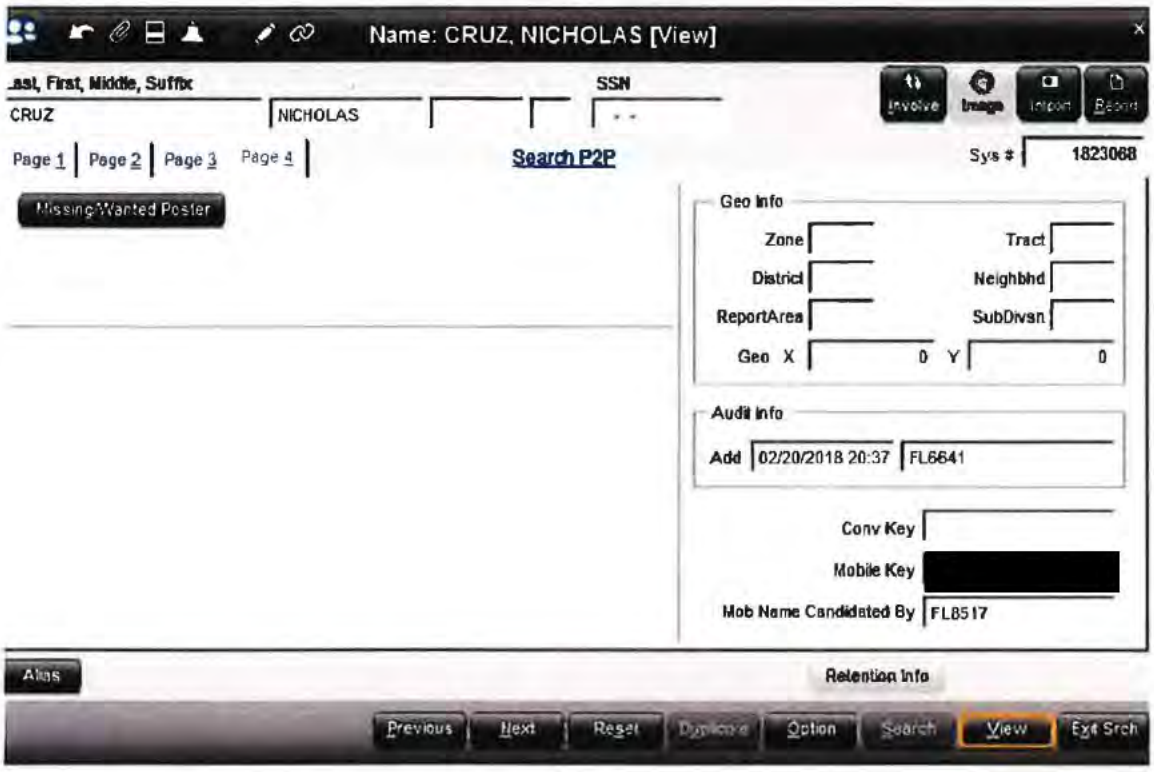
View
Exit Srch


Name: CRUZ, NICHOLAS [View]
Last, First, Middle, Suffix
SSN
CRUZ
NICHOLAS
Involve
Image
Import
Report
Page 1
Page 2
Page 3
Page 4
Search P2P
Sys #
1823068
Missing/Wanted Poster
Geo Info
Zone
Tract
District
Neighbhd
ReportArea
SubDivsn
Geo X
0
Y
0
Audit Info
Add
02/20/2018 20:37
FL6641
Conv Key
Mobile Key
Mob Name Candidated By
FL8517
Alias
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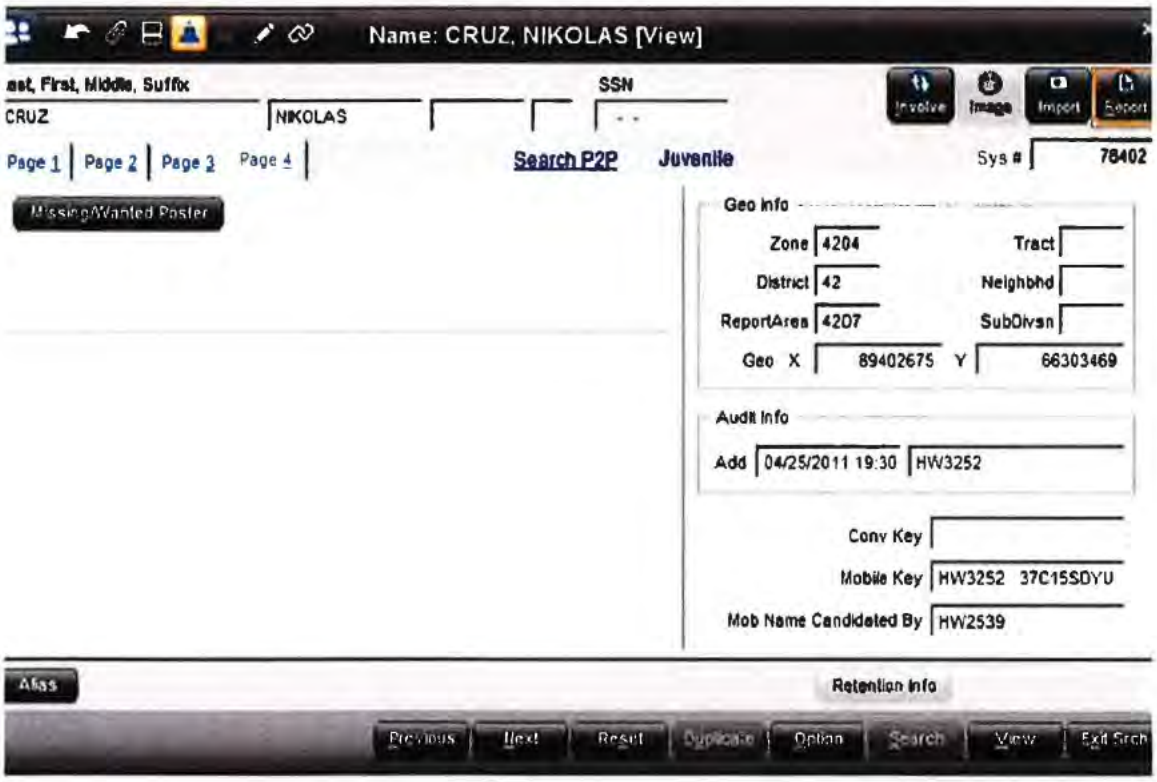
Previous
Next
Reset
Duplicate
Option
Search
View
Ext Srch


Name: CRUZ, NIKOLAS [View]
Last, First, Middle, Suffix
SSN
CRUZ
NIKOLAS
Involve
Image
Import
Report
Page 1
Page 2
Page 3
Page 4
Search P2P
Juvenile
Sys #
78402
Missing/Wanted Poster
Geo Info
Zone
4204
Tract
District
42
Neighbhd
ReportArea
4207
SubDivsn
Geo X
89402675
Y
66303469
Audit Info
Add
04/25/2011 19:30
HW3252
Conv Key
Mobile Key
HW3252 37C15SDYU
Mob Name Candidated By
HW2539
Alias
Retention Info
Previous
Next
Reset
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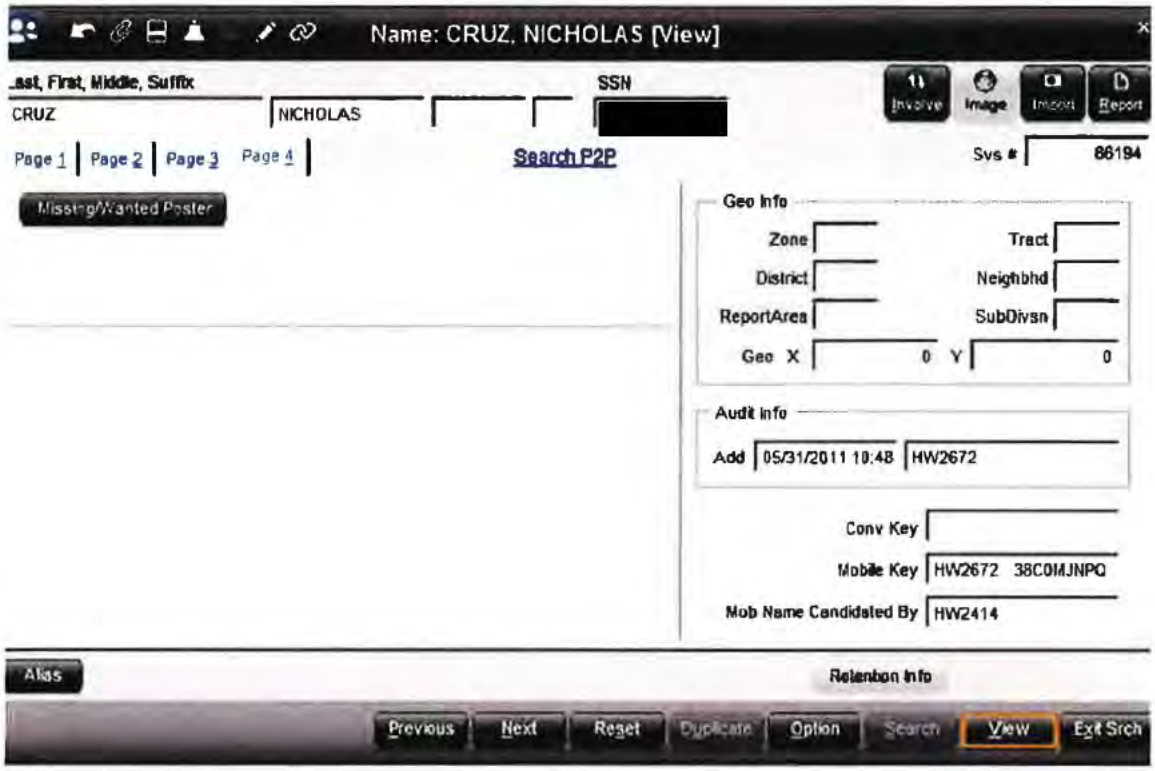
Option
Search
View
Ext Srch


Name: CRUZ, NICHOLAS [View]
Last, First, Middle, Suffix
SSN
CRUZ
NICHOLAS
Involve
Image
Incident
Report
Page 1
Page 2
Page 3
Page 4
Search P2P
Svs #
86194
Missing/Wanted Poster
Geo Info
Zone
Tract
District
Neighbhd
ReportArea
SubDivsn
Geo X
0
Y
0
Audit Info
Add
05/31/2011 10:48
HW2672
Conv Key
Mobile Key
HW2672 38C0MJNPQ
Mob Name Candidated By
HW2414
Alias
Relation Info
Previous
Next
Reset
Duplicate
Option
Search
View
Exit Srch

Involvement: Master Location

	Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1)		LW	LOCATION	171609001626, INFORMATION	09/29/2016			17160900162
2)		LW	LOCATION	171311000093, INFORMATION	11/07/2013			17131100009
3)		LW	LOCATION	171301000354, INFORMATION	01/16/2013			17130100035
4)		NM	LOCATION	CRUZ, NIKOLAS	11/21/2014	BSO		
5)		NM	LOCATION	CRUZ, ZACHARY	11/07/2013	BSO		
6)		NM	LOCATION	CRUZ, NIKOLAS	01/16/2013	BSO		
7)		NM	LOCATION	CRUZ, LYNDA	01/16/2013	BSO		

Holmes, Alexandra

From: Cline, Regina <ReginaCline@fdle.state.fl.us>
Sent: Wednesday, February 28, 2018 9:47 AM
To: Holmes, Alexandra
Subject: RE: TAR Request

Nothing by this user for that last name either. Be advised that if this was called in the run won't be listed under his user code. The way I'm running it will only show what he physically typed in and queried.

Regina Cline – FDLE
(850) 410-7115

From: Holmes, Alexandra [mailto:Alexandra_Holmes@sheriff.org]
Sent: Wednesday, February 28, 2018 9:03 AM
To: Cline, Regina
Subject: RE: TAR Request

Just in case. Can you also please check the last name "Cruise."

Sergeant Alexandra Holmes
Broward Sheriff's Office
Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

From: Cline, Regina [mailto:ReginaCline@fdle.state.fl.us]
Sent: Wednesday, February 28, 2018 8:16 AM
To: Holmes, Alexandra
Subject: RE: TAR Request

Yes, that was 11/30/17 – 2/22/18. I ran his user code for any time the last name Cruz was queried.

Regina Cline – FDLE

EOG-03640

(850) 410-7115

From: Holmes, Alexandra [mailto:Alexandra_Holmes@sheriff.org]
Sent: Tuesday, February 27, 2018 6:46 PM
To: Cline, Regina
Subject: RE: TAR Request

Okay, is that all you have? And that would be from November 30, 2017, to the present.

Sergeant Alexandra Holmes
Broward Sheriff's Office
Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

From: Cline, Regina [mailto:ReginaCline@fdle.state.fl.us]
Sent: Friday, February 23, 2018 9:45 AM
To: Holmes, Alexandra
Subject: RE: TAR Request

So he ran a tag and name of Abner Cruz and also the name Aldo Cruz but that's it...in FCIC.

Regina Cline – FDLE
(850) 410-7115

From: Holmes, Alexandra [mailto:Alexandra_Holmes@sheriff.org]
Sent: Friday, February 23, 2018 8:36 AM
To: Cline, Regina
Cc: Griffin, Lemuel
Subject: RE: TAR Request

The request is actually from November 30, 2017, to the present. I do not believe the ten days will make much of a difference. Will the report be too long? I am looking for any searches for Nikolas Cruz, but he may have spelled it differently Nicholas, Nicolas, Nickolas, etc. if he searched the name at all.

Sergeant Alexandra Holmes
Broward Sheriff's Office

EOG-03641

Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

From: Cline, Regina [mailto:ReginaCline@fdle.state.fl.us]
Sent: Thursday, February 22, 2018 8:25 AM
To: Griffin, Lemuel; Holmes, Alexandra
Subject: RE: TAR Request

There are 803 transactions. Are you looking for something specific?

Regina Cline – FDLE
(850) 410-7115

From: Griffin, Lemuel [mailto:Lemuel_Griffin@sheriff.org]
Sent: Thursday, February 22, 2018 7:40 AM
To: TAR Request
Cc: Holmes, Alexandra
Subject: TAR Request

Please conduct a TAR to show all transactions/queries on listed BSO employee.

Time Frame of Search: November 20, 2017 to the present
Area of search: Agency Wide
Information to be searched: Deputy Guntis Treijs (CCN 9714)
Reason for search: Investigative

Requested by Sergeant Alexandra Holmes / Division of Internal Affairs / 954-327-3923.

Lemuel A. Griffin
Terminal Agency Coordinator
Department of Professional Standards
Broward Sheriff's Office
(954) 321 - 4344 (office)
(954) 560 - 8469 (cellular)

EOG-03642

From: Holmes, Alexandra
Sent: Wednesday, February 21, 2018 8:30 PM
To: Griffin, Lemuel <Lemuel_Griffin@sheriff.org>
Subject: TAR /DAVID Request

Case Number: To be determined

Could you please send me a report of all the people Deputy Guntis Treijs, CCN 9714, conducted a search on starting from November 30, 2017, to the present. Thank you in advance.

Sergeant Alexandra Holmes
Broward Sheriff's Office
Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

Holmes, Alexandra

From: Griffin, Lemuel
Sent: Wednesday, February 28, 2018 7:27 AM
To: Holmes, Alexandra
Subject: DAVID Audit Request
Attachments: Guntis Treijs-DAVID Audit 690685.xlsx

Here you go.

Lemuel A. Griffin
Terminal Agency Coordinator
Department of Professional Standards
Broward Sheriff's Office
(954) 321 - 4344 (office)
(954) 560 - 8469 (cellular)

From: Holmes, Alexandra
Sent: Tuesday, February 27, 2018 6:47 PM
To: Griffin, Lemuel <Lemuel_Griffin@sheriff.org>
Subject: RE: TAR Request

Okay, I received a reply from FDLE. Did you check DAVID for me?

Sergeant Alexandra Holmes
Broward Sheriff's Office
Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

From: Griffin, Lemuel
Sent: Friday, February 23, 2018 7:24 AM
To: Holmes, Alexandra
Subject: FW: TAR Request

Standing by for your response.

There are 803 transactions. Are you looking for something specific?

Lemuel A. Griffin
Terminal Agency Coordinator
Department of Professional Standards
Broward Sheriff's Office
(954) 321 - 4344 (office)
(954) 560 - 8469 (cellular)

From: Cline, Regina [mailto:ReginaCline@fdle.state.fl.us]
Sent: Thursday, February 22, 2018 8:25 AM
To: Griffin, Lemuel <Lemuel_Griffin@sheriff.org>; Holmes, Alexandra <Alexandra_Holmes@sheriff.org>
Subject: RE: TAR Request

There are 803 transactions. Are you looking for something specific?

Regina Cline – FDLE
(850) 410-7115

EOG-03645

From: Griffin, Lemuel [mailto:Lemuel_Griffin@sheriff.org]
Sent: Thursday, February 22, 2018 7:40 AM
To: TAR Request
Cc: Holmes, Alexandra
Subject: TAR Request

Please conduct a TAR to show all transactions/queries on listed BSO employee.

Time Frame of Search:	November 20, 2017 to the present
Area of search:	Agency Wide
Information to be searched:	Deputy Guntis Treijs (CCN 9714)
Reason for search:	Investigative

Requested by Sergeant Alexandra Holmes / Division of Internal Affairs / 954-327-3923.

Lemuel A. Griffin
Terminal Agency Coordinator
Department of Professional Standards
Broward Sheriff's Office
(954) 321 - 4344 (office)
(954) 560 - 8469 (cellular)

From: Holmes, Alexandra
Sent: Wednesday, February 21, 2018 8:30 PM
To: Griffin, Lemuel <Lemuel_Griffin@sheriff.org>
Subject: TAR /DAVID Request

Case Number: To be determined

Could you please send me a report of all the people Deputy Guntis Treijs, CCN 9714, conducted a search on starting from November 30, 2017, to the present. Thank you in advance.

Sergeant Alexandra Holmes
Broward Sheriff's Office
Division of Internal Affairs
Office: (954) 327-3923
Fax: (954) 327-3911
Email: Alexandra_Holmes@Sheriff.org

EOG-03646

Sheriff Scott Israel

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

EOG-03647

STATE OF FLORIDA
Department of Highway Safety & Motor Vehicles
Driver And Vehicle Information Database

Below is a listing of all activity from 11/30/2017 to 02/22/2018
for guntis treijs (690685) from Broward County Sheriff [Dept. Law Enforcement (DLE)]

Agency	Full Name	User Name	IP Address	Time Accessed (Eastern Time)	Purpose Code	Page Viewed	Search Field	Search Value
No activity for the User within this date range								

Home > Broward County Reports > Master Unit Activity

Home | My Subscriptions | Help

From: 11/30/2017 To: 11/30/2017 11:59:59 PM View Report

Agency Type: LAW ENFORCEMENT Agency: 01 - WEST PARK, 02 - DANIA, 0

Zone: (No Zone), 1701, 1702, 1703, 1 Officer: Treijs, Guntis - BS09714

Callsign: 17B2 Display: Incident Activity, Unit Status Ac

Display Message: Sent Message Only

100%

Master Unit Activity

From: 11/30/2017 00:00:00 To: 11/30/2017 23:59:59

Incident Activity

Incident Number	Incident Date	Type	Zone	Callsign	Pri	Dispatch Time	Enroute Time	Arrive Time	Enroute Hospital Time	Arrive Hospital Time	Clear Time	Enroute To Arrive	Enr Hosp To Arrive Hosp	Dispo
Treijs, Guntis - BS09714														
L1717113000001582	11/30/2017 08:03:10	13I	1703	17B2	*	11/30/2017 08:03:45	11/30/2017 08:04:30	11/30/2017 08:05:59			11/30/2017 08:13:34	00:01:29	00:00:00	B
L1717113000001593	11/30/2017 09:49:26	66	1702	17B2	*	11/30/2017 09:49:26		11/30/2017 09:49:26			11/30/2017 09:55:14	00:00:00	00:00:00	B
L1717113000001596	11/30/2017 10:15:04	14	1702	17B2	*	11/30/2017 10:15:22	11/30/2017 10:16:08	11/30/2017 10:21:43			11/30/2017 10:32:57	00:05:35	00:00:00	B
L1717113000001601	11/30/2017 11:29:20	49A	1704	17B2	*	11/30/2017 11:29:40	11/30/2017 11:30:00	11/30/2017 11:40:14			11/30/2017 12:06:46	00:10:06	00:00:00	C2
L1717113000001602	11/30/2017 12:01:06	13I	1703	17B2	*	11/30/2017 12:13:32	11/30/2017 12:16:08				11/30/2017 12:17:52	00:00:00	00:00:00	B
L1717113000001602	11/30/2017 12:01:06	13I	1703	17B2	*	11/30/2017 12:20:20	11/30/2017 12:20:24	11/30/2017 12:20:24			11/30/2017 12:37:40	00:00:00	00:00:00	B
L1717113000001605	11/30/2017 12:27:45	76	1701	17B2		11/30/2017 12:58:07					11/30/2017 12:59:30	00:00:00	00:00:00	
L1717113000001607	11/30/2017 13:38:33	73	1701	17B2	*	11/30/2017 13:38:33		11/30/2017 13:38:33			11/30/2017 14:24:08	00:00:00	00:00:00	B
L1717113000001610	11/30/2017 14:26:51	10-50		17B2		11/30/2017 14:26:20	11/30/2017 14:26:24	11/30/2017 14:26:24			11/30/2017 14:32:54	00:00:00	00:00:00	
L1717113000001611	11/30/2017 14:44:03	49A	1703	17B2		11/30/2017 14:46:35	11/30/2017 14:46:40	11/30/2017 14:54:59			11/30/2017 15:25:10	00:08:19	00:00:00	
L1717113000001615	11/30/2017 16:36:24	14	1701	17B2	*	11/30/2017 16:36:55	11/30/2017 16:37:17	11/30/2017 16:40:40			11/30/2017 17:18:30	00:08:23	00:00:00	B

Unit Status Activity

Unit History Time	Unit Id	Transaction Type	Transaction Description	Status	Unit Status new (old)	Time At Status (mm:ss)	Unit Location	Zone	Incident Number	Type
Treijs, Guntis - BS09714										
11/30/2017 05:52:26	17/17B2	ON DUTY	On Duty	AV		00:00:12				
Transaction Detail: Jurisdiction Area: 17 Beat: 1702, Personnel: BS/BS09714, Guntis Treijs Equipment: [AstroRadio]60834, [AstroRadio]59562, Unit Equipment: [MDT]MOBILE/BSO1312, User Name: Guntis Treijs										
11/30/2017 05:52:26	17/17B2	LOG	Log In	AV						
11/30/2017 05:55:18	17/17B2	UNIT MGMT	On Duty Assignment Update	AV						
Transaction Detail: Personnel: BS/BS09714 Equipment: [AstroRadio]60834, [AstroRadio]59562 (BS/BS09714 Equipment [AstroRadio]60834,[AstroRadio]59562)										
11/30/2017 05:55:18	17/17B2	LOG	Log In	AV						
11/30/2017 06:22:38	17/17B2	UNIT STAT	Unit Status	SD	SD (AV)	00:44:24				
Transaction Detail: Submitted: 2017-11-30 06:32:39										
11/30/2017 07:17:02	17/17B2	UNIT STAT	Unit Status	AV	AV (SD)	00:00:07				
11/30/2017 07:17:09	17/17B2	UNIT STAT	Unit Status	BZ	BZ (AV)	00:20:40				
11/30/2017 07:37:49	17/17B2	UNIT STAT	Unit Status	AV	AV (BZ)	00:25:51				
11/30/2017 08:03:40	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:00		1703	L1717113000001582	13I
11/30/2017 08:03:40	17/17B2	DPTCH	Dispatch	AV				1703	L1717113000001582	13I
11/30/2017 08:03:40	17/17B2	PRIM UNIT	Primary Unit	AV				1703	L1717113000001582	13I
Transaction Detail: Primary: 17/17B2										
11/30/2017 08:04:30	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:01:23		1703	L1717113000001582	13I
11/30/2017 08:05:59	17/17B2	UNIT STAT	Unit Status	AR	AR (EN)	00:01:29		1703	L1717113000001582	13I
11/30/2017 08:13:34	17/17B2	INC DPDT	Disposition	AR				1703	L1717113000001582	13I
Transaction Detail: Dispo: B										
11/30/2017 08:13:34	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	01:38:52		1703	L1717113000001582	13I

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11/30/2017 08:13:34	17/17B2	FREE UNIT	Unit Freed	AR			[redacted]	1703	L1717113000001582	13I
11/30/2017 09:49:26	17/17B2	DPTCH	Dispatch	OV				1702	L1717113000001593	66
11/30/2017 09:49:26	17/17B2	PRIM UNIT	Primary Unit	OV				1702	L1717113000001593	66
Transaction Detail: Primary: 17/17B2										
11/30/2017 09:49:26	17/17B2	UNIT STAT	Unit Status	OV	OV (AV)	00:00:00		1702	L1717113000001593	66
11/30/2017 09:49:26	17/17B2	INC CREATE	Incident Created (Field Initiated)	OV				1702	L1717113000001593	66
11/30/2017 09:49:35	17/17B2	UNIT STAT	Unit Status	AR	AR (OV)	00:00:09		1702	L1717113000001593	66
11/30/2017 09:55:14	17/17B2	INC UPDT	Disposition	AR				1702	L1717113000001593	66
Transaction Detail: Dispo: B										
11/30/2017 09:55:14	17/17B2	FREE UNIT	Unit Freed	AR				1702	L1717113000001593	66
11/30/2017 09:55:14	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:20:08		1702	L1717113000001593	66
11/30/2017 10:15:22	17/17B2	DPTCH	Dispatch	AV				1702	L1717113000001595	49A
11/30/2017 10:15:22	17/17B2	PRIM UNIT	Primary Unit	AV				1702	L1717113000001595	49A
Transaction Detail: Primary: 17/17B2										
11/30/2017 10:15:22	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:48		1702	L1717113000001595	49A
11/30/2017 10:16:08	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:00:45		1702	L1717113000001595	49A
11/30/2017 10:21:43	17/17B2	UNIT STAT	Unit Status	AR	AR (EN)	00:11:19		1702	L1717113000001595	49A
11/30/2017 10:22:04	17/17B2	TIMEOUT	Unit Timeout Reset	AR				1702	L1717113000001595	49A
Transaction Detail: Timeout Value: 4										
11/30/2017 10:26:04	17/17B2	TIMEOUT	Unit Timeout	AR				1702	L1717113000001595	49A
11/30/2017 10:27:13	17/17B2	TIMEOUT	Unit Timeout Reset	AR				1702	L1717113000001595	49A
Transaction Detail: Timeout Value: 6										
11/30/2017 10:27:22	17/17B2	TIMEOUT	Unit Timeout Reset	AR				1702	L1717113000001595	49A
Transaction Detail: Timeout Value: 7										
11/30/2017 10:32:57	17/17B2	INC UPDT	Disposition	AR				1702	L1717113000001595	14
Transaction Detail: Dispo: B										
11/30/2017 10:32:57	17/17B2	FREE UNIT	Unit Freed	AR				1702	L1717113000001595	14
11/30/2017 10:32:57	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:56:43		1702	L1717113000001595	14
11/30/2017 11:29:40	17/17B2	DPTCH	Dispatch	AV				1704	L1717113000001601	49A
11/30/2017 11:29:40	17/17B2	PRIM UNIT	Primary Unit	AV				1704	L1717113000001601	49A
Transaction Detail: Primary: 17/17B2										
11/30/2017 11:29:40	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:28		1704	L1717113000001601	49A
11/30/2017 11:30:08	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:10:06		1704	L1717113000001601	49A
11/30/2017 11:40:14	17/17B2	UNIT STAT	Unit Status	AR	AR (EN)	00:24:34		1704	L1717113000001601	49A
11/30/2017 12:06:48	17/17B2	INC UPDT	Disposition	AR				1704	L1717113000001601	49A
Transaction Detail: Dispo: C2										
11/30/2017 12:06:48	17/17B2	FREE UNIT	Unit Freed	AR				1704	L1717113000001601	49A
11/30/2017 12:06:48	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:04:44		1704	L1717113000001601	49A
11/30/2017 12:13:32	17/17B2	DPTCH	Dispatch	AV			6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:13:32	17/17B2	PRIM UNIT	Primary Unit	AV				1703	L1717113000001607	13I
Transaction Detail: Primary: 17/17B2										
11/30/2017 12:13:32	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:02:36	6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:14:32	17/17B2	TIMEOUT	Unit Timeout	DS			6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:16:08	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:01:44	6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:17:52	17/17B2	FREE UNIT	Unit Freed	EN			6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:17:52	17/17B2	UNIT STAT	Unit Status	AV	AV (EN)	00:02:28		1703	L1717113000001607	13I
11/30/2017 12:20:20	17/17B2	DPTCH	Dispatch	AV			6166 NW 80TH TER	1703	L1717113000001607	13I
11/30/2017 12:20:20	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:00	6166 NW 80TH TER	1703	L1717113000001607	13I

EOG-03650

11/30/2017 12:20:24	17/17B2	UNIT STAT	Unit Status	AR	AR (DS)	00:17:10	[redacted]	1703	[redacted]	13I
11/30/2017 12:37:40	17/17B2	INC UPDT	Disposition	AR				1703	[redacted]	13I
Transaction Detail: Dispo: B										
11/30/2017 12:37:40	17/17B2	FREE UNIT	Unit Freed	AR				1703	[redacted]	13I
11/30/2017 12:37:40	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:21:27		1703	[redacted]	13I
11/30/2017 12:59:07	17/17B2	DPTCH	Dispatch	AV				1701	[redacted]	76
11/30/2017 12:59:07	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:14		1701	[redacted]	76
11/30/2017 12:59:30	17/17B2	FREE UNIT	Unit Freed	DS				1701	[redacted]	76
11/30/2017 12:59:30	17/17B2	UNIT STAT	Unit Status	AV	AV (DS)	00:39:03		1701	[redacted]	76
11/30/2017 13:38:33	17/17B2	DPTCH	Dispatch	OV				1701	[redacted]	68
11/30/2017 13:38:33	17/17B2	PRIM UNIT	Primary Unit	OV				1701	[redacted]	68
Transaction Detail: Primary: 17/17B2										
11/30/2017 13:38:33	17/17B2	UNIT STAT	Unit Status	OV	OV (AV)	00:00:07		1701	[redacted]	68
11/30/2017 13:38:33	17/17B2	INC CREATE	Incident Created (Field Initiated)	OV				1701	[redacted]	68
11/30/2017 13:38:40	17/17B2	UNIT STAT	Unit Status	AR	AR (OV)	00:45:28		1701	[redacted]	68
11/30/2017 14:24:08	17/17B2	INC UPDT	Disposition	AR				1701	[redacted]	73
Transaction Detail: Dispo: B										
11/30/2017 14:24:08	17/17B2	FREE UNIT	Unit Freed	AR				1701	[redacted]	73
11/30/2017 14:24:08	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:02:12		1701	[redacted]	73
11/30/2017 14:26:20	17/17B2	DPTCH	Dispatch	AV					[redacted]	10-50
11/30/2017 14:26:20	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:04			[redacted]	10-50
11/30/2017 14:26:24	17/17B2	UNIT STAT	Unit Status	AR	AR (DS)	00:06:30			[redacted]	10-50
11/30/2017 14:32:54	17/17B2	FREE UNIT	Unit Freed	AR					[redacted]	10-50
11/30/2017 14:32:54	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:13:41			[redacted]	10-50
11/30/2017 14:46:35	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:05		1703	[redacted]	49A
11/30/2017 14:46:35	17/17B2	DPTCH	Dispatch	AV				1703	[redacted]	49A
11/30/2017 14:46:40	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:08:19		1703	[redacted]	49A
11/30/2017 14:54:59	17/17B2	UNIT STAT	Unit Status	AR	AR (EN)	00:30:17		1703	[redacted]	49A
11/30/2017 14:55:03	17/17B2	TIMEOUT	Unit Timeout Reset	AR				1703	[redacted]	49A
Transaction Detail: Timeout Value: 3										
11/30/2017 14:58:05	17/17B2	TIMEOUT	Unit Timeout	AR				1703	[redacted]	49A
11/30/2017 15:01:53	17/17B2	TIMEOUT	Unit Timeout Reset	AR				1703	[redacted]	49A
Transaction Detail: Timeout Value: 999										
11/30/2017 15:25:16	17/17B2	FREE UNIT	Unit Freed	AR				1703	[redacted]	49A
11/30/2017 15:25:16	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	01:11:40		1703	[redacted]	49A
11/30/2017 16:36:56	17/17B2	UNIT STAT	Unit Status	DS	DS (AV)	00:00:21		1701	[redacted]	14
11/30/2017 16:36:56	17/17B2	DPTCH	Dispatch	AV				1701	[redacted]	14
11/30/2017 16:36:56	17/17B2	PRIM UNIT	Primary Unit	AV				1701	[redacted]	14
Transaction Detail: Primary: 17/17B2										
11/30/2017 16:37:17	17/17B2	UNIT STAT	Unit Status	EN	EN (DS)	00:09:23		1701	[redacted]	14
11/30/2017 16:46:40	17/17B2	UNIT STAT	Unit Status	AR	AR (EN)	00:21:50		1701	[redacted]	14
11/30/2017 17:18:30	17/17B2	UNIT STAT	Unit Status	AV	AV (AR)	00:38:13		1701	[redacted]	14
11/30/2017 17:18:30	17/17B2	INC UPDT	Disposition	AR				1701	[redacted]	14
Transaction Detail: Dispo: B										
11/30/2017 17:18:30	17/17B2	FREE UNIT	Unit Freed	AR				1701	[redacted]	14
11/30/2017 17:57:43	17/17B2	UNIT STAT	Unit Status	EM	EM (AV)	00:09:28				
Transaction Detail: Submitted: 2017-11-30 17:57:45										
11/30/2017 17:57:43	17/17B2	UNIT EMG	Emergency Activated (MDC)	EM						

EOG-03651

11/30/2017 17:58:03	17/17B2	LOG	Log Out	EM		
11/30/2017 17:58:07	17/17B2	UNIT STAT	Unit Status	AV	AV (EM)	00/01/18
11/30/2017 17:59:25	17/17B2	LOG	Log Out	AV		

Sent Message Activity

Action Time	Device	Sender	Recipient(s)
Tralja, Guntis - BS09714			
11/30/2017 13:39:07	BSO1312	bs09714	bs10558@BS
Subject:	Re: Easy detail tonite		
Content:	YOU CAN DO IT HOW SMALL IS THE PARKING LOT?????		
11/30/2017 13:52:56	BSO1312	bs09714	bs10558@BS
Subject:	Re: Easy detail tonite		
Content:	Is it safe? It is after dark.		

Parameter	Selection
From:	11/30/2017 00:00:00
To:	11/30/2017 23:59:59
Agency Type:	LAW ENFORCEMENT
Agency:	All
Zone:	(No Zone), 1701, 1702, 1703, 1704
Officer:	BS09714
Callsign:	17B2
Display:	Incident Activity, Unit Status Activity, Sent Message Activity
Display Message:	Sent Message Only

EOG-03652

Incident Number: L1717113000001582 View Report

Incident Details

Incident Number: L1717113000001582

Incident Status: Closed

Incident Date: 11/30/2017 08:03:10

Last Updated: 11/30/2017 08:13:34

INCIDENT INFORMATION

Incident Type Code:	13I	**Incident Type Description:**	13I-SUSPICIOUS INCIDENT
Priority:	3	**Incident Status:**	Closed
Created By Name:	MCNIEL, CHIQUITA	**Created by Agency/Userid:**	COMM/BS18077
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	AIN FLR 1
City:	PD	**Cross Street:**	ACCESS RD / ACCESS RD
Area:	17	**Sector:**	
Zone:	1703	**Reporting District:**	17F7
Latitude:	26.31136638	**Longitude:**	-80.25208702

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	Yes	**Call Source:**	1-911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:	11/30/2017 08:02:00			**Call Received to Phone Pickup:**	00:00:24
Phone Pickup:	11/30/2017 08:02:24	COMM/BS18077	N28	**Phone Pickup to Created:**	00:00:46
Incident Created:	11/30/2017 08:03:10	COMM/BS18077	N28	**Phone Pickup to 1st Dispatch:**	00:01:16
1st Unit Dispatched:	11/30/2017 08:03:40	COMM/BS05328	N13	**Created to 1st Dispatched:**	00:00:30
1st Unit Enroute:	11/30/2017 08:04:30	COMM/BS05328	N13	**1st Dispatch to 1st Enroute:**	00:00:50
1st Unit Arrived:	11/30/2017 08:05:59	COMM/BS05328	N13	**1st Enroute to 1st Arrived:**	00:01:29
Route Closed:	11/30/2017 08:13:34	COMM/BS05328	N13	**Created to Closed:**	00:10:24

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B1	**11/30/2017 08:03:40**					11/30/2017 08:04:34	00:00:54	

EOG-03653

*	17/17B2	**11/30/2017 08:03:40**	**11/30/2017 08:04:30**	**11/30/2017 08:05:59**	**11/30/2017 08:13:34**	00:09:54	B
	17/17B3	11/30/2017 08:09:21	11/30/2017 08:09:25		11/30/2017 08:11:42	00:02:21	

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B1	BS12436	Dodge, Brian
BS/17B2	BS09714	Treijs, Guntis
BS/17B3	BS10558	Eason, Edward

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 08:03:10	BS18077	N28	AUTOMATIC EMERGENCY HELP RECORDING
11/30/2017 08:03:19	BS18077	N28	ADV PANIC BUTTON GENERATED
11/30/2017 08:04:58	BS18077	N28	MADE LL SPOKE W/ CLAUDIA FRONT DESK ADV ALL 1004
11/30/2017 08:06:07	BS05328	N13	17B2 1097 THE AREA
11/30/2017 08:11:38	BS05328	N13	17B2 ADV EVERYTHING IS 1004 1066 1094
11/30/2017 08:12:59	BS09714	BSO1312	FRONT DESK, CLAUDIA, ADVISED EVERYTHING IS 10-4 AT THE CITY HALL. CHECKED INTERIOR, CITY MANAGER'S OFFICE, EVERYTHING IS 10-4.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03654

Incident Number: L1717113000001593 View Report

Incident Details

Incident Number: L1717113000001593

Incident Status: Closed

Incident Date: 11/30/2017 09:49:26

Last Updated: 11/30/2017 09:55:14

INCIDENT INFORMATION

Incident Type Code:	68	**Incident Type Description:**	68-POLICE SERVICE CALL
Priority:	4	**Incident Status:**	Closed
Created By Name:	BENSON, JAMIE	**Created by Agency/Userid:**	COMM/BS05328
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:		**Building:**	
Address:	[redacted]	**Apartment:**	
City:	PD	**Cross Street:**	6600 NW 95TH LN /
Area:	17	**Sector:**	
Zone:	1702	**Reporting District:**	17E9
Latitude:	26.31400640	**Longitude:**	-80.25345843

⊟ CALLER INFORMATION

Caller Name:		**Caller Phone Number:**	
Caller Location:		**Caller City:**	
Contact Caller:		**Call Source:**	3-FIELD INITIATED CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 09:49:26	COMM/BS05328	N13	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 09:49:26	COMM/BS05328	N13	**Created to 1st Dispatched:**	00:00:00
1st Unit Enroute:	11/30/2017 09:49:26			**1st Dispatch to 1st Enroute:**	00:00:00
1st Unit Arrived:	11/30/2017 09:49:26	COMM/BS05328	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 09:55:14	COMM/BS05328	N13	**Created to Closed:**	00:05:48

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
*	17/17B2	11/30/2017 09:49:26		11/30/2017 09:49:26			11/30/2017 09:55:14	00:05:48	B

EOG-03655

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 09:54:01	BS09714	BSO1312	VACATION WATCH. EVERYTHING IS SECURE, NO CARS IN THE DRIVEWAY.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03656

Incident Number: L1717113000001596 View Report

100% Find | Next

Incident Details

Incident Number: L1717113000001596

Incident Status: Closed

Incident Date: 11/30/2017 10:15:04

Last Updated: 11/30/2017 10:33:03

INCIDENT INFORMATION

Incident Type Code:	14	**Incident Type Description:**	14-INFORMATION
Priority:	4	**Incident Status:**	Closed
Created By Name:	ALAYO, TASLIMUN	**Created by Agency/Userid:**	COMM/BS06820
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:		**Building:**	
Address:	[redacted]	**Apartment:**	
City:	PD	**Cross Street:**	
Area:	17	**Sector:**	
Zone:	1702	**Reporting District:**	17E2
Latitude:	26.31528225	**Longitude:**	-80.25537036

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	Yes	**Call Source:**	0-NON 911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 10:15:04	COMM/BS06820	C02	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 10:15:22	COMM/BS16051	N04	**Created to 1st Dispatched:**	00:00:18
1st Unit Enroute:	11/30/2017 10:16:08	COMM/BS16051	N04	**1st Dispatch to 1st Enroute:**	00:00:46
1st Unit Arrived:	11/30/2017 10:21:43	COMM/BS05328	N13	**1st Enroute to 1st Arrived:**	00:05:35
Route Closed:	11/30/2017 10:33:02	COMM/BS05328	N04	**Created to Closed:**	00:17:58

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B10	11/30/2017 10:16:14	11/30/2017 10:16:18				**11/30/2017 10:33:02**	00:16:48	

EOG-03657

*	17/17B2	**11/30/2017 10:15:22**	**11/30/2017 10:16:08**	**11/30/2017 10:21:43**	11/30/2017 10:32:57	00:17:35	
	17/17B3	**11/30/2017 10:15:22**			11/30/2017 10:16:14	00:00:52	

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B10	BS11290	Seward, Richard
BS/17B2	BS09714	Treijs, Guntis
BS/17B3	BS10558	Eason, Edward

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 10:15:04	BS06820	C02	RESD., MORGAN., ZONE 4...FAMILY AND MASTER BEDROOM AREA.... [redacted]. VOICE MAIL
11/30/2017 10:26:59	BS05328	N13	17B2 IS 25/W CONTRACTOR
11/30/2017 10:32:28	BS09714	BSO1312	CONTACTRACTOR [redacted] ALBANESE BUILDERS, ON PREMISES. ALL ENTRANCES SECURE. COMPANY IS BUILDING ADDITION TO THE RESIDENCE.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

DATE TIME:	USERID:	DEVICE:	FROM:	TO:
11/30/2017 10:32:54	BS05328	N13	3	4

INCIDENT TYPE CHANGES

DATE TIME:	USERID:	DEVICE:	FROM:	TO:
11/30/2017 10:32:54	BS05328	N13	49A	14

EOG-03658

Incident Number: L1717113000001601 View Report

100% Find | Next

Incident Details

Incident Number: L1717113000001601

Incident Status: Closed

Incident Date: 11/30/2017 11:29:20

Last Updated: 11/30/2017 12:09:10

INCIDENT INFORMATION

Incident Type Code:	49A	**Incident Type Description:**	49A-AUDIBLE ALARM
Priority:	3	**Incident Status:**	Closed
Created By Name:	STEPHENS, SANDRA	**Created by Agency/Userid:**	COMM/BS17129
Modifying Circ:		**Dispositions:**	C2
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	
City:	PD	**Cross Street:**	/ 6500 NW 67TH PL
Area:	17	**Sector:**	
Zone:	1704	**Reporting District:**	17J0
Latitude:	26.31898496	**Longitude:**	-80.21295480

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	Yes	**Call Source:**	1-911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:	11/30/2017 11:26:40			**Call Received to Phone Pickup:**	00:00:00
Phone Pickup:	11/30/2017 11:26:40	COMM/BS17129	N11	**Phone Pickup to Created:**	00:02:40
Incident Created:	11/30/2017 11:29:20	COMM/BS17129	N11	**Phone Pickup to 1st Dispatch:**	00:03:00
1st Unit Dispatched:	11/30/2017 11:29:40	COMM/BS05297	N13	**Created to 1st Dispatched:**	00:00:20
1st Unit Enroute:	11/30/2017 11:30:08	COMM/BS05297	N13	**1st Dispatch to 1st Enroute:**	00:00:28
1st Unit Arrived:	11/30/2017 11:40:13	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:10:05
Route Closed:	11/30/2017 12:09:09	COMM/BS05548	N13	**Created to Closed:**	00:39:49

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B10	11/30/2017	11/30/2017	11/30/2017			11/30/2017	00:39:28	

EOG-03659

		11:29:41	11:30:08	11:40:13		12:09:09		
*	17/17B2	11/30/2017 11:29:40	11/30/2017 11:30:08	11/30/2017 11:40:14		11/30/2017 12:08:48	00:39:08	C2

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B10	BS11290	Seward, Richard
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 11:29:20	BS17129	N11	AUD....MASTER BEDROOM MOTION .....NO ANSWER...ATT'G CALLOUT
11/30/2017 12:08:25	BS09714	BSO1312	BEDROOM WINDOW LEFT OPEN, SCREEN INTACT, HOMEOWNER AT THE GYM ACCORDING TO THE POOL MAINTENANCE PERSON. CITATION #6272 ISSUED, FIRST VIOLATION.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03660

Incident Number: L1717113000001602 View Report

100% Find | Next

Incident Details

Incident Number: L1717113000001602

Incident Status: Closed

Incident Date: 11/30/2017 12:01:06

Last Updated: 11/30/2017 12:37:41

INCIDENT INFORMATION

Incident Type Code:	13I	**Incident Type Description:**	13I-SUSPICIOUS INCIDENT
Priority:	3	**Incident Status:**	Closed
Created By Name:	LEBERT, DION	**Created by Agency/Userid:**	COMM/BS18201
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:		**Building:**	
Address:	6166 NW 80TH TER	**Apartment:**	
City:	PD	**Cross Street:**	8000 HOLMBERG RD /
Area:	17	**Sector:**	
Zone:	1703	**Reporting District:**	17H5
Latitude:	26.30691118	**Longitude:**	-80.23296436

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	No	**Call Source:**	1-911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:	11/30/2017 11:49:50			**Call Received to Phone Pickup:**	00:00:00
Phone Pickup:	11/30/2017 11:49:50	COMM/BS18201	N20	**Phone Pickup to Created:**	00:11:16
Incident Created:	11/30/2017 12:01:06	COMM/BS18201	N20	**Phone Pickup to 1st Dispatch:**	00:30:30
1st Unit Dispatched:	11/30/2017 12:20:20	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:19:14
1st Unit Enroute:	11/30/2017 12:20:24	COMM/BS05548	N13	**1st Dispatch to 1st Enroute:**	00:00:04
1st Unit Arrived:	11/30/2017 12:20:24	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 12:37:40	COMM/BS05548	N13	**Created to Closed:**	00:36:34

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
*	17/17B2	**11/30/2017 12:13:32**	**11/30/2017 12:16:08**				11/30/2017 12:17:52	00:04:20	

EOG-03661

* 17/17B2	11/30/2017 12:20:20	11/30/2017 12:20:24	**11/30/2017 12:20:24**	**11/30/2017 12:37:40**	00:17:20	6

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 12:01:06	BS18201	N20	1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/O GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...
11/30/2017 12:03:13	BS05548	N13	HOLDING FOR 17B2 PER 17D2
11/30/2017 12:36:22	BS09714	BSO1312	CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03662

Incident Number: L1717113000001605 View Report

Incident Details

Incident Number: L1717113000001605

Incident Status: Closed

Incident Date: 11/30/2017 12:27:46

Last Updated: 11/30/2017 12:59:31

INCIDENT INFORMATION

Incident Type Code:	76	**Incident Type Description:**	76-AOA (ASSIST OTHER AGENCY)
Priority:	3	**Incident Status:**	Closed
Created By Name:	JOHNSON, JANICE	**Created by Agency/Userid:**	COMM/BS05548
Modifying Circ:		**Dispositions:**	H
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	
City:	PD	**Cross Street:**	/ 6000 PINE ISLAND RD
Area:	17	**Sector:**	
Zone:	1701	**Reporting District:**	17E6
Latitude:	26.30547881	**Longitude:**	-80.27344978

⊟ CALLER INFORMATION

Caller Name:		**Caller Phone Number:**	
Caller Location:		**Caller City:**	
Contact Caller:		**Call Source:**	0-NON 911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 12:27:46	COMM/BS05548	N13	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 12:28:00	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:00:14
1st Unit Enroute:	11/30/2017 12:29:29			**1st Dispatch to 1st Enroute:**	00:01:29
1st Unit Arrived:	11/30/2017 12:29:29	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 12:59:30	COMM/BS05548	N13	**Created to Closed:**	00:31:44

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B2	11/30/2017 12:59:07					**11/30/2017 12:59:30**	00:00:23	

EOG-03663

* 17/17J2	11/30/2017 12:28:00	11/30/2017 12:29:29	11/30/2017 12:29:29		11/30/2017 12:59:30	00:31:30	H

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis
BS/17J2	BS09418	India, John

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 12:27:46	BS05548	N13	12YOA GIRL W/ TB DUE TO ALLERGIC REACTION
11/30/2017 12:28:17	BS05548	N13	NO KNOWN ALLERGYS

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

DATE TIME:	USERID:	DEVICE:	FROM:	TO:
11/30/2017 12:59:07	BS05548	N13	67AR	76

EOG-03664

Incident Number: L1717113000001607

View Report

100%

Incident Details

Incident Number: L1717113000001607

Incident Status: Closed

Incident Date: 11/30/2017 13:38:33

Last Updated: 11/30/2017 14:24:09

INCIDENT INFORMATION

Incident Type Code:	73	**Incident Type Description:**	73-TRAFFIC
Priority:	4	**Incident Status:**	Closed
Created By Name:	JOHNSON, JANICE	**Created by Agency/Userid:**	COMM/BS05548
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	
City:	PD	**Cross Street:**	[redacted]
Area:	17	**Sector:**	
Zone:	1701	**Reporting District:**	17D0
Latitude:	26.32417480	**Longitude:**	-80.27729842

⊟ CALLER INFORMATION

Caller Name:		**Caller Phone Number:**	
Caller Location:		**Caller City:**	
Contact Caller:		**Call Source:**	3-FIELD INITIATED CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 13:38:33	COMM/BS05548	N13	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 13:38:33	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:00:00
1st Unit Enroute:	11/30/2017 13:38:33			**1st Dispatch to 1st Enroute:**	00:00:00
1st Unit Arrived:	11/30/2017 13:38:33	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 14:24:08	COMM/BS05548	N13	**Created to Closed:**	00:45:35

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
*	17/17B2	11/30/2017		11/30/2017			11/30/2017	00:45:35	B

EOG-03665

13:38:33 13:38:33 14:24:08

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 13:45:39	BS09714	BSO1312	[redacted]

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

DATE TIME:	USERID:	DEVICE:	FROM:	TO:
11/30/2017 13:39:50	BS09714	BSO1312	68	73

EOG-03666

Incident Number: L1717113000001610

View Report

Incident Details

Incident Number: L1717113000001610

Incident Status: Closed

Incident Date: 11/30/2017 14:25:51

Last Updated: 11/30/2017 14:32:54

INCIDENT INFORMATION

Incident Type Code:	10-50	**Incident Type Description:**	10-50 TRAFFIC STOP
Priority:	3	**Incident Status:**	Closed
Created By Name:	JOHNSON, JANICE	**Created by Agency/Userid:**	COMM/BS05548
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:		**Building:**	
Address:	[redacted]	**Apartment:**	
City:		**Cross Street:**	
Area:	[redacted]	**Sector:**	
Zone:		**Reporting District:**	
Latitude:		**Longitude:**	

⊟ CALLER INFORMATION

Caller Name:		**Caller Phone Number:**	
Caller Location:		**Caller City:**	
Contact Caller:		**Call Source:**	3-FIELD INITIATED CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 14:25:51	COMM/BS05548	N13	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 14:25:51	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:00:00
1st Unit Enroute:	11/30/2017 14:25:51			**1st Dispatch to 1st Enroute:**	00:00:00
1st Unit Arrived:	11/30/2017 14:25:51	COMM/BS05548	N13	**1st Enroute to 1st Arrived:**	00:00:00
Route Closed:	11/30/2017 14:32:54	COMM/BS05548	N13	**Created to Closed:**	00:07:03

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B2	11/30/2017 14:26:20	**11/30/2017 14:26:24**	11/30/2017 14:26:24			**11/30/2017 14:32:54**	00:06:34	

EOG-03667

* 17/17J4	**11/30/2017 14:25:51**	**11/30/2017 14:25:51**	11/30/2017 14:32:49	00:06:58	B

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis
BS/17J4	BS08016	Perry, Arthur

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 14:25:51	BS05548	N13	LT BLU CORR 1X

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03668

Incident Details

Incident Number: L1717113000001611

Incident Status: Closed

Incident Date: 11/30/2017 14:44:03

Last Updated: 11/30/2017 15:25:17

INCIDENT INFORMATION

Incident Type Code:	49A	**Incident Type Description:**	49A-AUDIBLE ALARM
Priority:	3	**Incident Status:**	Closed
Created By Name:	BLAISE, ELVONST	**Created by Agency/Userid:**	COMM/BS17917
Modifying Circ:		**Dispositions:**	C
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	1
City:	PD	**Cross Street:**	[redacted]
Area:	17	**Sector:**	
Zone:	1703	**Reporting District:**	17H3
Latitude:	26.29700115	**Longitude:**	-80.23137210

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	Yes	**Call Source:**	0-NON 911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 14:44:03	COMM/BS17917	N35	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 14:45:43	COMM/BS05548	N13	**Created to 1st Dispatched:**	00:01:40
1st Unit Enroute:	11/30/2017 14:46:12	COMM/BS05548	N13	**1st Dispatch to 1st Enroute:**	00:00:29
1st Unit Arrived:	11/30/2017 14:54:59	COMM/BS10763	N13	**1st Enroute to 1st Arrived:**	00:08:47
Route Closed:	11/30/2017 15:25:16	COMM/BS14233	N13	**Created to Closed:**	00:41:13

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
	17/17B2	11/30/2017 14:46:35	11/30/2017 14:46:40	11/30/2017 14:54:59			**11/30/2017 15:25:16**	00:38:41	

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*	17/17B3	**11/30/2017 14:45:43**	**11/30/2017 14:46:12**	**11/30/2017 14:54:59**	**11/30/2017 15:25:16**	00:39:33	C
	17/17B4	**11/30/2017 14:45:43**	11/30/2017 14:46:13		11/30/2017 14:46:35	00:00:52	

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis
BS/17B3	BS10558	Eason, Edward
BS/17B4	BS09468	Hanks, William

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 14:44:03	BS17917	N35	POA - EXTERIOR GARAGE CARPORT DOOR 954-328-0413

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03670

Incident Details

Incident Number: L1717113000001615

Incident Status: Closed

Incident Date: 11/30/2017 16:36:24

Last Updated: 11/30/2017 17:18:31

INCIDENT INFORMATION

Incident Type Code:	14	**Incident Type Description:**	14-INFORMATION
Priority:	4	**Incident Status:**	Closed
Created By Name:	KUEHN, HEATHER	**Created by Agency/Userid:**	COMM/BS15592
Modifying Circ:		**Dispositions:**	B
Report Numbers:			
Associated Incidents:	None		

LOCATION INFORMATION

Location Name:	[redacted]	**Building:**	
Address:		**Apartment:**	
City:	PD	**Cross Street:**	[redacted]
Area:	17	**Sector:**	
Zone:	1701	**Reporting District:**	17D7
Latitude:	26.31237423	**Longitude:**	-80.29514725

⊟ CALLER INFORMATION

Caller Name:	[redacted]	**Caller Phone Number:**	[redacted]
Caller Location:		**Caller City:**	
Contact Caller:	Yes	**Call Source:**	0-NON 911 CALL

INCIDENT TIMES

EVENT:	DATE TIME:	AGENCY/USER:	DEVICE:	EVENT:	ELAPSED TIME:
ANI/ALI Received:				**Call Received to Phone Pickup:**	N/A
Phone Pickup:				**Phone Pickup to Created:**	N/A
Incident Created:	11/30/2017 16:36:24	COMM/BS15592	N07	**Phone Pickup to 1st Dispatch:**	N/A
1st Unit Dispatched:	11/30/2017 16:36:56	COMM/BS14233	N13	**Created to 1st Dispatched:**	00:00:32
1st Unit Enroute:	11/30/2017 16:37:17	COMM/BS14233	N13	**1st Dispatch to 1st Enroute:**	00:00:21
1st Unit Arrived:	11/30/2017 16:46:40	COMM/BS14233	N13	**1st Enroute to 1st Arrived:**	00:09:23
Route Closed:	11/30/2017 17:18:30	BS/BS09714	N13	**Created to Closed:**	00:42:06

ASSIGNED UNITS

Pri	UNIT:	DISPATCH:	ENROUTE:	ARRIVE:	ENROUTE HOSPITAL:	ARRIVE HOSPITAL:	CLEAR:	DISPATCH TO CLEAR:	DISPO:
*	17/17B2	11/30/2017	11/30/2017	11/30/2017			11/30/2017	00:41:34	B

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16:36:56 16:37:17 16:46:40 17:18:30

ASSIGNED PERSONNEL

UNIT:	OFFICERID:	OFFICER NAME:
BS/17B2	BS09714	Treijs, Guntis

INCIDENT COMMENTS

DATE TIME:	USERID:	DEVICE:	COMMENTS:
11/30/2017 16:36:24	BS15592	N07	COMPL REQ UNIT 56 HER REF THREATENING TEXTS // ALT 88 954-640-0450 //
11/30/2017 17:11:07	BS09714	BSO1312	MET WITH CALLER [redacted] WHO RECEIVED A TEXT MESSAGE FROM A B/M SUBJECT REGARDING THE ACCIDENT HER SON [redacted] AND THE SUBJECT HAD ON 10/19/17 IN TALLAHHASEE. TEXT MESSAGE STATED THAT THE OTHER PARTY WILL BE SUING [redacted] IN "US COURTS". NO THREATS OF HARM REPORTED. I ADVISED [redacted] NOT TO RESPOND TO THE TEXTS.

PRE-SCHEDULED INFORMATION

ADDRESS CHANGES

PRIORITY CHANGES

INCIDENT TYPE CHANGES

EOG-03672

Export Help

Calls For Service

Signal		City - Address	Location Text	Incident Number	Agency	Dispatch	Arrival	Caller	
Thursday Nov. 30, 2017									
00:03:14 68	*M*68-POLICE SERVICE CALL	[redacted]		L1717113000001566	PARKLAND BS14904	00:03:14	00:03:14		
00:53:41 68	*M*68-POLICE SERVICE CALL	PD 5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001567	PARKLAND BS13549	00:53:41	00:53:41		
00:54:01 68	*M*68-POLICE SERVICE CALL	[redacted]		L1717113000001568	PARKLAND BS09368	00:54:01	00:54:01		
01:09:06 48	48-OPEN DOOR			L1717113000001569	PARKLAND BS14904	01:09:06	01:09:06		
02:00:07 68	*M*68-POLICE SERVICE CALL			L1717113000001570	PARKLAND BS13549	02:00:07	02:00:07		
02:22:33 68	*M*68-POLICE SERVICE CALL			L1717113000001571	PARKLAND BS09368	02:22:33	02:22:33		
02:23:01 68	*M*68-POLICE SERVICE CALL			L1717113000001572	PARKLAND BS09516	02:23:01	02:23:01		
02:23:23 68	*M*68-POLICE SERVICE CALL			L1717113000001573	PARKLAND BS14904	02:23:23	02:23:23		
06:31:56 68	*M*68-POLICE SERVICE CALL			L1717113000001574	PARKLAND				
06:31:57 14	*M*14-INFORMATION			L1717113000001575	PARKLAND				
07:03:51 73	*M*73-TRAFFIC			L1717113000001576	PARKLAND BS11289	07:03:51	07:03:51		
07:15:00 73	*M*73-TRAFFIC	PD 5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001577	PARKLAND BS10558	07:15:00	07:15:00		
07:26:35 4	04-ACCIDENT-MINOR	[redacted]		L1717113000001578	PARKLAND BS11289	07:27:05	07:29:04	OPR 546	954 3441800
07:28:42 73	*M*73-TRAFFIC			L1717113000001579	PARKLAND BS12436	07:28:42	07:28:42		
07:56:57 68	*M*68-POLICE SERVICE CALL			L1717113000001580	PARKLAND BS09468	07:56:57	07:56:57		
08:01:31 73	*M*73-TRAFFIC			L1717113000001581	PARKLAND BS10558	08:01:31	08:01:31		

08:03:10	13I	13I-SUSPICIOUS INCIDENT	[redacted]		L1717113000001582	PARKLAND	BS09714	08:03:40	08:05:59	CITY OF PARKLAND,		954 7535040
08:04:52	13I	13I-SUSPICIOUS INCIDENT			L1717113000001583	PARKLAND				CITY OF PARKLAND,		954 7535040
08:07:02	68	*M*68-POLICE SERVICE CALL			L1717113000001584	PARKLAND	BS12436	08:07:02	08:07:02			
08:19:01	68	*M*68-POLICE SERVICE CALL			L1717113000001585	PARKLAND	BS12436	08:19:01	08:19:01			
08:26:19	67SP	67SP-MEDICAL-SICK PERSON	PD 5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001586	PARKLAND	BS04308	08:26:19	08:26:19			
08:27:16	68	*M*68-POLICE SERVICE CALL	[redacted]		L1717113000001587	PARKLAND	BS12436	08:27:16	08:27:16			
08:27:44	14	*M*14-INFORMATION			L1717113000001588	PARKLAND	BS11290	08:27:44	08:27:44			
08:41:10	68	*M*68-POLICE SERVICE CALL			L1717113000001589	PARKLAND	BS12436	08:41:10	08:41:10			
08:55:37	68	*M*68-POLICE SERVICE CALL			L1717113000001590	PARKLAND	BS12436	08:55:37	08:55:37			
09:29:18	73	*M*73-TRAFFIC			L1717113000001591	PARKLAND	BS11289	09:29:18	09:29:18			
09:41:37	68	*M*68-POLICE SERVICE CALL			L1717113000001592	PARKLAND	BS10558	09:41:37	09:41:37			
09:49:26	68	*M*68-POLICE SERVICE CALL			L1717113000001593	PARKLAND	BS09714	09:49:26	09:49:26			
09:51:24	72	*M*72-LOST/FOUND PROPERTY			L1717113000001594	PARKLAND	BS10558	09:52:08	09:57:20	X17		
09:59:48	53	53-EMBEZZLEMENT-FRAUD			L1717113000001595	PARKLAND				X17		
10:15:04	14	*M*14-INFORMATION			L1717113000001596	PARKLAND	BS09714	10:15:22	10:21:43	ADT/WXU		888 2946736
10:46:28	14	*M*14-INFORMATION			L1717113000001597	PARKLAND	BS11290	10:47:06	10:48:41	X17/DEBBIE		954 5091451
11:07:42	68	*M*68-POLICE SERVICE CALL			L1717113000001598	PARKLAND	BS09468	11:07:42	11:07:42			
11:12:11	4	04-ACCIDENT-MINOR			L1717113000001599	PARKLAND	BS11289	11:13:26	11:25:30	ROREY		954 6328870

11:25:07	4	04-ACCIDENT-MINOR	L1717113000001600	PARKLAND	BS09468	11:26:23	11:28:17	MR ROSSMAN	954 3261700
11:29:20	49A	49A-AUDIBLE ALARM	L1717113000001601	PARKLAND	BS09714	11:29:40	11:40:13	CYPRESS TRACE SECURITY OPR SCOTT	954 3446444
12:01:06	13I	13I-SUSPICIOUS INCIDENT	L1717113000001602	PARKLAND	BS09714	12:20:20	12:20:24	[redacted]	[redacted]
12:08:43	38	38-DOMESTIC DISTURBANCE	L1717113000001603	PARKLAND	BS04643	12:18:29		FEMALE	954 8151921
12:13:11	68	*M*68-POLICE SERVICE CALL	L1717113000001604	PARKLAND	BS11290	12:16:41	12:20:30	KIANNA DEL TORO	954 8151921
12:27:46	76	76-AOA (ASSIST OTHER AGENCY	L1717113000001605	PARKLAND	BS09418	12:28:00	12:29:29		
13:10:45	76	76-AOA (ASSIST OTHER AGENCY	L1717113000001606	PARKLAND	BS09468	13:11:41	13:17:24	OP A628	561 3686301
13:38:33	73	*M*73-TRAFFIC	L1717113000001607	PARKLAND	BS09714	13:38:33	13:38:33		
13:46:57	53	53-EMBEZZLEMENT FRAUD	L1717113000001608	PARKLAND	BS10558	13:48:26	13:52:57	X17	
14:13:18	12	12-RECKLESS DRIVER	L1717113000001609	PARKLAND	BS11289	14:15:02		ANON	954 9131403
14:25:51	10-50	*M*10-50 TRAFFI STOP	L1717113000001610	PARKLAND	BS08016	14:25:51	14:25:51		
14:44:03	49A	49A-AUDIBLE ALARM	L1717113000001611	PARKLAND	BS10558	14:45:43	14:54:59	OP# GA5 ADT	877 2387730
14:48:56	73	*M*73-TRAFFIC	L1717113000001612	PARKLAND	BS09468	14:49:14	15:01:59	ANON MALE/RESDENT	954 7535050
15:25:55	66	66-CIVIL MATTER	L1717113000001613	PARKLAND	BS10558	15:26:15	15:46:11	LES / ANON	954 9725073
15:59:07	14		L1717113000001614	PARKLAND	BS10558	15:59:07	15:59:07		

		*M*14-INFORMATION	[redacted]							
16:36:24	14	*M*14-INFORMATION			L1717113000001615	PARKLAND	BS09714	16:36:56	16:46:40	[redacted]
16:48:56	67IJ	67IJ-MEDICAL-INJURY	PD 5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001616	PARKLAND	BS10558	16:49:50	16:58:23	
16:53:55	73	*M*73-TRAFFIC	[redacted]		L1717113000001617	PARKLAND	BS09468	16:56:09		ANON
17:43:26	73	*M*73-TRAFFIC			L1717113000001618	PARKLAND	BS09050	17:43:26	17:43:26	
18:46:04	68	*M*68-POLICE SERVICE CALL			L1717113000001619	PARKLAND	BS14918	18:46:04	18:46:04	
18:53:10	68	*M*68-POLICE SERVICE CALL			L1717113000001620	PARKLAND	BS15515	18:53:10	18:53:10	
18:54:29	68	*M*68-POLICE SERVICE CALL			L1717113000001621	PARKLAND	BS10042	18:54:29	18:54:29	
18:59:34	68	*M*68-POLICE SERVICE CALL			L1717113000001622	PARKLAND	BS15768	18:59:34	18:59:34	
19:09:57	39	39-DISTURBANC NEIGHBOR			L1717113000001623	PARKLAND	BS15768	19:12:03	19:27:58	[redacted]
19:24:08	10-50	*M*10-50 TRAFF STOP			L1717113000001624	PARKLAND	BS14918	19:24:08	19:24:08	
20:01:18	68	*M*68-POLICE SERVICE CALL			L1717113000001625	PARKLAND	BS10042	20:01:18	20:01:18	
20:03:37	68	*M*68-POLICE SERVICE CALL			L1717113000001626	PARKLAND	BS14918	20:03:37	20:03:37	
21:33:41	68	*M*68-POLICE SERVICE CALL			L1717113000001627	PARKLAND	BS14918	21:33:41	21:33:41	
21:37:26	68	*M*68-POLICE SERVICE CALL			L1717113000001628	PARKLAND	BS10042	21:37:26	21:37:26	
22:28:49	68	*M*68-POLICE SERVICE CALL			L1717113000001629	PARKLAND	BS14918	22:28:49	22:28:49	
22:49:27	68	*M*68-POLICE SERVICE CALL			L1717113000001630	PARKLAND	BS10042	22:49:27	22:49:27	
23:01:37	10-50	*M*10-50 TRAFF STOP			L1717113000001631	PARKLAND	BS15768	23:01:37	23:01:37	
23:14:23	10-50	*M*10-50 TRAFF STOP			L1717113000001632	PARKLAND	BS15768	23:14:23	23:14:23	
23:31:50	68	*M*68-POLICE SERVICE CALL			L1717113000001633	PARKLAND	BS14918	23:31:50	23:31:50	

Calls For Service												
	Signal		City - Address	Location Text	Incident Number	Agency		Dispatch	Arrival	Caller	
Thursday Nov. 30, 2017												
0:03:14	68	[redacted]	PD	[redacted]		L1717113000001566	PARKLAN	BS14904	0:03:14	0:03:14		
0:53:41	68	[redacted]	PD	[redacted]	STONEMAN DOUGLAS HS	L1717113000001567	PARKLAN	BS13549	0:53:41	0:53:41		
0:54:01	68	[redacted]	PD	[redacted]		L1717113000001568	PARKLAN	BS09368	0:54:01	0:54:01		
1:09:06	48	[redacted]	PD	[redacted]		L1717113000001569	PARKLAN	BS14904	1:09:06	1:09:06		
2:00:07	68	[redacted]	PD	[redacted]		L1717113000001570	PARKLAN	BS13549	2:00:07	2:00:07		
2:22:33	68	[redacted]	PD	[redacted]		L1717113000001571	PARKLAN	BS09368	2:22:33	2:22:33		
2:23:01	68	[redacted]	PD	[redacted]		L1717113000001572	PARKLAN	BS09516	2:23:01	2:23:01		
2:23:23	68	[redacted]	PD	[redacted]		L1717113000001573	PARKLAN	BS14904	2:23:23	2:23:23		
6:31:56	68	[redacted]	PD	[redacted]		L1717113000001574	PARKLAN					
6:31:57	14	[redacted]	PD	[redacted]	S6 COMPL 1019 DIST 17	L1717113000001575	PARKLAN					
7:03:51	73	[redacted]	PD	[redacted]		L1717113000001576	PARKLAN	BS11289	7:03:51	7:03:51		
7:15:00	73	[redacted]	PD	[redacted]	STONEMAN DOUGLAS HS	L1717113000001577	PARKLAN	BS10558	7:15:00	7:15:00		
7:26:35	4	[redacted]	PD	[redacted]	SB NO	L1717113000001578	PARKLAN	BS11289	7:27:05	7:29:04	OPR 546	954 3441800
7:28:42	73	[redacted]		[redacted]		L1717113000001579	PARKLAN	BS12436	7:28:42	7:28:42		
7:56:57	68	[redacted]	PD	[redacted]		L1717113000001580	PARKLAN	BS09468	7:56:57	7:56:57		
8:01:31	73	[redacted]	PD	[redacted]	PARK TRAILS ELEMENTARY	L1717113000001581	PARKLAN	BS10558	8:01:31	8:01:31		
8:03:10	13I	[redacted]	PD	[redacted]	PARKLAND CITY HALL	L1717113000001582	PARKLAN	BS09714	8:03:40	8:05:59	CITY OF PARKLAND,	954 7535040
8:04:52	13I	[redacted]	PD	[redacted]	PARKLAND CITY HALL	L1717113000001583	PARKLAN				CITY OF PARKLAND,	954 7535040
8:07:02	68	[redacted]	PD	[redacted]		L1717113000001584	PARKLAN	BS12436	8:07:02	8:07:02		
8:19:01	68	[redacted]	PD	[redacted]		L1717113000001585	PARKLAN	BS12436	8:19:01	8:19:01		
8:26:19	67SP	[redacted]	PD	[redacted]	STONEMAN DOUGLAS HS	L1717113000001586	PARKLAN	BS04308	8:26:19	8:26:19		
8:27:16	68	[redacted]	PD	[redacted]		L1717113000001587	PARKLAN	BS12436	8:27:16	8:27:16		
8:27:44	14	[redacted]	PD	[redacted]	DISTRICT 17 OFFICE	L1717113000001588	PARKLAN	BS11290	8:27:44	8:27:44		
8:41:10	68	[redacted]	PD	[redacted]		L1717113000001589	PARKLAN	BS12436	8:41:10	8:41:10		
8:55:37	68	[redacted]	PD	[redacted]		L1717113000001590	PARKLAN	BS12436	8:55:37	8:55:37		
9:29:18	73	[redacted]		[redacted]		L1717113000001591	PARKLAN	BS11289	9:29:18	9:29:18		
9:41:37	68	[redacted]	PD	[redacted]	EQUESTRIAN CENTER	L1717113000001592	PARKLAN	BS10558	9:41:37	9:41:37		
9:49:26	68	[redacted]	PD	[redacted]		L1717113000001593	PARKLAN	BS09714	9:49:26	9:49:26		
9:51:24	72	[redacted]	PD	[redacted]	DISTRICT 17 OFFICE	L1717113000001594	PARKLAN	BS10558	9:52:08	9:57:20	X17	
9:59:48	53	[redacted]		[redacted]		L1717113000001595	PARKLAN				X17	
10:15:04	14	[redacted]	PD	[redacted]		L1717113000001596	PARKLAN	BS09714	10:15:22	10:21:43	ADT/WXU	888 2946736
10:46:28	14	[redacted]	PD	[redacted]	WALK IN PKPD	L1717113000001597	PARKLAN	BS11290	10:47:06	10:48:41	X17/DEBBIE	954 5091451
11:07:42	68	[redacted]	PD	[redacted]		L1717113000001598	PARKLAN	BS09468	11:07:42	11:07:42		
11:12:11	4	[redacted]	PD	[redacted]	HERON BAY-NORTH SECURITY GATE	L1717113000001599	PARKLAN	BS11289	11:13:26	11:25:30	ROREY	954 6328870
11:25:07	4	[redacted]	PD	[redacted]	N/W CORNER-CHEVRON BY B/S	L1717113000001600	PARKLAN	BS09468	11:26:23	11:28:17	MR ROSSMAN	954 3261700
11:29:20	49A	[redacted]	PD	[redacted]	RESD/ALPERT 954- 752-8120	L1717113000001601	PARKLAN	BS09714	11:29:40	11:40:13	CYPRESS TRACE SECURITY OPR	954 3446444
12:01:06	13I	[redacted]	PD	[redacted]		L1717113000001602	PARKLAN	BS09714	12:20:20	12:20:24	[redacted]	[redacted]
12:08:43	38	[redacted]	PD	[redacted]	MARY HELP OF CHRISTIANS SCHOOL	L1717113000001603	PARKLAN	BS04643	12:18:29		FEMALE	954 8151921
12:13:11	68	[redacted]	PD	[redacted]	MARY HELP OF CHRISTIANS CATHOLIC CHURCH	L1717113000001604	PARKLAND	BS11290	12:16:41	12:20:30	KIANNA DEL TORO	954 8151921
12:27:46	76	[redacted]	PD	[redacted]	WESTGLADES MIDDLE	L1717113000001605	PARKLAN	BS09418	12:28:00	12:29:29		
13:10:45	76	[redacted]	PD	[redacted]	WINNERS CIRCLE APTS	L1717113000001606	PARKLAN	BS09468	13:11:41	13:17:24	OP A628	561 3685301
13:38:33	73	[redacted]	PD	[redacted]	HERON HEIGHTS ELEMENTARY	L1717113000001607	PARKLAN	BS09714	13:38:33	13:38:33		
13:46:57	53	[redacted]	PD	[redacted]		L1717113000001608	PARKLAN	BS10558	13:48:26	13:52:57	X17	
14:13:18	12	[redacted]	PD	[redacted]	SB LANES	L1717113000001609	PARKLAN	BS11289	14:15:02		ANON	954 9131403
14:25:51	Oct-50	[redacted]		[redacted]		L1717113000001610	PARKLAN	BS08016	14:25:51	14:25:51		
14:44:03	49A	[redacted]	PD	[redacted]	RESD ECKLER	L1717113000001611	PARKLAN	BS10558	14:45:43	14:54:59	OPR GAS ADT	877 2387730
14:48:56	73	[redacted]	PD	[redacted]	WATERS EDGE ESTATE	L1717113000001612	PARKLAN	BS09468	14:49:14	15:01:59	ANON MALE/RESDENT	954 7535050
15:25:55	66	[redacted]	PD	[redacted]		L1717113000001613	PARKLAN	BS10558	15:26:15	15:46:11	LES / ANON	954 9725073
15:59:07	14	[redacted]	PD	[redacted]		L1717113000001614	PARKLAN	BS10558	15:59:07	15:59:07		

16:36:24	14	[redacted]	PD	[redacted]	HERON BAY	L1717113000001615	PARKLAN	BS09714	16:36:56	16:46:40	ANALIA LEGUISAMO	954 3400782
16:48:56	67U	[redacted]	PD	[redacted]	STONEMAN DOUGLAS HS	L1717113000001616	PARKLAN	BS10558	16:49:50	16:58:23	JESSICA	954 3441800
16:53:55	73	[redacted]	PD	[redacted]	NB LEFT LANE NORTH OF HILLSBORO	L1717113000001617	PARKLAN	BS09468	16:56:09		ANON	
17:43:26	73	[redacted]		[redacted]		L1717113000001618	PARKLAN	BS09050	17:43:26	17:43:26		
18:46:04	68	[redacted]	PD	[redacted]		L1717113000001619	PARKLAN	BS14918	18:46:04	18:46:04		
18:53:10	68	[redacted]	PD	[redacted]		L1717113000001620	PARKLAN	BS15515	18:53:10	18:53:10		
18:54:29	68	[redacted]	PD	[redacted]		L1717113000001621	PARKLAN	BS10042	18:54:29	18:54:29		
18:59:34	68	[redacted]	PD	[redacted]		L1717113000001622	PARKLAN	BS15768	18:59:34	18:59:34		
19:09:57	39	[redacted]	PD	[redacted]		L1717113000001623	PARKLAN	BS15768	19:12:03	19:27:58	CARROLL BRACCO	206 4737488
19:24:08	Oct-50	[redacted]	PD	[redacted]		L1717113000001624	PARKLAN	BS14918	19:24:08	19:24:08		
20:01:18	68	[redacted]	PD	[redacted]	PINE TRAILS PARK	L1717113000001625	PARKLAN	BS10042	20:01:18	20:01:18		
20:03:37	68	[redacted]	PD	[redacted]		L1717113000001626	PARKLAN	BS14918	20:03:37	20:03:37		
21:33:41	68	[redacted]	PD	[redacted]		L1717113000001627	PARKLAN	BS14918	21:33:41	21:33:41		
21:37:26	68	[redacted]	PD	[redacted]		L1717113000001628	PARKLAN	BS10042	21:37:26	21:37:26		
22:28:49	68	[redacted]	PD	[redacted]		L1717113000001629	PARKLAN	BS14918	22:28:49	22:28:49		
22:49:27	68	[redacted]	PD	[redacted]		L1717113000001630	PARKLAN	BS10042	22:49:27	22:49:27		
23:01:37	Oct-50	[redacted]		[redacted]		L1717113000001631	PARKLAN	BS15768	23:01:37	23:01:37		
23:14:23	Oct-50	[redacted]		[redacted]		L1717113000001632	PARKLAN	BS15768	23:14:23	23:14:23		
23:31:50	68	[redacted]	PD	[redacted]		L1717113000001633	PARKLAN	BS14918	23:31:50	23:31:50		

Calls For Service												
	Signal		City - Address	Location Text	Incident Number	Agency		Dispatch	Arrival	Caller		
Thursday Nov 30, 2017												
0:03:14	68		PD		L1717113000001566	PARKLAN	BS14904	0:03:14	0:03:14			
0:53:41	68		PD	STONEMAN DOUGLAS HS	L1717113000001567	PARKLAN	BS13549	0:53:41	0:53:41			
0:54:01	68		PD		L1717113000001568	PARKLAN	BS09368	0:54:01	0:54:01			
1:09:06	48		PD		L1717113000001569	PARKLAN	BS14904	1:09:06	1:09:06			
2:00:07	68		PD		L1717113000001570	PARKLAN	BS13549	2:00:07	2:00:07			
2:22:33	68		PD		L1717113000001571	PARKLAN	BS09368	2:22:33	2:22:33			
2:23:01	68		PD		L1717113000001572	PARKLAN	BS09516	2:23:01	2:23:01			
2:23:23	68		PD		L1717113000001573	PARKLAN	BS14904	2:23:23	2:23:23			
6:31:56	68		PD		L1717113000001574	PARKLAN						
6:31:57	14		PD	S6 COMPL 1019 DIST 17	L1717113000001575	PARKLAN						
7:03:51	73		PD		L1717113000001576	PARKLAN	BS11289	7:03:51	7:03:51			
7:15:00	73		PD	STONEMAN DOUGLAS HS	L1717113000001577	PARKLAN	BS10558	7:15:00	7:15:00			
7:26:35	4		PD	SB NO	L1717113000001578	PARKLAN	BS11289	7:27:05	7:29:04	OPR 546		954 3441800
7:28:42	73				L1717113000001579	PARKLAN	BS12436	7:28:42	7:28:42			
7:56:57	68		PD		L1717113000001580	PARKLAN	BS09468	7:56:57	7:56:57			
8:01:31	73		PD	PARK TRAILS ELEMENTARY	L1717113000001581	PARKLAN	BS10558	8:01:31	8:01:31			
8:03:10	13I		PD	PARKLAND CITY HALL	L1717113000001582	PARKLAN	BS09714	8:03:40	8:05:59	CITY OF PARKLAND,		954 7535040
8:04:52	13I		PD	PARKLAND CITY HALL	L1717113000001583	PARKLAN				CITY OF PARKLAND,		954 7535040
8:07:02	68		PD		L1717113000001584	PARKLAN	BS12436	8:07:02	8:07:02			
8:19:01	68		PD		L1717113000001585	PARKLAN	BS12436	8:19:01	8:19:01			
8:26:19	67SP		PD	STONEMAN DOUGLAS HS	L1717113000001586	PARKLAN	BS04308	8:26:19	8:26:19			
8:27:16	68		PD		L1717113000001587	PARKLAN	BS12436	8:27:16	8:27:16			
8:27:44	14		PD	DISTRICT 17 OFFICE	L1717113000001588	PARKLAN	BS11290	8:27:44	8:27:44			
8:41:10	68		PD		L1717113000001589	PARKLAN	BS12436	8:41:10	8:41:10			
8:55:37	68		PD		L1717113000001590	PARKLAN	BS12436	8:55:37	8:55:37			
9:29:18	73				L1717113000001591	PARKLAN	BS11289	9:29:18	9:29:18			
9:41:37	68		PD	EQUESTRIAN CENTER	L1717113000001592	PARKLAN	BS10558	9:41:37	9:41:37			
9:49:26	68		PD		L1717113000001593	PARKLAN	BS09714	9:49:26	9:49:26			
9:51:24	72		PD	DISTRICT 17 OFFICE	L1717113000001594	PARKLAN	BS10558	9:52:08	9:57:20	X17		
9:59:48	53				L1717113000001595	PARKLAN				X17		
10:15:04	14		PD		L1717113000001596	PARKLAN	BS09714	10:15:22	10:21:43	ADT/WXU		888 2946736
10:46:28	14		PD	WALK IN PKPD	L1717113000001597	PARKLAN	BS11290	10:47:06	10:48:41	X17/DEBBIE		954 5091451
11:07:42	68		PD		L1717113000001598	PARKLAN	BS09468	11:07:42	11:07:42			
11:12:11	4		PD	HERON BAY-NORTH SECURITY GATE	L1717113000001599	PARKLAN	BS11289	11:13:26	11:25:30	ROREY		954 6328870
11:25:07	4		PD	N/W CORNER-CHEVRON BY BJ'S	L1717113000001600	PARKLAN	BS09468	11:26:23	11:28:17	MR ROSSMAN		954 3261700
11:29:20	19A		PD	RESD/ALPERT 954- 752-8120	L1717113000001601	PARKLAN	BS09714	11:29:40	11:40:13	CYPRESS TRACE SECURITY OPR		954 3446444
12:01:06	13I		PD		L1717113000001602	PARKLAN	BS09714	12:20:20	12:20:24	[redacted]		[redacted]
12:08:43	38		PD	MARY HELP OF CHRISTIANS SCHOOL	L1717113000001603	PARKLAN	BS04643	12:18:29		FEMALE		954 8151921
12:13:11	68		PD	MARY HELP OF CHRISTIANS CATHOLIC CHURCH	L1717113000001604	PARKLAN	BS11290	12:16:41	12:20:30	KIANNA DEL TORO		954 8151921
12:27:48	76		PD	WESTGLADES MIDDLE	L1717113000001605	PARKLAN	BS09418	12:28:00	12:29:29			
13:10:45	76		PD	WINNERS CIRCLE APTS	L1717113000001606	PARKLAN	BS09468	13:11:41	13:17:24	OP A628		561 3686301
13:38:33	73		PD	HERON HEIGHTS ELEMENTARY	L1717113000001607	PARKLAN	BS09714	13:38:33	13:38:33			
13:46:57	53		PD		L1717113000001608	PARKLAN	BS10558	13:48:26	13:52:57	X17		
14:13:18	12		PD	SB LANES	L1717113000001609	PARKLAN	BS11289	14:15:02		ANON		954 9131403
14:25:51	Oct SO				L1717113000001610	PARKLAN	BS03016	14:25:51	14:25:51			
14:44:03	49A		PD	RESD ECKLER	L1717113000001611	PARKLAN	BS10558	14:45:43	14:54:59	OP# GAS ADT		877 2387730
14:48:56	73		PD	WATERS EDGE ESTATE	L1717113000001612	PARKLAN	BS09468	14:49:14	15:01:59	ANON MALE/RESDENT		954 7535050
15:25:55	66		PD		L1717113000001613	PARKLAN	BS10558	15:26:15	15:46:11	LES / ANON		954 9725073
15:59:07	14		PD		L1717113000001614	PARKLAN	BS10558	15:59:07	15:59:07			

16:36:24	14	*M*ANIMAL ABATEMENT	PD	6585 NW 127TH TER	HERON BAY	L1717113000001615	PARKLAN	BS09714	16:36:56	16:46:40	ANALIA LEGUISAMO	954 3400782
16:48:56	67U	67U-MEDICAL/INJURY	PD	5901 PINE ISLAND BLV	STONEMAN DOUGLAS HS	L1717113000001616	PARKLAN	BS10558	16:49:50	16:58:23	JESSICA	954 3441800
16:53:55	73	*M*SX-TRAFFIC	PD	N NB LANE NORTH OF HILLSBORO BLVD	NB LEFT LANE NORTH OF HILLSBORO	L1717113000001617	PARKLAN	BS09468	16:56:09		ANON	
17:43:26	73	*M*SX-TRAFFIC		[illegible]		L1717113000001618	PARKLAN	BS09050	17:43:26	17:43:26		
18:46:04	68	*M*68-POLICE SERVICE CALL	PD	11324 NW 72ND PL		L1717113000001619	PARKLAN	BS14918	18:46:04	18:46:04		
18:53:10	68	*M*68-POLICE SERVICE CALL	PD	7111 HIALEAH LN		L1717113000001620	PARKLAN	BS15515	18:53:10	18:53:10		
18:54:29	68	*M*68-POLICE SERVICE CALL	PD	6580 NW 97TH AV		L1717113000001621	PARKLAN	BS10042	18:54:29	18:54:29		
18:59:34	68	*M*68-POLICE SERVICE CALL	PD	8503 NW 86TH WAY		L1717113000001622	PARKLAN	BS15768	18:59:34	18:59:34		
19:09:57	39	39-DISTURBANCE NEIGHBOR	PD	7824 NW 82ND WAY		L1717113000001623	PARKLAN	BS15768	19:12:03	19:27:58	CARROLL BRACCO	206 4737488
19:24:08	Oct-50	*M*10-30 TRAFFIC STOP	PD	OLD CLUB RD / MOORHILL RD		L1717113000001624	PARKLAN	BS14918	19:24:08	19:24:08		
20:01:18	68	*M*68-POLICE SERVICE CALL	PD	10359 TRAILS END	PINE TRAILS PARK	L1717113000001625	PARKLAN	BS10042	20:01:18	20:01:18		
20:03:37	68	*M*68-POLICE SERVICE CALL	PD	7896 NW 128TH LN		L1717113000001626	PARKLAN	BS14918	20:03:37	20:03:37		
21:33:41	68	*M*68-POLICE SERVICE CALL	PD	11203 NW 69TH PL		L1717113000001627	PARKLAN	BS14918	21:33:41	21:33:41		
21:37:26	68	*M*SX-POLICE SERVICE CALL	PD	9485 OLD CLUB RD		L1717113000001628	PARKLAN	BS10042	21:37:26	21:37:26		
22:28:49	68	*M*68-POLICE SERVICE CALL	PD	7327 NW 131TH WAY		L1717113000001629	PARKLAN	BS14918	22:28:49	22:28:49		
22:49:27	68	*M*68-POLICE SERVICE CALL	PD	10050 NW 50TH PL		L1717113000001630	PARKLAN	BS10042	22:49:27	22:49:27		
23:01:37	Oct-50	*M*10-30 TRAFFIC STOP		8300 HOLM		L1717113000001631	PARKLAN	BS15768	23:01:37	23:01:37		
23:14:23	Oct-50	*M*10-50 TRAFFIC STOP		8300 HOLM		L1717113000001632	PARKLAN	BS15768	23:14:23	23:14:23		
23:31:50	68	*M*68-POLICE SERVICE CALL	PD	11505 SOLSTICE CIR		L1717113000001633	PARKLAN	BS14918	23:31:50	23:31:50		

Calls For Service												
Signal			City - Address		Location Text	Incident Number	Agency		Dispatch	Arrival	Caller	
Thursday Nov, 30, 2017												
0:03:14	68	*M*68-POLICE SERVICE CALL	PD	10432 MAJESTIC TRL		L1717113000001566	PARKLAN	BS14904	0:03:14	0:03:14		
0:53:41	68	*M*68-POLICE SERVICE CALL	PD	5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001567	PARKLAN	BS13549	0:53:41	0:53:41		
0:54:01	68	*M*68-POLICE SERVICE CALL	PD	9611 CINNAMON CT		L1717113000001568	PARKLAN	BS09368	0:54:01	0:54:01		
1:09:06	48	48-OPEN DOOR	PD	10350 WATERSIDE CT		L1717113000001569	PARKLAN	BS14904	1:09:06	1:09:06		
2:00:07	68	*M*68-POLICE SERVICE CALL	PD	11245 NW 66TH DR		L1717113000001570	PARKLAN	BS13549	2:00:07	2:00:07		
2:22:33	68	*M*68-POLICE SERVICE CALL	PD	9925 BAY LEAF CT		L1717113000001571	PARKLAN	BS09368	2:22:33	2:22:33		
2:23:01	68	*M*68-POLICE SERVICE CALL	PD	8700 RANCH RD		L1717113000001572	PARKLAN	BS09516	2:23:01	2:23:01		
2:23:23	68	*M*68-POLICE SERVICE CALL	PD	9435 NW 67TH CT		L1717113000001573	PARKLAN	BS14904	2:23:23	2:23:23		
6:31:56	68	*M*68-POLICE SERVICE CALL	PD	7641 RED BAY LN		L1717113000001574	PARKLAN					
6:31:57	14	*M*14-INFORMATION	PD	6650 UNIVERSITY DR	56 COMPL 1019 DIST 17	L1717113000001575	PARKLAN					
7:03:51	73	*M*73-TRAFFIC	PD	HOLMBERG RD / PINE ISLAND RD		L1717113000001576	PARKLAN	BS11289	7:03:51	7:03:51		
7:15:00	73	*M*73-TRAFFIC	PD	5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001577	PARKLAN	BS10558	7:15:00	7:15:00		
7:26:35	4	04-ACCIDENT-MINOR	PD	UNIVERSITY DR / SAWGRASS	SB NO	L1717113000001578	PARKLAN	BS11289	7:27:05	7:29:04	OPR 546	954 3441800
7:28:42	73	*M*73-TRAFFIC		NOBHILL/PINE ISLAND RD		L1717113000001579	PARKLAN	BS12436	7:28:42	7:28:42		
7:56:57	68	*M*68-POLICE SERVICE CALL	PD	5920 NW 60TH AV		L1717113000001580	PARKLAN	BS09468	7:56:57	7:56:57		
8:01:31	73	*M*73-TRAFFIC	PD	10700 TRAILS END	PARK TRAILS ELEMENTARY	L1717113000001581	PARKLAN	BS10558	8:01:31	8:01:31		
8:03:10	13I	13I-SUSPICIOUS INCIDENT	PD	6600 UNIVERSITY DR	PARKLAND CITY HALL	L1717113000001582	PARKLAN	BS09714	8:03:40	8:05:59	CITY OF PARKLAND,	954 7535040
8:04:52	13I	13I-SUSPICIOUS INCIDENT	PD	6600 UNIVERSITY DR	PARKLAND CITY HALL	L1717113000001583	PARKLAN				CITY OF PARKLAND,	954 7535040
8:07:02	68	*M*68-POLICE SERVICE CALL	PD	7996 NW 128TH LN		L1717113000001584	PARKLAN	BS12436	8:07:02	8:07:02		
8:19:01	68	*M*68-POLICE SERVICE CALL	PD	12608 NW 74TH PL		L1717113000001585	PARKLAN	BS12436	8:19:01	8:19:01		
8:26:19	67SP	67SP-MEDICAL SICK PERSON	PD	5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001586	PARKLAN	BS04308	8:26:19	8:26:19		
8:27:16	68	*M*68-POLICE SERVICE CALL	PD	12695 NW 69TH CT		L1717113000001587	PARKLAN	BS12436	8:27:16	8:27:16		
8:27:44	14	*M*14-INFORMATION	PD	6650 UNIVERSITY DR	DISTRICT 17 OFFICE	L1717113000001588	PARKLAN	BS11290	8:27:44	8:27:44		
8:41:10	68	*M*68-POLICE SERVICE CALL	PD	7327 NW 111TH WAY		L1717113000001589	PARKLAN	BS12436	8:41:10	8:41:10		
8:55:37	68	*M*68-POLICE SERVICE CALL	PD	11203 NW 69TH PL		L1717113000001590	PARKLAN	BS12436	8:55:37	8:55:37		
9:29:18	73	*M*73-TRAFFIC		6600 LOX RD		L1717113000001591	PARKLAN	BS11289	9:29:18	9:29:18		
9:41:37	68	*M*68-POLICE SERVICE CALL	PD	8350 RANCH RD	EQUESTRIAN CENTER	L1717113000001592	PARKLAN	BS10558	9:41:37	9:41:37		
9:49:26	68	*M*68-POLICE SERVICE CALL	PD	9435 NW 67TH CT		L1717113000001593	PARKLAN	BS09714	9:49:26	9:49:26		
9:51:24	72	*M*72-LOST/FOUND PROPERTY	PD	6650 UNIVERSITY DR	DISTRICT 17 OFFICE	L1717113000001594	PARKLAN	BS10558	9:52:08	9:57:20	X17	
9:59:48	53	53-EMBEZZLEMENT-FRAUD		PARKLAND PD		L1717113000001595	PARKLAN				X17	
10:15:04	14	*M*14-INFORMATION	PD	6805 LONG LEAF DR		L1717113000001596	PARKLAN	BS09714	10:15:22	10:21:43	ADT/WXU	888 2946736
10:46:28	14	*M*14-INFORMATION	PD	6650 UNIVERSITY DR	WALK IN PKPD	L1717113000001597	PARKLAN	BS11290	10:47:06	10:48:41	X17/DEBBIE	954 5091451
11:07:42	68	*M*68-POLICE SERVICE CALL	PD	5757 HILLSBORO BLVD		L1717113000001598	PARKLAN	BS09468	11:07:42	11:07:42		
11:12:11	4	04-ACCIDENT-MINOR	PD	11450 HERON BAY BLVD N	HERON BAY-NORTH SECURITY GATE	L1717113000001599	PARKLAN	BS11289	11:13:26	11:25:30	ROREY	954 6328870
11:25:07	4	04-ACCIDENT-MINOR	PD	7191 N SR 7	N/W CORNER-CHEVRON BY BJ'S	L1717113000001600	PARKLAN	BS09468	11:26:23	11:28:17	MR ROSSMAN	954 3261700
11:29:20	49A	49A-AUDIBLE ALARM	PD	7216 NW 65TH TER	RESD/ALPERT 954- 752-8120	L1717113000001601	PARKLAN	BS09714	11:29:40	11:40:13	CYPRESS TRACE SECURITY OPR	954 3446444
12:01:06	13I	13I-SUSPICIOUS INCIDENT	PD	6166 NW 80TH TER		L1717113000001602	PARKLAN	BS09714	12:20:20	12:20:24	MARY	774 6889121
12:08:43	38	38-DOMESTIC DISTURBANCE	PD	6000 UNIVERSITY DR	MARY HELP OF CHRISTIANS SCHOOL	L1717113000001603	PARKLAN	BS04643	12:18:29		FEMALE	954 8151921
12:13:11	68	*M*68-POLICE SERVICE CALL	PD	5980 UNIVERSITY DR	MARY HELP OF CHRISTIANS CATHOLIC CHURCH	L1717113000001604	PARKLAN D	BS11290	12:16:41	12:20:30	KIANNA DEL TORO	954 8151921
12:27:46	76	76-AOA (ASSIST OTHER	PD	11000 HOLMBERG RD	WESTGLADES MIDDLE	L1717113000001605	PARKLAN	BS09418	12:28:00	12:29:29		
13:10:45	76	76-AOA (ASSIST OTHER	PD	5851 HOLMBERG RD	WINNERS CIRCLE APTS	L1717113000001606	PARKLAN	BS09468	13:11:41	13:17:24	OP A628	561 3686301
13:38:33	73	*M*73-TRAFFIC	PD	11010 NOB HILL RD	HERON HEIGHTS ELEMENTARY	L1717113000001607	PARKLAN	BS09714	13:38:33	13:38:33		
13:46:57	53	53-EMBEZZLEMENT-FRAUD	PD	11198 NW 70TH CT		L1717113000001608	PARKLAN	BS10558	13:48:26	13:52:57	X17	
14:13:18	12	12-RECKLESS DRIVER	PD	N SR 7 / HOLMBERG RD	SB LANES	L1717113000001609	PARKLAN	BS11289	14:15:02		ANON	954 9131403
14:25:51	Oct-50	*M*10-50 TRAFFIC STOP		10700 TRAILSEND		L1717113000001610	PARKLAN	BS08016	14:25:51	14:25:51		
14:44:03	49A	49A-AUDIBLE ALARM	PD	5328 NW 79TH WAY	RESD ECKLER	L1717113000001611	PARKLAN	BS10558	14:45:43	14:54:59	OP# GAS ADT	877 2387730
14:48:56	73	*M*73-TRAFFIC	PD	10350 NW 60TH PL	WATERS EDGE ESTATE	L1717113000001612	PARKLAN	BS09468	14:49:14	15:01:59	ANON MALE/RESDENT	954 7535050
15:25:55	66	66-CIVIL MATTER	PD	5869 NW 75TH WAY		L1717113000001613	PARKLAN	BS10558	15:26:15	15:46:11	LES / ANON	954 9725073
15:59:07	14	*M*14-INFORMATION	PD	5373 NW 79TH WAY		L1717113000001614	PARKLAN	BS10558	15:59:07	15:59:07		

16:36:24	14	*M*14-INFORMATION	PD	6586 NW 127TH TER	HERON BAY	L1717113000001615	PARKLAN	BS09714	16:36:56	16:46:40	ANALIA LEGUISAMO	954 3400782	
16:48:56	67U	67U-MEDICAL-INJURY	PD	5901 PINE ISLAND RD	STONEMAN DOUGLAS HS	L1717113000001616	PARKLAN	BS10558	16:49:50	16:58:23	JESSICA	954 3441800	
16:53:55	73	*M*73-TRAFFIC	PD	N SR 7 / HILLSBORO BLVD	NB LEFT LANE NORTH OF HILLSBORO	L1717113000001617	PARKLAN	BS09468	16:56:09		ANON		
17:43:26	73	*M*73-TRAFFIC		FOXRIDGE		L1717113000001618	PARKLAN	BS09050	17:43:26	17:43:26			
18:46:04	68	*M*68-POLICE SERVICE CALL	PD	11324 NW 72ND PL		L1717113000001619	PARKLAN	BS14918	18:46:04	18:46:04			
18:53:10	68	*M*68-POLICE SERVICE CALL	PD	7111 HIALEAH LN		L1717113000001620	PARKLAN	BS15515	18:53:10	18:53:10			
18:54:29	68	*M*68-POLICE SERVICE CALL	PD	6580 NW 97TH AV		L1717113000001621	PARKLAN	BS10042	18:54:29	18:54:29			
18:59:34	68	*M*68-POLICE SERVICE CALL	PD	6503 NW 66TH WAY		L1717113000001622	PARKLAN	BS15768	18:59:34	18:59:34			
19:09:57	39	39-DISTURBANCE NEIGHBOR	PD	7824 NW 62ND WAY		L1717113000001623	PARKLAN	BS15768	19:12:03	19:27:58	CARROLL BRACCO	206 4737488	
19:24:08	Oct-50	*M*10-50 TRAFFIC STOP	PD	OLD CLUB RD / NOB HILL RD		L1717113000001624	PARKLAN	BS14918	19:24:08	19:24:08			
20:01:18	68	*M*68-POLICE SERVICE CALL	PD	10555 TRAILS END	PINE TRAILS PARK	L1717113000001625	PARKLAN	BS10042	20:01:18	20:01:18			
20:03:37	68	*M*68-POLICE SERVICE CALL	PD	7996 NW 128TH LN		L1717113000001626	PARKLAN	BS14918	20:03:37	20:03:37			
21:33:41	68	*M*68-POLICE SERVICE CALL	PD	11203 NW 69TH PL		L1717113000001627	PARKLAN	BS14918	21:33:41	21:33:41			
21:37:26	68	*M*68-POLICE SERVICE CALL	PD	9485 OLD CLUB RD		L1717113000001628	PARKLAN	BS10042	21:37:26	21:37:26			
22:28:49	68	*M*68-POLICE SERVICE CALL	PD	7327 NW 111TH WAY		L1717113000001629	PARKLAN	BS14918	22:28:49	22:28:49			
22:49:27	68	*M*68-POLICE SERVICE CALL	PD	10050 NW 60TH PL		L1717113000001630	PARKLAN	BS10042	22:49:27	22:49:27			
23:01:37	Oct-50	*M*10-50 TRAFFIC STOP		6300 HOLM		L1717113000001631	PARKLAN	BS15768	23:01:37	23:01:37			
23:14:23	Oct-50	*M*10-50 TRAFFIC STOP		6300 HOLM		L1717113000001632	PARKLAN	BS15768	23:14:23	23:14:23			
23:31:50	68	*M*68-POLICE SERVICE CALL	PD	11305 SOLSTICE CIR		L1717113000001633	PARKLAN	BS14918	23:31:50	23:31:50			

FORT WORTH

Contact Information

Mailing Addresses:

Bob Bolen Public Safety Complex
Fort Worth Police Department
505 W. Felix
Fort Worth, TX 76115

Fort Worth Police Department
Thomas R. Windham Building
350 W. Belknap
Fort Worth, TX 76102

(817 Area Code on all listed phone numbers)

Please submit all media inquiries to policemedia@fortworthtexas.gov and the appropriate police spokesperson will respond in a timely manner.

EMERGENCY: 9-1-1

To report a non-emergency	**817-392-4222**	
Police Department (Main Line)	**817 -392-4200**	**505 W. Felix St. (8:00-5:00 Mon-Fri)**
Auto Pound	817-392-5950	2500 Brennan Ave.
Commercial Auto Theft Unit	817-392-4400	
Crime Stoppers Hotline	817-469-8477	
Criminal Investigations-Detectives (see individual units below)	817-392-4300	350 W. Belknap St.
Crimes Against Children Unit	817-348-1153	908 Southland Ave.
Domestic Violence Unit	817-392-4355	1100 Hemphill St.
Fraud Unit	817-392-4550	350 W. Belknap St.
Fugitive Unit	817-392-4430	350 W. Belknap St.
Homicide Unit	817-392-4335	350 W. Belknap St.
Major Case Unit	817-392-4430	350 W. Belknap St.
Robbery Unit	817-392-4370	350 W. Belknap St.
Sex Crime Unit	817-392-4350	350 W. Belknap St.
Sex Offender Information and Registration	817-392-4350	350 W. Belknap St.
Internal Affairs (complaints on officers)	817-392-4270	505 W. Felix St.
LGBT Liaison	682-309-5520	505 W. Felix St.
Media Contact	817-392-4200	505 W. Felix St.
Narcotics	817-378-1500	

Police Administration	817-392-4200	505 W. Felix St.
Records and Reports (Accident and Offense Reports, Fingerprints, Clearance Letters)	817-392-4160	350 W. Belknap St.
School Resource Unit	817-392-7572	6773 Camp Bowie Blvd.
Traffic Division	817-392-4850	1100 Nashville Ave.
Training Division	817-392-5570	511 W. Felix St.
Victim Assistance	817-392-4390	1100 Hemphill St.
Youth Section	817-392-4180	350 W. Belknap St.

For all patrol divisions and districts phone numbers, see patrol on the website

Other City of Fort Worth Departments or Contractors

Alarm Permits (City of Fort Worth Development Department)	817-392-2222	1000 Throckmorton (City of Fort Worth)
City of Fort Worth Municipal Court (Traffic Tickets)	817-392-6792	1000 Thockmorton (City of Fort Worth)
To Report a Hazardous Driver (Road Rage)	817-392-4441	
Prisoner Inquiries (MLEC)	817-473-8676	Mansfield
Bonding Desk (MLEC)	817-804-5783/817-804-5790	Law Enforcement Center (MLEC)
Personnel (City of Fort Worth Human Resources Department)	817-392-7750 / 1-800-532-0678	1000 Throckmorton (City of Fort Worth) Toll Free for Police and Fire
Graffiti Abatement Program (City of Fort Worth Parks & Community Services Department)	817-212-2700	920 Woodward (Parks and Community Services)

Email Contacts

Please select the e-mail address that best fits your question or comment. Please do not send the same e-mail to each address. All questions and requests related to traffic tickets and fines should be directed to the City of Fort Worth Muncipal Court at www.fortworthtexas.gov

Fort Worth PD	General questions or comments directed at the department, or if the subject is not covered by one of the other listed division e-mail addresses.
Internal Affairs	Compliments and Complaints concerning officers
Training Division	Questions dealing with the recruitment, qualifications and training of officers, the Police Training Academy, and information about the Explorer Program will be addressed by the Training Division.
Narcotics Section	Questions about drugs, or tips on drug activity.

Traffic Division	Comprised of traffic law enforcement, the STEP grant program, accident investigations, parade permits, the Child Safety Seat Program, and the Motorcycle Unit. Questions or comments involving these issues will be addressed by the Traffic Division.
Missing Persons	Questions about a missing person. Please do not use email to report a missing person, instead call (817) 392-4222.
Intelligence Unit	Activities that need to be reported to us: • Terrorist Groups • Racial/Anti-Semitic activity • Labor/strike activity • Subversive/Extremist groups • Gangs/Engaging in Organized Criminal Activity

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Safe City Commission
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DPS Sex Offender Site
Personal Situational Awareness
Tx DOT Traffic Forms
Municipal Court (Tickets)
Fort Worth Police Officers' Award Foundation

Online Reports

- Hazardous Driving Complaint
- Serial Number Registration
- File a Police Report*
- Police Report Search
- Accident Reports

* Lost Property, Identity Theft, Harassing Phone Call, Theft, or Vandalism

Registro voluntario del numero de serie para sus articulos personales

EOG-03685

Parkland

6650 University Drive
Parkland, Florida 33067
(954) 753-5050

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AXON

Report generated by:

User	Holmes, Alexandra (11989)
Username	aholmes
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	May 17, 2018 11:31 AM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
1d5950212b014a2b9321b278f8685e86	17-1805-000525	17-1805-000525 [redacted]	Curran, John (10848)	Pereira, Duane (12593)	23 Feb 2018 11:32:26	22 Feb 2018 18:12:57		BWC Administrative DOC Transcript	Active (Restricted)
a88e171eacaf4d59898691798292b73	17-1802-000525	[redacted]	Link, Bruce (10154)	Link, Bruce (10154)	20 Feb 2018 15:07:08	17 Feb 2018 15:46:36	14m 34s	Audio Transcribe Yes,Audio IC Felony,Audio Class Homicide	Active
25ba07f7b535e4798af0611eed5c730cf	17-1802-000525	[redacted]	Tuller, Bryan (10849)	Axon Interview (axoninterview)	15 Feb 2018 01:11:14	14 Feb 2018 21:46:35	39:15m	BWC Arrest / Felony BWC Capital Felony	Active

EOG-03687

We're recording now. Detective Link, CCN 10154, this is a statement taken from [redacted], date of birth [redacted], phone number [redacted], home address [redacted]. This statement is being taken over the phone. Um in reference to case 17-1802-000525 which is regarding a criminal investigation that occurred on February 14, 2018 at Stoneman Douglas High School. This statement is being taken over the phone on February 17, 2018, the time is 1:02pm.

Q. Uh [redacted], do you understand that I am a detective investigating this case?
A. Yes

Q. Okay and as such I am authorized to take sworn statements therefore everything you tell me must be the truth. Do you understand that?
A. Yes I do

Q. Okay can you please raise your right hand?
A. Yes

Q. Do you solemnly swear that what you are about to tell me be the truth, the whole truth and nothing but the truth so help you God?
A. Yes

Q. Okay. You can lower your hand now. Do you understand that you are sworn in?
A. Yes

Q. Alright. So the reason for this call is uh we have um my partner and I are working on an investigation going backwards that involved Nikolas Cruz. Do you know who that is?
A. Yes

Q. How do you know Nikolas Cruz?
A. He is the adopted son of my cousin Linda Cruz

Q. Okay. Had you ever met Nikolas before?
A. Never, no

Q. You never met him before?
A. No, never

EOG-03688

Q. Okay so according to our CAD reports which shows all incoming calls to 911 on 11/1/2017, which was the day that Linda passed away is that correct?
A. Yes

Q. Okay under case, let's see its, 17-1711-0000039 that's the case number that was generated. We show that you called 9-1-1, now do you remember making a call to 9-1-1?
A. No I do not

Q. But you said you did call, you and I talked briefly before I started recording this and just to clarify we will cover everything that we talked about. You mentioned that you did call the hospital though in Broward County?
A. Yes

Q. Okay and what was that phone call regarding?
A. I initially called cellphone Linda Cruz's cellphone. When I called Linda Cruz's cellphone someone answered that it was not Linda. They asked me if I was a friend or a relative of Linda. I said I was a cousin of Linda. They asked if I was a blood relative I said yes and then they told me that Linda um was in the hospital that she had coded during the night. They brought her back during the night and that she was coding again at that very moment. They told me that they had her son Nikolas there and I told him I said they said it didn't look good that they didn't she kind of pulled away from Nikolas so that he couldn't hear that it sounded like she wasn't gonna make it. I told her that she has another son was he there also and she said no. So, I said well they said where is he. I said I don't know you have Nikolas ask Nikolas. So I guess Nikolas told them he was in school. And I told her Nikolas was [redacted] and she said yes but he's down there. And I said no there is no relatives down there. And I said go through the phone and give me the Cruz list (unintelligible) knew that there was relatives up here that might know something. So the nurse was looking through the phone. She gave me a couple of phone numbers with the last name of Cruz that were in the phone and Nikolas told her about [redacted]. Now I don't know who [redacted] was but Nikolas told her about [redacted] and then I asked for [redacted] phone number cause I knew [redacted] talked to Linda a lot and they had been friends and kept in touch for over 60 years

Q. And who is [redacted]?
A. [redacted] was a friend of Linda's from childhood

Q. Okay does she live in Florida?
A. Did she live in Florida no

EOG-03689

Q. Where does [redacted] live now ?
A. [redacted]

Q. Okay okay did they reach out to her do you know that day?
A. I know [redacted] used to go down to Florida a lot and she talked to her all the time

Q. Did she know the boys, Nikolas and Zachary?
A. Yes

Q. Okay alright so, according, going over this report it does mention there that, again I'm saying what I'm just reading off what was reported here, it saying that you reported this, um it says that the kids had guns and that you were, according to this, you were requesting law enforcement to respond out to the home to check on them and take away their guns. Did you remember making that phone call?
A. No I did not mention anything about guns at all

Q. Did you know that they had guns or were you concerned about that at all?
A. Linda had told me that they had um powered guns or bb guns of some sort. I didn't know that it was. No. and that he wanted to, Nikolas wanted to be a militant. He wanted to go into the service but then he had a mental capacity of a, Linda told me he had the mental capacity of a 14 year old that he was also sick and he would never pass the test to go into the military but he was, he wanted to be military he he was very military and he had guns pellet gun and bb guns

Q. Okay
A. But I didn't know, I know she, she had mentioned problems with, with her sons but more problems actually with Zachary stealing things and being very disrep, verbally disrespectful

Q. Okay so when you talk to her and she complained about her kids it was mostly Zachary?
A. Yeah mostly Zachary

Q. Okay so
A. Mostly because he would steal things. He got, he got arrested a couple of times but he was on probation. He refused to go to school. He refused to get up. Ah (unintelligible) used to call him names, nasty names now.

Q. Okay
A. Um just very very um very nasty you know verbal names but ya know um she did tell me that Nikolas did hit her once and that, and that um he didn't,

he wanted to go to Walmart or something and she said no we're going home and he pushed his hand. He swung his hand out and knocked, the way he hit her he knocked three teeth out, he knocked three teeth loose she had to go to the dentist for it

Q. When was that?
A. Dental work done

Q. Do you remember when that was about?
A. Oohhh three months before she past maybe

Q. Oh okay
A. Because I know she was still paying off the dentist

Q. Okay
A. She had 2000 dollars' worth of dental work and she was paying off the dentist

Q. And that was from the injury from Nikolas hitting her?
A. Yes

Q. Okay
A. And when I said to, ya know and then she told me, she did tell me Nikolas bought a gun but I didn't know that it was a ya know. I thought it was like that he used to go hunting that it was a hunting gun

Q. Right
A. And I thought that the gun the gun gun the real, your type of gun was at this boy Hunter's house

Q. Okay when was this conversation?
A. Before she passed

Q. Okay
A. Months before she passed. Well I didn't even think the guns were at her house. I though the guns were at Hunter's house and that he just had his bb gun

Q. And who is Hunter, a friend of his?
A. Yeah hunter was a friend of his. He used to go on, they used to go to Hunter's father I think had a cabin or something and they used to go to the cabin and go hunting and hunt like ya know birds or stuff like that I guess

Q. Right

A. They used to go hunting and fishing ya know so like they said they didn't think the real guns were at the house. I thought that they were at Hunter's house with Hunter's father ya know they do hunting with them so like I said the only guns I thought were at the house were the um bb guns or pellet guns whatever they were

Q. Alright safe to say you don't remember making any 9-1-1 calls warning or requesting law enforcement to go and check on these boys and take their guns or remove their guns from them?
A. No no I even went through my Verizon bills to check all the calls on that that were made on that date just to look to see there's no 9-1-1s there at all

Q. Okay
A. Not for 9-1-1 and like I said my concern was and that's what the hospital told me they had sent they had went and got Nikolas and brought him to the hospital and they were sending somebody to the school to get Zachary

Q. Okay
A. And then I got a phone call then I was tryna call people to find out trying to call ya know this person [redacted] to see if she knew ya know that Nikolas was at the hospital (phone ringing) and then but it was that it was a (phone ringing) lot of the that kind of call going on

Q. Okay
A. Then I was trying to figure out what the hell? Then I got a phone call from a doctor at the hospital to officially tell me Linda passed.

Q. Okay. Alright [redacted] I appr, I appreciate your time is there anything else you would like to add to this statement?
A. Umm like I said I, I would I mean I haven't seen Linda in like 22 years and I never met the boys and I think to be honest with you with what I'm reading and hearing from [redacted] and from other people that there with things Linda wasn't sharing she wasn't sharing the problems with everybody. I think [redacted] knew a lot of the problems that were going on because she'd been down there and they talk all of the time over all those years. There was like, I didn't talk to Linda for like a 16/17 year stretch where we didn't talk at all. Between my ya know, things that were going on in my family, then (unintelligible) so there was 16/17 year stretch that I didn't talk to Linda at all and [redacted] talked to her, was down there, had met the boys, knew the boys and she was telling me things and I said Linda never told me that. You're kidding. Linda never shared a lot of the stuff, the problems from the past with them

Q. Right

EOG-03692

A. Never shared a lot of that, and from talking to Michael Cruz. Since then because I got the phone number from Michael which is um Linda's I guess distant, Linda's husband's son and they didn't know it either. She wasn't sharing information as far as what was going on. I don't know if she was embarrassed. I don't why she didn't but she didn't tell me, she didn't tell them the whole family didn't know about all the stuff going on. [redacted] was the one who knew about a lot of the stuff. Now that was with them growing up with the way he acted, um with all that and what Linda was going through trying to take care of them. You know trying to deal with uh with his issues. He had told me that he was for quite a while was under a couns, was having a counselor come to the house for a couple of times a week to see the boys and for a while. For quite a while and um after his father died. Like I said all the stuff I'm hearing now, the people. 39 times the police was there, from what I'm hearing the police were being called back in 2010 I was like what can they be doing? They're 11 and 10 years old. What could be so bad at 11 and 10 a lot of this is just unbelievable to me. And like I said Linda didn't share that stuff. More she, she was more with. I was looking more toward Zachary with Zachary stealing things and (unintelligible) and Zachary hanging out all night. That type of thing

Q. Okay. Alright [redacted] thank you for your time you and I talked briefly before we went on record did we cover everything we talked about?

A. Yes

Q. Okay then this will conclude this statement ending on February 17, 2018 the time is now 1:16pm.

A. As long as I don't have to study.

Detective Link, CCN 10154, also present Detective Kami Floyd, CCN—

Det. Floyd:
17022.

—this is in reference to a criminal investigation that occurred on February 14, 2018, case #17-1802-000525 that occurred at Stoneman Douglas High School. Um...this statement is being taken from [redacted] white female, date of birth [redacted], phone number [redacted], home address [redacted]. This statement is being taken on February 17, 2018, the time is now 3:47 p.m. This statement is being taken at [redacted] home address.

Q. Um... [redacted], do you understand that um...we're detectives investigating this case?
A. Yes.

Q. All right and as such we're authorized to take sworn statements—
A. Yes.

Q. --therefore everything you tell us must be the truth 100%, do you understand?
A. Yeap.

Q. All right, can you raise your right hand?
A. Yeah.

Q. Do you solemnly swear to tell the truth, the whole truth and nothing but the truth, so help you God?
A. Yes.

Q. Okay, you can lower your hand. All right, [redacted] um....we're her investigating um...this case going backwards um...through a timeline when we're um...we've been tasked to reach out to everyone who's made a 911 call um...regarding um...the subject in this case, Nikolas Cruz. First off, how do you know Nikolas Cruz?
A. 'Cuz of his mother.

Q. His mother—
A. Yeah.

Q. --is who?

A. Um...Linda Cruz um...me and her was real very close, she was like my mom here but she was—I was her best friend or like a daughter, she was like the grandmother of my youngest child.

Q. Um-huh.
A. So I know her that day.

Q. Okay.
A. I moved beside her house when I moved to Florida that the first person I met.

Q. Oh, okay. So how long was your---did you know Nikolas—how long did you say you've known him?
A. Um...for—that was a long time—Nikolas or—

Q. Nikolas.
A. --how long I've been moving—I've been in Florida?

Q. No, how long have you known Nikolas, yeah.
A. Um...this—I'd be over maybe 11 years.

Q. Okay, so you knew him as a young young child?
A. Yeah, a young young child, yes.

Q. Okay um...
A. (inaudible)—

Q. When did he come to live with you?
A. November 1st.

Q. And that's the day his mother passed away?
A. Yeah, they called me from the hospital and I went to get the kids at the hospital just before she passed.

Q. Okay. All right um...the first time that we had documented here that you called 911—
A. Um-huh.

Q. --was on—

Q. She only called once, he called the other time that's why I was interrupting, sorry.

Q. Okay, no problem.

Q. Case #17-157013 Palm Beach County case number, [redacted]--

Q. What day?

Q. [redacted] called on November 28, 2017.

Q. What about the November 24, 2017?

Q. November 24, 2017 was called in by her son, [redacted].

Q. Okay, did you—do you remember calling in about the gun being buried in your backyard or possible—
A. Yeah.

Q. Okay.
A. My mom caught him bur—digging in the backyard I wasn't here when that happened.

Q. Okay.
A. And um...she told me after when I came back and then he went to work and that's when we went in the backyard and trying to locate where he was digging according to my mom you know all she was seeing—she was hiding on the corner there and all she was seeing is like dirt coming up.

Q. And she saw him digging?
A. Yeah, she saw the dirt coming up and she knew it was him digging, she saw him with a shovel and stuff.

Q. Um-huh.
A. So—but we had to wait 'til he leaves so he went to work and then went in the backyard and trying to figure where he was digging but we didn't know if we were looking for a hole or if we were a looking um...something that looked like it was reburied or something you know so we're just looking.

Q. Where did he work?
A. And—um...the Dollar Store.

Q. Up there?
A. The Dollar Tree or something, yeah, Dollar Tree.

Q. How did he get to—to and from work?
A. Me.

Q. Oh, you drove him?
A. Yeah.

Q. Okay, did he ever have a car or anything?
A. No.

Q. Okay.
A. He's never been enough mature to have—he didn't even know how to use a---a ATM card or put gas in the car.

Q. Um...
A. And less you know—and less driving.

Q. Right, so when you guys—so you and your son called on the 24th of 2017 um...what was done? Did—did the police come out?
A. Well, I don't know the date. What's the date? What happened on that date? Were you talking about the same thing—

Q. The 20—
A. --about the call about the digging?

Q. Yes.

Q. Yeah.
A. Yeah.

Q. And what did you find anything?
A. The police (inaudible) the police is been here so many times um...no, no, I didn't ask the police to go look for it I found what it was.

Q. And what was it?
A. It was a hole.

Q. Okay.
A. He digged a hole in the backyard and when I went in behind that fence and there's little water there so this hole was about this long and about this wide which is like perfect size of the box that I found in the backyard that was here, a gun box and under the gun box like a—'cuz I grabbed it was still wet from the dirt that came from that hole. I should have been an investigator.

Q. So he did burry a gun there at some point?
A. No, he did not burry the gun.

Q. Oh.
A. He took that old box that came from his house that he has from another gun but didn't have guns in it, he texted it in that hole, he was preparing himself to receive the gun to

bury the gun because I told him—and I found out about the gun, he bought the gun at Dick's, I told him "there's no gun in this house" I'm not going to take any chances and I knew how he is—

Q. Um-huh.
A. --and I have a five year old on top of it and I was not—and I already didn't trust him. He beat his mom too many times, he put the guns on his mom's head too many times and I know about this but I figured you know maybe I could control it if there's no gun around and I have my son that's bigger than him.

Q. Um-huh.
A. My son is you know he's pretty (inaudible) but obviously I was fooled, I was naive but um...after that we found the hole, there's nothing in the hole and we called the police um...let them know was our—what was our option at that time too um...I wanted him out because I was afraid that if he'd doing that that means when he gets the gun God knows what else he's going to do and he was getting---he was already starting to get angry at us because um...I didn't want him to have his gun or bring his gun that he already has—

Q. Um-huh.
A. --from his friend's house.

Q. Um-huh.
A. He had another friend that was keeping all his guns—

Q. Okay.
A. --and he was getting angry and more mean his attitude start changing so I was getting worried you know for the safety of us and they told us that we cannot kick him out because his stuff was here, they basically told us that he could have guns in the house if he wanted to have guns in the house and I had nothing to say. There was nothing I could do about it so just stay there, wait to be killed and we'll figure afterwards that's how I felt, that's how we all felt but then that day we came back there was a big fight between the two and my son was trying to stop him from hitting the walls and stuff um...and he was worried for us and he was—he came ballistic um...he decided to leave on his own, they start fighting he was 18—

Q. That was—
A. --he was 19—he was 19.

Q. No, go ahead.
A. 19.

Q. 19 at the time?
A. He was 19 at the time.

Q. Yeah, that brings us to the second call on—on November 28, 2017
A. Yeah.

Q. So that would have been the call you just went into?
A. Yeah, yeah.

Q. Okay, so he was um...this is the day that he was kicked out?
A. Yeah.

Q. Okay.
A. Actually my son kicked him out because he was banging on the walls and start fighting and they broke the whole bed and the whole bedroom out there and he was in my youngest son's bedroom he was in.

Q. Okay.
A. Um...so basically he kicked him out—out of the house so he doesn't bring anything but he walked away and then he decided to leave on his own which he was like "oh thank God" that was like bonus for us because you know—but then we were worried that he's coming back with that gun that he bought that he was going to go pick up the gun and kill us so for day I had to get his friend that's in the military to come here to watch over us, have a machata—machete or whatever it's call 'cuz I don't believe in gun but I had that and the baby was sleeping in my room and I have that by my bed and it's still there—

Q. Um-huh.
A. --because you know he could have came any time and—and—

Q. Did you ever see him bring the gun or have the gun or do you—
A. No, no, no he had the gun at the store, he bought the gun at the store.

Q. Right, but he never brought it here?
A. But I saw how he was with the gun at his mom's house.

Q. Right.
A. And he's—he's—and here he have the pellet gun that's the only thing he was able to—I---I allowed him to have but he could not have it on his possession with him my son had it in his closet and his door is locked and I told him—I said "if you want to play with your pellet gun fine let's me know and I'll make—you know I'll---I'll let him---I let [redacted] know he could give it to you" but I wasn't able to you know to see if he was in his right mind or not you know—

Q. Um-huh.
A. ---'cuz he could still hurt somebody really bad with a pellet gun but it's not like---

Q. Um-huh.
A. --a real gun you know what I'm saying.

Q. Yeah.
A. So I—I made some target in the back with the beer cans and stuff so I made that in the tree because he was just um…he was going to go shoot, no you can't just go shoot, I said, it's---it's a big community so it doesn't work this way.

Q. Um-huh.
A. I said we have—I can make you some target and then focus on shooting on the target. You know for me is like if you have a gun you shoot on targets.

Q. Um-huh.
A. But for him no, shoot anything that moves. I'm like "don't kill my animals" 'cuz animals are everywhere here you know little—but for him it was great. I'm like "no, you kill something and you lose the—the pellet gun" so the—the um…beer bottles---the beer cans or whatever and as soon as he start boom, boom, boom, boom, boom, he would like empty the whole thing I'm like "don't you want like to make sure you have it right and like focus that's what hunters do you know."

Q. Um-huh.
A. Trying to hunt a deer make sure don't go boom, boom, boom, boom, boom and shoot everywhere so you know and I tried this. I'm like, this is not normal.

Q. Um-huh.
A. So----

Q. So the police they came out that day; what happen—what was the result of that call the day that he was doing---
A. Yeah, turning in circle. They told me there's nothing they could do and if he wants to leave he can leave but he has decide to leave because they can't force him to leave. He had a hat—a really hard hat and bullet vest or whatever that—so that's---

Q. That when he left he did?
A. He had it here. He wanted it and we didn't give it to him. My son kept it, he says "I'm not giving it back", he says if he's coming here to shoot us now—he said "I don't want him to have that on", he says "he'll have all the protection and we'll be all here like rabbits in a whole", he says "no way" so he kept that stuff 'till um…he was with James and James got the um…the truck and all that stuff and Nick came in and got that stuff then we released that equipment to them but we told the officer—we let them know and the office says "there's no big deal."

Q. well, that night that they were---that they were fighting my understanding is that Nick—Nikolas punched your son in the face, is that correct?
A. Yeah.

Q. Was your son injured?
A. Well, he's---you know he got little swollen but—

Q. Okay, did you guys ask for the officers to take Nikolas to jail?
A. I did.

Q. Okay, how about [redacted]?
A. He didn't want to.

Q. Okay.
A. He—that's what I'm saying he's not a fighter, he will protect us but he's not a fighter and—

Q. And how old is [redacted]?
A. Um...22.

Q. 22 okay.
A. Um...I think he was—because for me I just wanted him to be gone.

Q. You wanted him out?
A. Like for me at that point because I tried to get him out before and my mom was here at that time and my mom was so petrified—we were petrified the whole time (inaudible) here and he start like (inaudible)—

Q. Did you ever try to get him evicted through the courthouse?
A. No, it would have been---it would have been terrible 'cuz I would have had to do all this and it would have been—you know what I'm saying he was—he was always with me plus I have to do all the funeral by myself, I had to empty a whole house by myself for them they had nobody.

Q. I understand.
A. So I had to do everything plus doing my own stuff with my children plus my job plus this I could never stop. I was so exhausted there's nothing you know---

Q. Um-huh.
A. --but when I had the chance and he said he wants to go I was like, yes just bring him where here but then that girl didn't want to take him 'cuz we tried to make phone calls so I left with the baby 'cuz I have to get the baby from the daycare and I didn't want to come back here 'til he was gone, I didn't want to have drama um...in front of the baby he's five.

So you know he realize things but he doesn't—he can't really understand everything so I told [redacted]---I said "just stay here, find a place for him to go to" and there was the officer here too I think at the same—stayed with him at the same time and—but when I came back he was still here but at least he was calm and stuff so I just came in the house and they stayed outside um...but then they found—that's when they found a place for him to go. One of his friends to go to so it was okay but I always kept a contact with Nick.

Q. And that was on---so that was 11/28/2017 had you seen him since?
A. Yeah.

Q. When?
A. He came back on I think the 20th of December he came here um...I had to talk to James and um...'cuz me and James kept talking in regard of---

Q. Who is James?
A. James is the father of J.T., J.T. is the friend of Nick, Nick is the one that lives (inaudible) too and they go hunting.

Q. Yeah.

Q. Yeah, that's the hunting family?
A. Yeah, the one that he lives with.

Q. Right.

Q. Okay.
A. So we talked about it, Nick came and visit his brother and he brought J.T., he came to see the dogs.

Q. Besides these main incidents um...and these are the one—the two documents that we have um...that year that you called 911 those are the two that you recall?
A. On him?

Q. Um-huh.

Q. Right.
A. Yeah.

Q. (inaudible) Nikolas?
A. Yeah.

Q. Yeah.
A. Yeah, yeah me, yeah.

Q. Okay.

Q. Okay.

Q. All right, [redacted] that's all we're going to um...cover today did—did um....we covered everything we talked about prior to going on record?
A. I think so.

Q. Yeah.
A. Yeah.

Q. Okay um....all right, this will conclude the statement ending at 4:01 p.m.

AXON

Report generated by:

User	Holmes, Alexandra (11989)
Username	aholmes
Department	BROWARD COUNTY SHERIFF'S OFFICE
Local Timezone	Eastern Standard Time
Generated on	Mar 13, 2018 9:53 AM

Evidence ID	ID	Title	Owner	Uploaded by	Uploaded on	Recorded on	Duration	Category	Status
5afcc994a4f9498398c725e782b481f0	17-1802-000525	17-1802-000525 [redacted]	Curdo, John (16848)	Mcclure, Kevin (9171)	22 Feb 2018 12:22:27	22 Feb 2018 08:14:37		BWC, Administrative,OOC Transcript	Active (Restricted)
0124273dcd0e4827a7f9cb63ef3079f0	17-1802-000525	[redacted]	Link, Bruce (10154)	Link, Bruce (10154)	20 Feb 2018 15:09:37	17 Feb 2018 13:02:09	1am 7s	Audio Transcribe Yes Audio, IC Felony,Audio, Class Homicide	Active

EOG-03704

Broward County Sheriff's Office OCA: ***171802000525***

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Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *METZ, T. J. (11626)* **Date / Time:** *04/23/2018 11:47:35, Monday*

Supervisor: *BROWN, J. J. (11100)* **Supervisor Review Date / Time:** *05/03/2018 14:36:02, Thursday*

Contact: *Cruz, Nikolas Jacob*
8442 Lakeview Trl, Parkland
954-821-1007

Reference: *Follow Up*

Contacts:

James Snead, W/M, 1/11/170
(Father of Jameson Snead / Allowed Cruz to live in his home from Nov. 2017 to time of shooting / Interviewed at PSB on 2/14/18.)

Jameson (J.T.) Snead, W/M, 3/20/00
(Son of James and Kimberly Snead and friend of Nikolas Cruz / Upon learning Cruz had nowhere to live, he asked his parents to let Cruz temporarily live with them / Interviewed at PSB on 2/14/18.)

Kimberly Snead, W/F, 8/18/60
(Mother of Jameson Snead / Allowed Cruz to live in her home from Nov. 2017 to time of shooting / Interviewed at PSB on 2/14/18.)

Michael Morrison, W/M, 1/2/69
(Owner of Sunrise Tactical Supply where Cruz purchased Smith & Wesson AR15 used in this shooting / Was present when employee David Martinez conducted sale and transfer of firearm to Cruz / Made small talk with Cruz but did not detect anything suspicious about him or the purchase / Statement obtained.)

David Martinez, W/M, 11/26/54
(Employee of Sunrise Tactical Supply / Conducted sale and transfer of firearm used in this shooting to Cruz / Did not detect anything suspicious about him / Statement obtained.)

Sandra Rennie, B/F, 9/25/66
(Former teacher of Cruz / Provided background information regarding Cruz's destructive behavior and character / Statement Obtained.)

[redacted]
(Former classmate of Cruz / Provided background information regarding Cruz's destructive behavior and character / Statement obtained.)

Carinna Osio, W/F, 9/4/98
(Former classmate of Cruz / Provided background information regarding Cruz's destructive behavior and character / Statement obtained.)

Michael Drago, W/M, 7/30/60
(Owner of Coral Springs Gun & Pawn / Cruz came into store to look at rifles but Drago told him he would not sell to anyone under the age of 25 / Statement obtained.)

Raziel Gridi, W/M, 5/11/66
(Owner of Coconut Creek Pawn / A few months before shooting, Cruz came into store and looked at rifles / Gridi did not sell firearm to Cruz, telling him he did not sell to anyone under the age of 21 / Statement obtained.)

EOG-03705

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Reference: *Follow Up*

Rikki Jones, W/F, 12/11/79
(Store Manager of Dick's Sporting Goods in Boynton Beach / Assisted with transfer of Mossberg Maverick 88 shotgun to Cruz after purchase on 12/9/17 / Statement obtained.)

Gary Pase, W/M, 1/15/95
(Employee of Dick's Sporting Goods in Boynton Beach / Assisted with transfer of Mossberg Maverick 88 shotgun to Cruz after purchase on 12/9/17 / Statement obtained.)

David Belzer, W/M, 2/5/91
(Employee of Dick's Sporting Goods in Boynton Beach / Conducted sale of Mossberg Maverick 88 shotgun to Cruz on 11/18/17 / Statement obtained.)

Vanessa Halahan, W/F, 9/12/74
(Employee of Dick's Sporting Goods in Boca Raton / Conducted sale of Savage shotgun to James Snead on 10/13/17 / Statement obtained.)

Kevin Hernandez, W/M, 10/11/87
(Purchased Mossberg 500A shotgun from Nigro in Jan. 2016 and sold it to Advanced Firearms the same month / During NCIC check of firearms recovered in this case, it was learned this shotgun was reported stolen in California in 1991. Hernandez was unaware firearm was stolen / Statement obtained.)

David Nigro, W/M, 7/21/42
(Purchased Mossberg 500A shotgun from "Charley Brown" in Dec. 2015 / Nigro later sold this shotgun to Kevin Hernandez who, in turn, sold it to Advanced Firearms / This firearm was later purchased by Cruz at Advanced Firearms in Nov. 2016 / During NCIC check of firearms recovered in this case, it was learned this shotgun was reported stolen in California in 1991. I was able to trace owner of stolen firearm back to Nigro, but unable to identify person Nigro purchased firearm from in 2015 / Statement obtained.)

Narrative:

On 2/14/18 at approximately 2:30pm, I responded to the area of Marjory Stoneman Douglas High School in Parkland to assist with this school shooting investigation. When I initially arrived on scene at approximately 3:00pm, the suspect had not yet been detained. Dispatch broadcasted a B.O.L.O. for the suspect who was believed to be Nikolas Cruz. A clothing description was also broadcasted over police radios. I circulated neighborhoods surrounding the area of the school searching for suspect.

At approximately 3:30pm, Sgt. Rubin requested back-up at 7200 Loxahatchee Rd. I arrived at this location at approximately 3:40pm and was informed by Sgt. Rubin this was the residence where Cruz lived. Upon arrival, Sgt.

EOG-03706

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Reference: *Follow Up*

Rubin and Det. Sokol were standing on the driveway of this residence along with James and Kimberly Snead, residents of the house. While Sgt. Rubin and Det. Sokol remained focused on the residence (as Cruz's whereabouts were still unknown), I escorted James and Kimberly Snead to a safer location, along the roadway just east of their property line, and obtained basic information from them. They provided their personal information and identified their son as Jameson "JT" Snead. They also advised their son's friend, Nikolas Cruz, recently moved into their home. They were the only four people that lived in the house. While waiting for additional back-up units to respond, I continued speaking to James and Kimberly Snead. They provided the following information during our initial conversation:

James and Kimberly Snead's son, "JT" Snead, approached them about allowing his friend, Nikolas Cruz, to move into their house. JT Snead and Cruz became friends while in JROTC while they both attended Marjory Stoneman Douglas High School (2016-2017 school year). At some point last year, Cruz had left the high school and now attended Rock Island Development Center. James Snead, coincidentally, attends this school as well. They advised Cruz's mother died in Nov. 2017, leaving both Nikolas Cruz and his brother, Zack, parentless (Their father died several years ago.). Cruz moved to a home somewhere in Lake Worth but was told by the resident that she did not want Cruz to have firearms in her house. JT Snead asked them if Cruz could temporarily live with them and James and Kimberly Snead agreed. They were aware Cruz owned several firearms and had no problem allowing him to store them inside their home. James Snead stated he did require Cruz to purchase a safe and keep his firearms secured within the safe. According to James Snead, he believed he was the only one with a key and initially informed me there was no way Cruz could have used one of his firearms because he was the only one with keys. James Snead further stated that Cruz was only allowed to access the firearms if he or his wife were home and only when he asked permission to do so. Regarding Cruz's current whereabouts, James Snead stated he normally drops off Cruz at Rock Island Development Center but Cruz told him that he, "Does not go to school on Valentine's Day." Neither James Snead nor Kimberly Snead knew where Cruz was at the time. After the school shooting, James Snead spoke to his son, JT, who advised Cruz texted him stating he was going to the movies. That was the last they had heard from him. Cruz was not answering phone or text messages. James Snead had been in contact with his son and he was waiting to be picked up at a nearby McDonald's (5741 Coral Ridge Dr.). Kimberly Snead informed me that she last saw Cruz earlier in the day and she believed had been wearing black pants and a red shirt.

At approximately 4:30pm, Sgt. Rubin and several other back-up units conducted a safety check of the house. No other people were located. I informed James and Kimberly Snead that they would not have access to their house for quite some time as a search warrant was going to be obtained. Kimberly Snead requested she be allowed to walk her two dogs and provide them with water. She also wanted to get her cell phone from her bedroom. Sgt. Rubin and I escorted her into the home and allowed her to walk the dogs. She also obtained her cell phone and a bottle of water before leaving the house. James Snead, who believed he was the only person with a key to Cruz's safe, told me that the key was in a discreet location in his bedroom. He advised he would show me where the key was as it was in a hidden location and would be difficult to locate. Sgt. Rubin and I then escorted James Snead into the home. He entered his bedroom and retrieved the safe key from his night table. The key was left on the coffee table in the living room. I conveyed the keys location to Det. Foster who at the time, was to be responsible for obtaining the search warrant for the house. The house was then secured and nobody else was allowed to enter.

At approximately 5:15pm, I was tasked by Sgt. Jonathan Brown to transport James and Kimberly Snead to the BSO Public Safety Building (PSB) and interview them. They agreed to come with me but were concerned for their son, Jameson Snead, as he was waiting for them at the aforementioned McDonald's. I made arrangements to have their son

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picked up by BSO deputies and be transported to the PSB.

At approximately 6:27pm, I interviewed James Snead, Kimberly Snead, and Jameson Snead inside CID interview room #8. The goal of this interview was to obtain background information regarding Cruz as well as determine if there were any indicators of his plan to carry out this school shooting. The interview was electronically recorded via audio and video and uploaded to www.evidence.com. Refer to the recorded interview for specific details and statements from the interview. James Snead, who before the interview, had been in contact with his lawyer, stated that attorney Jim Lewis was on the way to the PSB to sit in on the interview. However, James Snead stated he would begin the interview and unless he felt he was being questioned as a suspect, would continue to cooperate with the investigation. I then interviewed James Snead, Kimberly Snead and Jameson Snead who, in summary, provided the following information regarding their knowledge and friendship with Cruz:

They initially provided background information regarding Cruz and how he came to live with them. Cruz's mother died on Nov. 1, 2017. Cruz and his brother, Zack, moved in with someone named [redacted] in Lake Worth. Cruz moved into their home on Nov. 27, 2017, after the person he was living with in Lake Worth forced him to move out. They believed [redacted] did not allow Cruz to keep his firearms in the house and told Cruz that if he did not get rid of the firearms, he would be forced to leave. Cruz, in turn, decided to move out of that house. Jameson Snead, who was in JROTC with Cruz when they both attended Marjory Stoneman Douglas High School together, became aware of Cruz's situation and asked his parents if Cruz could stay with them. They agreed. James and Kimberly Snead were aware of Cruz's firearms and allowed him to keep them at their house provided they were secured at all times. James and Kimberly Snead did state that they required Cruz to ask permission before he would access his firearms from the safe and stated that as far as they knew, he had previously abided by this rule. James Snead stated he even went with Cruz to purchase a safe. He also believed he was the only person with the keys to the safe (which he previously told me while outside their house). However, when I told James Snead that most safes come with two sets of keys, he stated that Cruz, unbeknownst to him, must have kept one.

James and Kimberly Snead stated that Cruz was socially awkward and that he did not know how to do simple household chores that they asked him to do. Although willing to help when asked, they often had to show him how to do the chores first. Kimberly Snead stated that it was almost as if Cruz had been coddled all his life and never had responsibilities around the house as a child. They also advised that he mainly kept to himself and would spend a large amount of time alone in his bedroom, presumably playing video games and watching videos on his phone (He did not have a computer as far as they knew.). Jameson Snead did state that Cruz had an unusual interest in guns, stating that he was constantly looking at them on the internet or talking about them. At the time, Jameson Snead believed it was more an appreciation of guns than an obsession. Jameson Snead also stated that Cruz did have an unusual amount of ammunition. Despite his social awkwardness and interest in firearms, none of them ever saw any indicators that Cruz was capable of or planning to commit this crime.

Regarding school, Cruz attended Rock Island Development Center along with James Snead. However, Cruz had informed the family that he was not going to school on 2/14/18, stating, "I don't go to school on Valentine's Day." Jameson Snead, who was at the high school when the shooting happened, stated that prior to the shooting, Cruz texted him. Jameson Snead showed me his cell phone and the text message exchange he and Cruz had (The text message thread was photographed using my tablet and later uploaded to www.evidence.com.). Just prior to the shooting, Cruz texted Jameson Snead that he had something important to tell him. When Jameson Snead asked what it was, Cruz replied that it was nothing important and that he was going to the movies. Cruz used the cell phone number 954-821-1007 when communicating with Jameson Snead.

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Kimberly Snead was the last person to see him on the morning of 2/14/18. Kimberly Snead, who works midnight shift, saw Cruz during the mid-morning hours. She informed me that Cruz was last seen wearing a red shirt and dark colored, possibly black pants. Kimberly Snead also advised that Cruz had a broken hand and was in a cast until approximately two weeks ago. Cruz had prematurely taken the cast off and the hand was placed in a cast again on 2/13/18. Kimberly Snead believed Cruz was still in the cast on 2/14/18.

Jameson Snead, who was at school and on the campus when the shooting occurred, was not near the shooting location. However, when the shooting occurred, Jameson Snead heard gunshots and knew that there was a school shooting. He and other classmates headed west, away from the gunshots. Jameson spoke to his father and was directed to go to Walmart and wait for him as he would pick him up there. However, there was too much traffic and ultimately they decided to meet at the nearby McDonald's. After the shooting, neither Jameson nor James Snead were able to get in contact with Cruz.

During the interview with James Snead, Kimberly Snead, and Jameson Snead, Attorney Jim Lewis, who had been in contact with James Snead, arrived at the PSB and requested that he speak alone with the family. Lewis arrived toward the end of the interview. I escorted Lewis into the interview room and he spoke privately with the three of them before we finished the interview. After Lewis' arrival, we only spoke for a few more minutes before finishing the interview. Prior to concluding the interview, I requested Jameson Snead not to delete anything from his phone as it might be needed at a later time. Both he and his father agreed that nothing would be deleted. I then escorted the Snead family and Lewis out of the interview room and they left the PSB.

After interviewing the Snead family, I was requested to review the CCTV from McDonald's for evidentiary value. Det. Schnakenberg, who was one of the deputies who transported Jameson Snead to the PSB, provided a copy of the McDonald's CCTV to me when transporting Jameson Snead to the PSB (As previously stated, although Jameson Snead did go to the McDonald's at the request of his father, Jameson Snead did not cross paths with Cruz. Cruz was also observed on McDonald's CCTV.). Cruz was observed on the McDonald's CCTV for only a few minutes. The following is a brief timeline of Cruz at McDonald's:
15:01:03- cam # 19 (side entry) - Cruz entered McDonald's holding a cup in his hand.
15:01:16 -cam # 6 (side lobby) - Cruz sat next to a young white male wearing a black shirt who was already inside the business. This person appeared to be high school aged (He was later identified by the BSO Homicide Unit). They had a brief conversation before both of them left the business.
15:02:07 - cam # 20 (main parking lot) - The person wearing the black shirt exited the business.
15:02:10 - cam # 20 (main parking lot) - Cruz walks out, briefly speaks to the person in the black shirt then separates. They leave in separate directions.
It should be noted that Cruz did not purchase anything while at the McDonald's.

On 2/15/18 at approximately 10:15am, I was requested by Sgt. Brown to make contact with Sandra Rennie, a former teacher of Cruz's from the previous year while he attended Marjory Stoneman Douglas High School. I contacted Rennie via telephone and she agreed to meet with me.

At approximately 10:45am, I arrived at Rennie's home and spoke to her. Rennie did not see Cruz on campus during the shooting. However, because she was his former teacher, she was able to provide insight into his background/character. In summary, Rennie provided the following information regarding Cruz:

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954-821-1007

Reference: *Follow Up*

During the last school year, Cruz took an Engineering class that Rennie taught. Rennie described Cruz as an introvert, someone who kept to himself. He was soft-spoken and calm, never raising his voice to her or other students. She described Cruz as a poor student without direction or motivation. She spoke to Cruz's mother at one point and the mother explained to her that she had trouble getting him motivated. Rennie asked Cruz what he wanted to do after school and he explained either "construction" or "military".

Cruz often wore camouflaged clothing with combat boots and a bandana around his neck. Cruz had a "goofy" walk. He also had "stuff" hooked to his belt or backpack which added to his awkwardness.

She described one incident where Cruz intentionally destroyed a group project belonging to other students. The groups had been instructed to build a bridge and Cruz intentionally broke another group's project. Cruz laughed it off and stated that he did not want that group to do better than his group. She also stated that Cruz was fascinated with weird stuff and complained that the school's firewall would not let him search for guns. During one instance when he was supposed to be searching mechanical engineering on the internet, Cruz attempted to search for guns. However, he was prevented from doing so. Cruz complained and said that guns weren't bad and that they were for hunting. Cruz would also search gory items and would often laugh at disfigured images. Rennie stated that the more disfigured the image, the funnier it was to Cruz. Rennie also stated that former student, Santiago Cuellar, who sat next to Cruz, requested a seat change because Cruz was "creepy".

Rennie was on campus during the shooting but did not see Cruz. She was teaching in the 700 building, which is adjacent to the 1200 building. A student in her class, Justin West, had asked to go to the 1200 building to get a paper signed. However, after leaving, he quickly returned stating he saw smoke and heard fireworks. It was at that time that they heard the fire alarm. When Rennie walked toward the 1200 building, she heard gunshots and directed her students to run south toward the 200 building.

At approximately 11:29am, I obtained a sworn recorded statement from Rennie. The statement was later uploaded to www.evidence.com.

After obtaining Rennie's statement, I verified that the two students mentioned by Rennie, Santiago Cuellar and Justin West, were on the list of students to speak with and conduct follow-up investigation. I learned that Cuellar was spoken to by FBI Agent Sara Roussell and that West was contacted by BSO Det. Bob Anderson but have no information regarding the results of those contacts.

At approximately 3:40pm, I contacted James Snead and informed him that I wanted to download Jameson's cell phone. He agreed and I made arrangements to pick up the phone from him.

At approximately 5:17pm, I met with James Snead. He signed a consent to search form for the cell phone and gave me Jameson's phone. I met with Det. Vince Puran who downloaded the phone. Det. Puran provided me with a DVD of the phone download which was later turned over to Det. Val Perez. The phone was later returned to Jameson Snead.

On 2/16/18, Sgt. Brown requested that I assist with conducting the investigation into the firearms recovered in this case. I was tasked with tracing the firearms back to point of purchase, identifying where they were purchased and who sold the firearms to Nikolas Cruz and James Snead. There were a total of ten firearms recovered during this investigation:

1) Smith & Wesson, model M&P-15 Sport II, s/n TF16214, AR style rifle (Owned by Cruz and used in the school

shooting. Recovered on scene.)
2) Hi-Point, model995TS, s/n F135972, 9 x 19mm rifle (Owned by Cruz)
3) Marlin, model 60, s/n MM18640M, 0.22 LR rifle (Owned by James Snead)
4) Mossberg, model Maverick 88, s/n MV0217695, 12 gauge shotgun (Owned by Cruz)
5) Remington, model, 870, s/n RS38221Y, 12 gauge shotgun (Owned by Cruz)
6) Savage, model 320, s/n174636A , 12 gauge shotgun (Owned by James Snead)
7) American Tactical, model Omni Hybrid, s/n NS099694, AR style rifle (Owned by James Snead)
8) Century Arms, model RAS47, s/n RAS47079188, AK-47 style rifle (Owned by Cruz)
9) Mossberg, model 500A, s/n K431580, 12 gauge shotgun (Owned by Cruz)
10) Ruger, model American Rifle, s/n 691-31976, .30-06 SPRG rifle (Owned by Cruz)
Detectives Hoover, Carrasquillo and Goodwin assisted me in this task. Our investigation into these aforementioned firearms was to determine where they were purchased, contact the people who sold and transferred the firearms to Cruz and/or Snead, and obtain statements from them. In addition, obtaining the original ATF Firearm Transaction Record Forms (also known as "4473 forms") which are completed when purchasing a firearm was requested. The list was divided amongst us and all the requested information was compiled into a spreadsheet (See spreadsheet for further details.). While a few employees conducting these transactions did remember Cruz and/or Snead when they purchased or picked up the firearms, nobody was suspicious of the transactions or circumstances surrounding them. See supplemental reports by Det. Hoover, Det. Carrasquillo and/or Det. Goodwin for further details. The information obtained during my interaction with the firearm sellers will be documented below.

On 2/17/18 at approximately 12:30pm, I was requested by Sgt. Brown to contact student Hunter Dubois and interview him regarding information he might have about Cruz. Hunter Dubois and his brother, Anthony Dubois, were previously in JROTC with Cruz. Anthony Dubois, who lives in Georgia, provided information to FBI investigators about Cruz. Anthony Dubois told investigators his brother, Hunter, Dubois, might be able to provide additional information regarding Cruz. I contacted Hunter Dubois and made arrangements to meet with him.

At approximately 3:45pm, I arrived at Hunter Dubois' residence at 10576 NW 56th Dr., in the city of Coral Springs, and met with him. In summary, Hunter Dubois provided the following information:

Hunter Dubois was in JROTC with Cruz last year. They also had an engineering class together with Ms. Rennie (Sandra Rennie whom I previously obtained a statement from). One time during class, he observed Cruz destroy a bridge project groups had to construct and asked him why he did it. Cruz admitted to doing it and told Hunter Dubois, "I'm fucking crazy!" Cruz also told him that he had two shotguns and that he (Cruz), "Liked seeing people in pain." Hunter Dubois also witnessed Cruz conduct a google search for guns and also observed Cruz make a shooting gesture toward birds as he walked by them. Hunter Dubois stated he became concerned after these interactions with Cruz and reported him to Student Affairs. When doing so, fellow classmate named Justin was with him.

Hunter Dubois was at school when the shooting occurred. He was in the JROTC room (building 500) and although he heard the fire alarm and two loud bangs, was unaware that they were gunshots at the time. He did not provide any relevant information regarding the school shooting.

At approximately 4:09pm, I obtained a sworn recorded statement from Hunter Dubois. The statement was later uploaded to www.evidence.com.

Broward County Sheriff's Office OCA: 171802000525

THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY

Case Status: ACTIVE **Case Mng Status:** ACTIVE **Occured:** 02/14/2018

Offense: HOMICIDE

Investigator: METZ, T. J. (11626) **Date / Time:** 04/23/2018 11:47:35, Monday

Supervisor: BROWN, J. J. (11100) **Supervisor Review Date / Time:** 05/03/2018 14:36:02, Thursday

Contact: Cruz, Nikolas Jacob
8442 Lakeview Trl, Parkland
954-821-1007

Reference: Follow Up

On 2/18/18 at approximately 11:40am, Jennifer Dubois (Hunter Dubois' mother) informed me that she received concerning information from her daughter, Alexis Dubois. Alexis Dubois told her that a girl named Carinna O. (later identified as Carinna Osio) shared a class with Cruz and it was rumored that Cruz told Osio in the hallway before the shooting occurred, "Don't worry, I will not shoot your class." Although this was believed to be a rumor, I decided to identify and contact Osio to verify this information.

On 2/19/18 at approximately 1:15pm, I called Osio (954-673-4889) and spoke to her about what she knew. She advised that she was also contacted by the FBI yesterday (2/18/18) and asked about Cruz. However, she had not yet given a formal statement. I made arrangements to meet with her the following day.

At approximately 2:15pm, I was contacted by ATF Agent Kent Finch, the resident agent in charge of the Ft. Lauderdale office. Agent Finch explained to me that he was contacted by Michael Drago, owner of Coral Springs Gun & Pawn, with information about Cruz. Drago informed Agent Finch that approximately one to two months ago, Cruz entered his store and attempted to purchase a rifle. Drago, however, did not sell him one as Cruz appeared to be very young. I obtained Drago's information and contacted him, requesting to meet with him. Drago was cooperative and I made arrangements to meet him right away.

At approximately 2:30pm, I spoke to Attorney Eric Maimone, who represents Michael Morrison, the owner Sunrise Tactical Supply, the business that sold Cruz the Smith & Wesson AR-15 rifle used in this shooting. Attorney Maimone and I made arrangements to meet on 2/22/18 and obtain a statement from Morrison, as well as employee David Martinez, the person who sold Cruz the firearm.

At approximately 3:10pm, I arrived at Coral Springs Gun & Pawn, 11320 Wiles Rd., Coral Springs, and met with Drago. In summary, Drago provided the following information:

Cruz entered his business a few months ago and looked at AR-15 and AK-47 rifles. After examining each rifle, Cruz told Drago he wanted to purchase the AR-15 rifle. Drago obtained Cruz's driver's license and noted how young he was. Drago also stated that Cruz appeared immature and cocky, and got a weird feeling from him. Not wanting to sell a weapon to a person so young, Drago told Cruz that his business does not sell firearms to people under 21 years of age. Cruz was somewhat upset but left without causing a scene. After the school shooting, Drago was contacted by the media and informed that someone named "Nikolas Cruz" left a bad review about his business on www.pawnbat.com/pawn-shops. Drago recently saw this review and remembered the transaction with Cruz. Drago's video surveillance is only saved for 1-2 weeks before being written over. There was no CCTV of his interaction with Cruz.

At approximately 3:27pm, I obtained a sworn recorded statement from Drago. The statement was later uploaded to www.evidence.com.

At approximately 6:50pm, I responded to Dick's Sporting Goods in Boynton Beach to conduct follow-up investigation into Cruz's purchase of the Mossberg Maverick 88 shotgun from the business. Cruz purchased the shotgun from employee David Belzer on 11/18/17 and picked it up on 12/9/17. It was picked up from employee Gary Pase and Store Manager Rikki Jones. As a store policy, when possession of a firearm is transferred to a customer, the store manager must escort the customer and firearm to the front of the business before physically handing it to him/her. When

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arriving at the store, I made contact with Pase and Jones and obtained statements from them.

At approximately 7:25pm, I obtained a sworn recorded statement from Pase. The statement from Pase was later uploaded to www.evidence.com. In summary, Pase provided the following information:

Pase is the employee who sold Cruz the aforementioned Mossberg Maverick 88 shotgun. Pase did, in fact, remember the transaction with Cruz. Pase, who is an avid fisherman and hunter, spoke to Cruz as well as James and Jameson Snead for approximately 1-1.5 hours as they perused the store. Pase and Cruz exchanged phone numbers and intended to get together to go fishing and/or hunting. However, they never met. At one point, Cruz texted Pase that he recently purchased an AK-47.

At 7:45pm, I obtained a sworn recorded statement from Jones. The statement from Jones was later uploaded to www.evidence.com. Jones, who was working as store manager at the time and escorted Cruz to the front of the store before handing him the firearm, had no independent recollection of this transaction.

Jones provided me with copies of the paperwork documenting this transaction, to include the ATF #4473 form, invoice and sales receipt. While speaking to Jones, I requested any video surveillance the business had regarding this purchase and/or transfer. Jones referred me to District Loss Prevention Manager Monica Serna (412-503-3227 / monica.serna@DCSG.com) whom I later contacted to obtain the CCTV.

At approximately 8:10pm, I met with Belzer who, in summary, provided the following information:

Belzer was the person who sold the Mossberg Maverick 88 shotgun to Cruz. Belzer remembered the transaction with Cruz. Belzer stated that Cruz had asked for the Maverick shotgun and needed it for "home defense". Belzer remembered Cruz was a younger person and had red hair and big ears. Cruz initially completed the "4473" form but it had to be redone because the wrong color ink pen was used. During the wait period, Belzer remembered that Cruz came into the store and was looking at ammunition. However, he did not remember whether or not Cruz purchased any.

At approximately 8:26pm, I obtained a sworn recorded statement from Belzer. The statement was later uploaded to www.evidence.com.

On 2/20/18 at approximately 2:00pm, I met with Osio at her home. Her parents were also present. She requested that they remain with her as she was still emotionally disturbed from the shooting. In summary, she provided the following information:

Osio informed me that she was in the same class as Cruz last year (2016-2017 school year). She and Cruz were in Ms. Colavito's Learning Strategies class together. Although not friends, she would often talk to Cruz because she pitied him. Cruz told her that he was into hunting and was in the JROTC. She also stated he would wear his JROTC shirt on Wednesdays. She believed Cruz was [redacted] but also stated he was [redacted] stating he was aware of class homework assignments and his poor grades. Cruz was often absent and would ask Osio questions regarding their homework. Osio explained that Cruz was often bullied by other students and did not appear to have any friends. A female student named Alexa was particularly cruel to him. At one point during the school year, Cruz told Osio that he was tired of people being mean and bullying him so he wanted to, "Go shoot up a school." When Osio confronted him about this, Cruz told her that he was joking. At another time, Cruz told her that he was going to get one of his guns and

shoot himself. Osio informed me that she believed Cruz was suicidal and that she reported him to Ms. Rubenstein, the Peer Counselor. He was pulled from the classroom and spoken to by school administrators. When he returned to the classroom, Cruz blamed her for reporting him but did not seem to be too upset with her. The last time Osio spoke to Cruz was before he was expelled last year. Osio denied seeing him in the hallway before the shooting (contrary to the rumors). At the time of the shooting, Osio was in Ms. Lazar's class on the first floor of building 1200 and instantly knew it was Cruz. Although she provided no information regarding this shooting because she did not see the shooter, she stated that based on his prior comments and what she knew about Cruz, she felt that he was the person shooting in the hallway. Her classroom was locked down until police entered and removed the students. She did not believe any shots were fired into her room.

At approximately 2:34pm, I obtained a sworn recorded statement from Carinna Osio. The statement was later uploaded to www.evidence.com.

On 2/22/18 at approximately 10:00am, I met with Attorney Eric Maimone, the owner of Sunrise Tactical Supply, Michael Morrison, and employee David Martinez. As previously stated, Sunrise Tactical Supply is the business that sold Cruz the Smith & Wesson AR-15 rifle used in this shooting.

At approximately 10:19am, I obtained a sworn recorded statement from Morrison. The statement was later uploaded to www.evidence.com. In summary, Morrison provided the following information:

Morrison, who is the owner of Sunrise Tactical Supply, was present during the sale of this firearm and was the person who conducted the background check after Cruz completed the ATF # 4473 form. He did remember Cruz because he had "big ears". Morrison also asked Cruz if he liked AR-15 rifles. Cruz replied that he did and stated he enjoyed shooting them with his friends. Nothing about Cruz or his demeanor was suspicious to Morrison.

(I later contacted Morrison via telephone to obtain answers to a few follow-up questions that were brought to my attention after I took his statement. Morrison provided the following additional information: 1) When purchasing the Smith & Wesson AR-15 rifle, it was brand new; 2) When purchasing this firearm, Cruz was alone; 3) Cruz paid for the purchase in cash; and 4) Cruz did not buy anything else when making this purchase.)

At approximately 10:37am, I obtained a sworn recorded statement from Martinez. The statement was later uploaded to www.evidence.com. In summary, Martinez provided the following information:

Martinez is an employee of Sunrise Tactical Supply and sold the Smith & Wesson AR-15 to Cruz on 2/11/17. He was also the person who completed the transfer of the firearm to Cruz on 2/18/17. Martinez did not remember this transaction. However, when watching news coverage of the shooting, he recognized Cruz's face and then remembered that he bought a firearm from their store. Martinez stated nothing about Cruz's demeanor was suspicious when purchasing or picking up the firearm.

On 2/23/18 at approximately 9:40am, I called Dick's Sporting Goods District Loss Prevention Manager Monica Serna and left a message inquiring about the video surveillance at the stores. Serna later contacted me and advised that Dick's Sporting Goods did still have video surveillance of Cruz's firearm purchase from the Boynton Beach store on 11/18/17 an also of James Snead's purchase of a Savage model 320 shotgun from the Boca Raton store on 10/13/17. Serna requested a subpoena duces tecum in order to turn over the video surveillance. I made arrangements to obtain

subpoenas duces tecum for the two transactions and informed her I would contact her when ready.

At approximately 9:45am, I called Dick's Sporting Goods employee Vanessa Halahan, who sold James Snead the Savage shotgun at the Boca Raton store on 10/13/17. When Det. Goodwin conducted his follow-up investigation to obtain statements from the employees of the Boca Raton store, he was advised that Halahan was out of town until the beginning of March. I called her and left a message requesting contact upon her return to South Florida.

On 2/27/18 at approximately 3:30pm, ATF Agent Elizabeth Richards and I went to Advanced Firearms in Margate to investigate the fact that one of the firearms recovered during this investigation was reported stolen. The firearm, a Mossberg, model 500A, 12 gauge shotgun (s/n K431580), was purchased by Cruz at Advanced Firearms in Margate on 11/19/16. It had previously been reported stolen in California in 1991 (NIC hit #G569506081). Due to the fact that Cruz legally purchased the firearm from Advanced Firearms, he could not have had knowledge that the firearm was stolen. However, Agent Richards and I inquired as to how the business came to possess this firearm. We learned that the shotgun was acquired by Advanced firearms on 1/14/16 from a person named Kevin Hernandez (DL #H655-504-87-371-0), and remained in the store until it was sold to Cruz on 11/19/16. I would later conduct follow-up investigation into how Hernandez came to possess this stolen firearm.

On 2/28/18, I prepared the subpoenas duces tecum to obtain the video surveillance from Dick's Sporting Goods. ASA Justin Griffis reviewed and signed the subpoenas duces tecum and returned them to me. I later emailed the subpoenas duces tecum to Loss Prevention Manager Serna. She, in turn, sent the video surveillance to me via certified mail (which was received on 3/6/18 at 11:30am). The DVD containing the video surveillance was placed into evidence, copies of which were provided to Det. Curcio, the lead investigator.

On 3/6/18 at approximately 12:30pm, Sgt. Brown requested that I respond to Coconut Creek Pawn at 5450 W. Hillsboro Blvd. and meet with the owner, Raziel Gridi, who had information regarding Cruz.

At approximately 3:30pm, I met with Gridi. Gridi, in summary, provided the following information:
He had been out of the country during this shooting. He had just returned to Florida and stated Cruz had been in his store looking at AK-47 and AR-15 rifles a few months ago. Gridi stated that Cruz appeared immature and when he asked how old he was, Cruz told him 19 years old. Gridi, who stated that as a store policy does not sell firearms to anyone under 21 years old, told Cruz he could not purchase a firearm from his store. Cruz then left without incident. Gridi stated there is no video surveillance of this interaction with Cruz as it is only saved for a few weeks.

At approximately 3:40pm, I obtained a sworn recorded statement from Gridi. The statement was later uploaded to www.evidence.com.

On 3/9/18 at approximately 10:50am, I met with Vanessa Halahan, the Dick's Sporting Goods employee who sold James Snead the Savage shotgun on 10/13/17. At the time of this transaction, Halahan was the Assistant Store Manager of the Boca Raton store. She was provided the ATF 4473 form and reviewed it. Based on the paperwork provided, she advised that she reviewed the paperwork submitted by Snead and finalized the sale. Halahan had no independent recollection of this transaction.

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Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *METZ, T. J. (11626)* **Date / Time:** *04/23/2018 11:47:35, Monday*

Supervisor: *BROWN, J. J. (11100)* **Supervisor Review Date / Time:** *05/03/2018 14:36:02, Thursday*

Contact: *Cruz, Nikolas Jacob*
8442 Lakeview Trl, Parkland
954-821-1007

Reference: *Follow Up*

At approximately 10:53am, I obtained a sworn recorded statement from Halahan. The statement has been uploaded to www.evidence.com.

At 11:45am, I met with Kevin Hernandez at his residence and continued the investigation into the stolen Mossberg shotgun from California. Hernandez advised that he frequently goes to on-line gun forums which is where he acquired the Mossberg shotgun. Hernandez advised he traded for the Mossberg shotgun, acquiring it from a person named David Nigro. Hernandez traded Nigro an antique Ivory Johnson revolver for the Mossberg shotgun. He was able to find the messages exchanged between him and Nigro in which they negotiate for some time before finally agreeing on terms for the transaction. Hernandez only had the shotgun for one day before deciding to sell it to Advanced Firearms, which gave him $125 for the firearm. Hernandez had no knowledge this firearm was stolen. Hernandez provided me with Nigro's phone number which he was able to retrieve from the website. I also took photographs of the communication between Hernandez and Nigro with my BSO issued Samsung tablet and later uploaded those to www.evidence.com.

At 11:58am, I obtained a sworn recorded statement from Kevin Hernandez. The statement has been uploaded to www.evidence.com. After obtaining Hernandez's statement, I conducted a DHSMV search for David Nigro, and found a local address in Coconut Creek.

On 3/27/18 at approximately 11:45am, I went to David Nigro's residence and contacted him. Nigro, who was cooperative, advised the following:
Nigro purchased the Mossberg shotgun from a person known to him as "Charley Brown" on 12/10/15 for $150. However, no identification was ever presented by the seller nor was it requested by Nigro to confirm his identity. Nigro also stated he had the firearm for approximately one month before trading it to Hernandez for the antique revolver. Nigro was able to retrieve a bill of sale regarding this transaction. The bill of sale was photographed using my BSO issued Samsung tablet and later uploaded to www.evidence.com. The bill of sale only named the seller as "Charley Brown" with an address of 2120 NW 21st Ter., Apt. #A, Ft. Lauderdale. When conducting this transaction, Nigro did not view the seller's identification and stated he would be unable to identify the person.

At approximately 11:53am, I obtained a sworn recorded statement from Nigro. The statement was later uploaded to www.evidence.com.

At approximately 4:50pm, I went to 2120 NW 21st Ter., Apt. #A, and contacted the current tenant. She identified herself as Shawnta Savage and stated she moved into the residence in Nov. 2017. She did not know anyone named "Charley Brown". Upon returning to the office, I conducted a search of DHSMV records but due to the fact that Charley Brown or Charles Brown is such a common name, I was unable to narrow down the list of potential sellers of this stolen firearm to a manageable number. Regardless, due to the fact that the firearm was stolen in 1991 and has, undoubtedly, passed through numerous hands over the years, it is unlikely that any of the most recent owners of this firearm have knowledge that it is, in fact, stolen.

On 4/24/18, I met with ATF Agent Richards, who provided me with the six original Firearm Transaction Record Forms (4473 forms) completed by Cruz when purchasing his firearms. I took possession of the forms and placed them into evidence.

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Case Status: *ACTIVE* **Case Mng Status:** *ACTIVE* **Occured:** *02/14/2018*

Offense: *HOMICIDE*

Investigator: *METZ, T. J. (11626)* **Date / Time:** *04/23/2018 11:47:35, Monday*

Supervisor: *BROWN, J. J. (11100)* **Supervisor Review Date / Time:** *05/03/2018 14:36:02, Thursday*

Contact: *Cruz, Nikolas Jacob*
8442 Lakeview Trl, Parkland
954-821-1007

Reference: *Follow Up*

On 5/2/18, as previously noted in this report, I contacted Morrison, the owner of Sunrise Tactical Supply, as there were a few additional questions that needed to be answered. Morrison was cooperative and provided the additional information (His answers are noted above).

On 5/3/18, I learned that the stolen Mossberg had not yet been removed from NCIC (The firearm was originally recovered by Det. Cottam and taken to the BSO Evidence Unit. The information was passed along to me and hence the miscommunication as to whether it was removed from NCIC.). I contacted teletype and the shotgun was removed from NCIC by Operators Denise (CCN 9998) and Rosa (CCN 9605) who confirmed the stolen firearm hit with the Patrol Secretary of the Temple Sheriff's Station in California (Original case # 911472305). For additional information or questions regarding the theft of this firearm, I was advised to contact the Temple Sheriff's Station Detective Bureau (626-292-3315).

This concludes my involvement in this case.

EOG-03717

eidi; Addazio, Nichole C
ormation

ications Division for any and all incoming calls originating from [redacted]
f November 2017. There were no calls received from that number/name.

to call.

Holmes, Alexandra

From: Conchas, Federico <Federico.Conchas@fortworthtexas.gov>
Sent: Wednesday, May 16, 2018 5:00 PM
To: Holmes, Alexandra
Subject: Open record request #72571

FORT WORTH

05/16/2018

Alexandra Holmes
2601 West Broward Blvd
Fort Lauderdale , FL 33312

RE: Public Information Request W072571-051518

Dear Alexandra Holmes,

This letter responds to your request for information to the City of Fort Worth, dated and received in our office on 5/15/2018 3:34:33 PM.

Information Requested: Police Call Sheet - Please advise if there was a call made to the police by [redacted] in the month of November 2017 using the phone number [redacted] and any notes or reports on the call. Thank you.

The City of Fort Worth has reviewed its files and has determined there are no responsive documents to your request.

Officer Federico Conchas 3859
Internal Affairs-Legal Liaison Unit
Fort Worth Police Department
505 W Felix St
Office: 817 392 4315

EOG-03719

BROWARD COUNTY SHERIFF'S OFFICE
DIVISION OF INTERNAL AFFAIRS
GARRITY INDEX

CASE NUMBER: IA#: IA2018-0042 **DATE:** May 24, 2018

INVESTIGATOR: Sergeant Alexandra Holmes, CCN 11989

SUBJECT EMPLOYEES: Deputy Guntis Treijs, CCN 9714

SHERIFF'S POLICY: SPM 2.4 Meeting BSO Standards; to-wit: DLE SOP 3.6.1 (B) Reporting Requirements

EXHIBIT	INDEX/CASE SUMMARY	CONTENTS
Index	Index	Index
1	Personnel Complaint Control Form	Lieutenant Kevin Corbett
2	~~Internal Affairs Investigative Report~~	N/A:
3	Communications Incident Summary, Incident Details, Incident Detailed Report reference L1717113000001602	Broward Sheriff's Office
4	Evidence.com - Sworn, recorded witness statement reference case 17-1802-000525, taken by Sergeant Johnathan Brown, Transcription	Deputy Guntis Treijs Evidence.com
5	Incident/Investigation Report: 17-1707-001328 and Communication Incident Summary	Deputy Guntis Treijs
6	Evidence.com - Sworn, recorded witness statement reference case 17-1802-000525, taken by Detective Kami Floyd, Transcription	[redacted] Evidence.com
7	Calls for service summaries	Broward Sheriff's Office - CID
8	Parkland District Payroll/Daily Roster for November 30, 2017	Sergeant Brian Miller
9	Sworn, recorded statements – CD, Digital Transfer Report, Transcriptions	Mobile System Technician Christopher Deosaran Communications Operator III Janice Johnson Sergeant Brian Miller Communications Operator I Dion Lebert [redacted]
10	OSSI/MCT Log Report and screen shots	Mobile System Technician Christopher Deosaran

EOG-03720

11	New York Times article, "Tipster's Warning to F.B.I on Florida shooting Suspect: 'I Know He's Going to Explode' - FBI Transcription	Sergeant Alexandra Holmes
12	Records Management System Reports on Nicholas Cruz, Nicolas Cruz, Nikolas Cruz, Nickolas Cruz, Cruise, 6166 NW 80 Terrace	Records Management System
13	Emails regarding a Transaction Archive Reports (TAR), DAVID Audit.	Ms. Regina Cline – FDLE Mr. Lemuel Griffin – BSO Terminal Agency Director
14	DAVID internet searches for Nikolas Cruz and variation of the name.	Driver and Vehicle Information Database (DAVID)
15	Master Unit Activity for November 30, 2017, Incident Details, CAD Calls For Service, Excel spreadsheet.	PremiereOne and CAD
16	Internet phone number search – Fort Worth Police Department and BSO Parkland District	Sergeant Alexandra Holmes
17	Evidence.com - Sworn, audio recorded statements reference case 17-1802-000525, Transcriptions, Video recorded interview of [redacted] reference case 17-1802-000525	[redacted] Evidence.com
18	Case Supplemental Report 17-1802-000525	Detective Timothy Metz
19	ITD Internet Browser Excel Report - CD	ITD Analyst Courtney Harvey
20	Email	PBSO Sergeant Eric Keith
21	Email	Fort Worth Police Department
	Last Item	

Provision acknowledgement

I verify that I have been provided the above listed items for review prior to my investigative interview, with the exception of the investigative report.

Employee: D/S Trury /CCN 9714 Date: 5/24/18

Representative: [signature] Date: 5-24-18

EOG-03721

GARRITY RIGHTS WARNING
ADMINISTRATIVE INVESTIGATION

Investigation Case#: IA2018-0042

Employee Interviewed: Deputy Treijs Guntis CCN: 9714

FORMAL INTERVIEWS WILL BE RECORDED.

THIS IS AN INTERNAL ADMINISTRATIVE INVESTIGATION. IT IS NOT A CRIMINAL INVESTIGATION. You will be asked questions specifically directed and narrowly related to the performance of your official duties and fitness for office. You are required to be truthful and answer all questions honestly in accordance with Broward Sheriff Office policy. You are required to give a statement for administrative purposes. This is a compelled statement. You are being ordered to give this statement. If you refuse to testify or answer questions, you will be subject to administrative charges, which could result in your dismissal.

You are entitled to the right to have an attorney or other representative present during this questioning. Do you understand? (If employee has chosen to not have a representative present, ask employee if they are waiving this right.)

You are entitled to all the rights and privileges guaranteed by the laws of the State of Florida and the Constitution of the United States, including the right not to be compelled to incriminate yourself. Therefore, if the scope of this inquiry involves criminal activity, neither your statements, nor any information or evidence which is gained by reasons of such statements, can be used against you in any subsequent criminal charges, except for Perjury and Obstruction of Justice charges. These statements, however, may be used against you in relation to subsequent administrative charges.

Pursuant to policy of the Broward Sheriff's Office, you shall not, in any manner, interfere with this administrative investigation. Except as authorized or required, you shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes public record.

D/J Treijs
Employee Signature

5/24/18 1716 HRS
Date Time

Investigator Signature

5/24/18 5:17pm
Date Time

BSO SIU#20 (New 05/16)

Broward Sheriff's Office
Digital Transfer Report

Case Number: IA2018-0042	Investigator: (Name) (CCN) Sergeant Holmes 11989
Recording Date: 05/24/2018	Recording Time: 17:20
Transfer Date: 05/24/2018	Transfer Time: 18:47
Transferred by: (Name) (CCN) Sergeant Holmes 11989	Device ID# Olympus Digital Voice Recorder
1. MD5 ID# (If Applicable)	5603C43B0F2DA2C6B348F04D8A4C3F36
2. MD5 ID# (If Applicable)	
3. MD5 ID# (If Applicable)	
File Transferred to: ☐ Cassette	☑ CD ☐ DVD ☐ VHS
Device Reset to Factory Standards:	☑ YES ☐ NO
Additional Information	
Garrity Statement - Deputy Guntis Treijs, CCN 9714	

Signature: _____ CCN# 11989 Date 05/24/2018

BSO CRI#47 (New 05/10)

EOG-03723

INTERVIEW WITH DEPUTY GUNTIS TREIJS
Q= SERGEANT ALEXANDRA HOLMES
Q1= SERGEANT AL RENGIFO
A= DEPUTY GUNTIS TREIJS
A1= IUPA ASSOCIATE GENERAL COUNSEL GARY LIPPMAN

Q The following will be a sworn recorded statement taken by Sergeant Alexandra (ph) Holmes, CCN 11989, of the Broward Sheriff's Office. I'm the lead investigator in charge of this internal investigation. You are being questioned as a subject employee in an official investigation by the Broward Sheriff's Office. This statement will be taken reference to Division of Internal Affairs Case Number IA2018-0042 regarding a complaint that has been made against you for allegedly violating the Sheriff's Policy Manual. This statement will be taken from Deputy Guntis Treijs -- Guntis, G-u-n-t-i-s; Treijs, T-r-e-i-j-s -- with a CCN of 9714. This statement will commence on May 24, 2018, at approximately 1720 hours. This interview is being conducted at the Division of Internal Affairs. Also present is Sergeant Aldemar (ph) Rengifo, CCN 9981, and also IUPA Associate General Counsel Gary Lippman -- L-i-p-p-m-a-n. Your statement is being recorded. Deputy Treijs, would you state your full name, classification, CCN, and current assignment?

A Yes, I'm Deputy Treijs, CCN 9714. I am currently assigned to Parkland District Road Patrol.

Q Okay. Deputy Treijs, have I identified myself as a law enforcement officer and do you understand this?

EOG-03724

A Yes, ma'am.

Q As a law enforcement officer, I am empowered to administer oaths. Do you understand this?

A Yes, ma'am.

Q Can you please raise your right hand? Let the record reflect that Deputy Treijs has raised his right hand. Do you swear or affirm that the statement you're about to give will be the truth, the whole truth, and nothing but the truth?

A I do.

Q Thank you. You can lower your hand. Deputy Treijs, this is an official proceeding and if you knowingly provide false information during this proceeding that would constitute perjury under Florida State Statutes. Do you understand?

A Yes, ma'am.

Q Can you tell me what perjury is in your own words?

A Perjury is giving a false statement in an official proceeding.

Q Under oath. Correct?

A Under oath.

Q And you understand it's a crime and you can be charged with it?

A Yes, ma'am.

Q Okay. Do you have any questions so far?

A No.

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EOG-03725

Q The Sheriff's Policy Manual, states, SPM 2.25.4, in part: "Employees will promptly obey a supervisor's lawful orders. This includes orders relayed from a supervisor, by an employee of the same or lesser rank and an Internal Affairs investigator when conducting an official internal investigation;" SPM 2.5.2, "Employees will not knowingly make any false or inaccurate verbal or written communication in any official matter;" SPM 2.11.2(a), "Employees will not interfere with investigations of cases assigned to other employees;" SPM 9.1.3, "Employee investigations remain open and confidential until final discipline is rendered. No participant, including complainant, subject employees, investigators, and witnesses will disclose any information about the investigation until it is closed and is public record." Do you understand these policies?

A Yes, I do.

Q Okay. Thank you. Prior to this statement, you were provided with an index containing the complaint form and all the evidence related to this case, to include any sworn recorded statements. Did you have the opportunity to review all the evidence?

A Yes, I had that opportunity.

Q Okay. Do you have any questions?

A No question.

Q And that is your signature on the index form. Correct?

A Yes.

Q Okay. This is an internal administrative investigation. It is not a criminal investigation. You will be asked questions specifically directed and narrowly related to

EOG-03726

the performance of your official duties and fitness for office. You are required to be truthful and answer all questions honestly and according to with Broward Sheriff's Office policy. You are required to give a statement for administrative purposes. This is a compelled statement. You are being ordered to give this statement. If you refuse to testify or answer questions, you will be subject to administrative charges which could result in your dismissal. You are entitled to the right to have an attorney or other representative present during this questioning and you have elected to have Attorney Lippman with you here today. Is that correct?

A Yes.

Q Okay. You are entitled to the rights and privileges guaranteed by the laws of State of Florida and the Constitution of the United States, including the right not to be compelled to incriminate yourself. Therefore, if the scope of this inquiry involves criminal activity, neither your statements nor any information or evidence which is gained by reasons of such statements can be used against you in any subsequent criminal charges except for perjury and obstruction of justice charges. These statements, however, may be used against you in relation to subsequent administrative charges. Okay? Do you have any questions so far?

A No, ma'am.

Q All right. Just to start off, Deputy Treijs, there was a statement that you provided to Sergeant Brown (ph). Did you get a chance to review your statement?

A I had a chance.

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EOG-03727

Q Okay. Was it true and accurate, or would you like to make any clarifications regarding that statement? I know it was right after this incident and maybe you've had time to think about it, but anything -- or was that statement true and accurate?

A It was truthful, however, I referred to Nikolas Cruz (ph) in a domestic case that was -- that took place in July of last year and instead of -- that was referring to his brother, Zachary (ph).

Q Zachary Cruz.

A Yes.

Q Okay. So, you transposed them. You mixed the two brothers up?

A Correct.

Q Anything else that you want to correct or clarify regarding that?

A No, ma'am.

Q Okay. Now have you completed any types of investigations before? Have you conducted investigations?

A I've conducted civilian child protective investigations.

Q Okay. And how long did you do that for?

A From 1999 until about 2002.

Q So about three --

A Three years.

Q -- three years you did --

A Less than that, yes.

EOG-03728

Q -- child protective investigations?

A Yes.

Q And have you done -- do you do -- do you do investigations, like, on Road Patrol?

A Yes, I do.

Q Okay. And how long have you been on Road Patrol now?

A I've been assigned to Road Patrol since 2003.

Q Okay. Do you recall handling the call for service on November 30, 2017, with the caller, [redacted] (ph)?

A Yes, I do.

Q Okay. Can you tell me, from your recollection, what do you remember that [redacted] reported to you?

A [redacted] reported her relative, Nikolas Cruz, possessing firearms and wanting to join the military and kill people.

Q Is that all you remember her reporting to you?

A No, we had a conversation, but that was the --

Q The parts that stick out to you?

A The parts that for -- yes, the ones that --

Q Now when you were having the conversation with her, what types of questions did you ask of her?

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A I asked her for Nikolas -- person-, her relationship to him, his location, and his name and age or date of birth.

Q Okay. And was she able to provide these things to you?

A No. She was -- she only had partial information.

Q She did have the name?

A She had the name and she did not know his date of birth.

Q Okay. And how about a location? Did she have a location?

A Location was Lake Worth, because that's where he was last located. That was where he was.

Q Could she give a specific location in Lake Worth? Did she give an address --

A No particular location.

Q -- or a phone number to somebody?

A No. No, she didn't have it.

Q So did she -- she just stated that he was in Lake Worth?

A Yes, she said the city's name. That was -- that's all she knew about it.

Q Do you believe that you asked sufficient questions in order to attempt to identify the individual?

A I asked the biographic questions that she should have -- she might have had, but -- and she gave me the ones that she -- she knew his name and not the date of birth.

Q Now, regarding this call, what investigative measures did you take?

EOG-03730

A I -- based on information I had, I attempted to search for -- on OSSI for the name.

Q Okay.

A And I just -- because without date of birth I received multiple responses.

Q Okay. Is that all you did -- just try to look for the name on OSSI, or did you do anything else?

A Well, given that he just moved to -- prior two days earlier, I did not search any -- anything further, knowing that he just moved from -- from Broward.

Q Okay. Now, can you -- I'm sorry, can you repeat that? I know you said something about two days earlier.

A That he was recently -- he recently m-, relocated to Lake Worth, or he was known to be in Lake Worth. That was my understanding, that he was in Lake Worth.

Q Okay. And what is it about the two days -- something about two days?

A I believe it's because of his most recent location. It was verified that he was in Lake Worth by her. She knew that he was there.

Q Now you reported that you conducted a name search attempt on OSSI. How did you conduct the name search? How do you -- what program do you use or how do you enter a name search?

A OSSI Person -- I believe it's called Person Search. Enter name; first name, last name.

EOG-03731

Q Okay. And when you said too many names populated. Approximately how many names would you say it revealed?

A That screen I saw -- I saw there were a list of names. I didn't count them exactly.

Q Okay. Do you have an approximate amount -- how many?

A I didn't count, but that page was full. The one I opened up that's --it's not a full screen, so I saw that list of names.

Q Okay. Did you scroll down or look to see if anybody had, like, a Parkland address?

A No, I didn't do further research because this person is no longer living in Parkland.

Q Okay. So, once you looked at the names, it filled up that particular screen --

A Yes.

Q -- you didn't scroll through to try to identify anyone?

A No, because the address was not known to the caller.

Q Now there was a Parkland address that was attached to the call -- the 6166 Northwest 80th Terrace. Did you attempt to do a -- conduct a history search on that address?

A No, I didn't.

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EOG-03732

Q Any reason why you didn't try to search a history on the address provided?

A Well, based on the fact that they no longer -- the kid doesn't live there. So, that address is no longer active. That's not a -- not his address anymore.

Q Could that have helped you identify who the person was, if there was prior calls there?

A Yes, if there were prior calls, it would -- prior reports would have showed if that person was listed in a report.

Q Did you not think about it at the time or -- any reason why an address search wasn't done?

A Because the concern was about the jurisdiction, which is in Palm Beach, and the fact that that individual was living in Broward at -- previously, it was old information.

Q So, you never went by the house either, the house that was provided on the CAD, the address? You didn't go by that house?

A No, I did not -- I didn't contact the residents. I just had the phone call.

Q Do you believe you could have gathered some information from the new residents as far as where the old residents went or maybe have spoken to any neighbors to find out any information?

A Yes, if there's somebody home, then they would have been able to possibly tell me, you know, where they moved to.

EOG-03733

Q And -- but you didn't decide to do that for -- any reason not --

A Again, the -- well, I was given the location in Palm Beach which was not their -- that's what is current -- what his current location was.

Q Okay. So you believe -- just before I ask all these other questions --

A Mm-hmm.

Q -- with your conversation with [redacted], you believed that he was not in Broward County?

A Yes.

Q You believe that he was --

A She indicated that.

Q She indicated that he was out of Broward County?

A Yes.

Q So, you did not try to identify him or gather any further information because you believed it was out of your jurisdiction?

A Well, that's -- he was -- correct. He was making -- he had conversation with that relative, [redacted], while being in Palm Beach.

Q So, now did she report that he was living in Palm Beach at the time, or that that was his last known location? Did she say he's staying in Lake Worth, or that's the last place that I knew he was -- he was at?

A That was the most recent place.

Q Okay. But did she know for sure that he was there, or was that just the last known?

A Yes, because there was -- she knew because there was some type of incident involving Lake Worth Police Department; a recent incident, so that put him there.

Q Now, did she say something to you that he went to stay with a friend named Billy (ph) or something?

A That was one of the -- that's the name, yes -- one of the names I've heard from -- Billy -- Billy was his friend's name.

Q Okay. And is this what [redacted] told you? [redacted] told you that he went to stay with Billy?

A That he's staying with -- well, I don't know exactly how -- what words she used. But, yes, Billy -- he's -- was staying with Billy or is staying with Billy.

Q Okay. And did you know where Billy lived?

A No.

Q Okay. Did she specifically say that Billy was in Lake Worth, or she just said she didn't know where he was?

A She didn't specify.

Q Did she ever mention that Nikolas Cruz went to live with [redacted] (ph) after his mom passed away?

A Not that name -- I -- that name I've never heard before.

Q She never told you --

A No.

Q -- that name. Did [redacted] ever say where she believed that Billy lived? Did she -- I know she said she didn't know, but did she say, "I think he lives here," or, "I think he lives there?"

A No, she didn't do that.

Q Do you believe that [redacted] gave you any information that you could have followed up on?

A Not based on what she gave me.

Q Do you have access to streaming video on your work computer -- like, YouTube, Facebook, Instagram. Are you able to access that on your computer?

A Yes.

Q Do you have an Instagram account by any chance?

A No.

Q Okay. In the internet browser log, it appears that an Instagram website was visited on December 12th and the 22nd of December. Do you recall ever visiting the Instagram website?

A Not at all.

Q Do you recall whether you were possibly maybe on another website and sometimes you hit something, and it redirects you to --

A That would be the only way. I wouldn't even know what Instagram looks like.

EOG-03736

Q Okay. So, you're not at all familiar with Instagram?

A I'm not familiar with social media much.

Q Did [redacted] provide you with any Instagram information or accounts for Nikolas?

A No, she did not.

Q Now, the notes on the CAD call state that he had several social media sites. Did you obtain -- did you attempt to obtain any information regarding that?

A Yes. She was -- way she said, "It's all over internet," but that's the words she used.

Q She just said that it was all over the internet?

A All over the internet.

Q But did she -- did she say, "Oh, this is the account," --

A No.

Q -- or, "It's on Instagram?"

A No, no account at all.

Q Did you try to ask her questions regarding what social media or what accounts, did you ask her?

A Well, that was the only specifics she gave -- it's all over internet, but no --

Q Okay. But when she said it's over -- all over the internet, did you say, "On what site?" or "Where can I find it?" Did you ask her?

EOG-03737

A I didn't get the specifics.

Q Did you actually ever provide her with the phone number to Palm Beach Sheriff's Office or Lake Worth's so that -- if you believe that it was in their jurisdiction, did you provide her the number to call them?

A No, I don't have that number. But I told her twice to -- that she needs to call to Lake Worth.

Q And when you told her that, what did she -- what was her reply to you?

A She understood.

Q When [redacted] called, did you recognize any of the people she was speaking about -- Linda (ph) Cruz, Nikolas or Zachary Cruz -- from previous calls? When you talked to her, did you know who she was talking about?

A The Linda Cruz and -- and -- yes, that -- that name I remembered from my call -- from my previous call.

Q You recognized the name Linda Cruz?

A The stepmother, yes.

Q And you recognized it when you talked to [redacted]?

A Yes.

Q During that phone call? Now, when you talked to [redacted] and you recognized Linda Cruz, I guess she told you that she passed away?

A Yes.

Q And you knew who she was talking about?

EOG-03738

A Yes.

Q And how did you know Linda?

A Because I had a call and she was -- she was referring to the stepson. I was -- I was at the call that -- on the previous year.

Q Okay. Did you make the connection there at all, that she was talking about Linda's son, Nikolas Cruz?

A Yes, I remembered but I -- I remember the other son that -- that was the call I was with -- yes, I remember that call.

Q The -- you were saying you remember the domestic violence call between Linda and Zach (ph).

A Right.

Q Now you remembered that when you spoke to her on November 30th?

A I remembered she said -- the fact that Linda Cruz died -- yes, and I didn't know that, but --

Q Okay. So, did -- if you knew Linda, and she was talking about Linda's son, do you believe that you could have identified who he was based on you knowing that you had been there before?

A I was -- I never saw him. I was never in any dealings with Nikolas Cruz.

Q Did you tell [redacted] that you were familiar with the family and you had responded to a call there before?

EOG-03739

A I might have said that, but I -- my involvement was one call, and I believe the reason why they moved is because Linda Cruz passed away.

Q I think we've covered this, but I'll just -- since I'm going down the list. You had a chance to review your domestic violence report involving Linda Cruz --

A Yes.

Q -- and it appears that you -- when you gave your statement, you mixed up Nikolas Cruz and Zachary Cruz --

A Right.

Q -- during that statement. Is that correct?

A Correct.

Q Now, during your statement, you actually said that you recalled both sons being at the scene, but in the report, it only mentioned Zachary --

A Yes.

Q -- Cruz. Do you remember Nikolas Cruz being on-scene?

A No. No, there was another juvenile at home -- black male, had to be maybe 16, 17.

Q Okay. So, there was a -- somebody else on-scene?

A Somebody who was up-, yes, upstairs.

Q Upstairs, but it was not Nikolas Cruz?

A No.

Q According to your statement, you stated that she had an accent -- [redacted], that she had an accent --

A Yes.

Q -- and that you had a bad phone connection. After reviewing the statements, do you believe that she had an accent?

A Either accent or the manner of she spoke, or both, but I -- because I had trouble understanding. I had to ask her to repeat herself, and back then I did have my flip phone which stopped working.

Q So, it may have not been that she had an accent, it was more maybe the way she spoke, or the bad connection or --

A It sounded like an accent to me, but it could have been just the manner she spoke.

Q Okay.

A She appeared, like, agitated and it was hard to understand everything she was saying.

Q Now, when you said you had a phone connection, could you have gone to a different phone and called her?

A Yes.

Q Ultimately, what do you think [redacted] was attempting to report to you? What was her concern? What do you think she wanted you to do for her?

A Her concern was the welfare of her relative, Nikolas Cruz.

Q And what do you think she wanted you to do?

A She wanted -- she wanted assistance, but she only provided limited information as to his whereabouts and --

Q Now, as far as the date of birth, I know you said that she did not have a date of birth. Did she just not provide it or --

A She didn't know.

Q She --

A Said she didn't know.

Q You asked -- did you ask her for it?

A Yes, twice.

Q Okay. And she said she didn't know?

A She didn't know.

Q Did you ask for an approximate age?

A Yes. She think -- she's -- he was an adult, I think she said.

Q Okay. So, you did ask for an approximate age?

A Yes.

Q Now could that information have helped you in trying to narrow down regarding the list of people?

A On OSSI?

Q Yes.

A Yes, I would -- I would have been able to narrow it down.

EOG-03742

Q Did [redacted] specifically tell you that Nikolas Cruz wanted to kill himself or that he said or posted that he wanted to kill himself?

A No perfect -- no specifically threats. No, she didn't, like -- she did not.

Q She did not tell you that he wanted to kill himself?

A No. She said he wants to join the military and kill people.

Q Okay. Now, did you read the CAD notes, or was it dispatched to you prior to you calling [redacted]?

A I saw the notes, yes.

Q And did the notes say that he wanted to kill himself?

A That's -- that was -- that's what's in the notes, yes.

Q Now, did you ask her specifically why she said that he wanted to kill himself?

A Yes, and I had a conversation when we're on the phone, but those were -- again, those were not the specific threat; he was craving his stepmother.

Q Okay. So, you did ask her whether --

A Yeah.

Q -- he said he wanted to kill himself?

A Yes.

Q And she agreed that --

A She was concerned about him because of the recent death of his stepmother.

EOG-03743

Q So you -- but did you discuss -- did you discuss her saying that he wanted to kill himself -- you and [redacted]?

A She repeated that he -- she's concerned about him, that he is grieving and that her -- that he's trying to -- that he wants to join the military.

Q Okay. I'm sorry, I don't want to keep --

A Mm-hmm.

Q -- asking you the same question. On the CAD notes --

A Mm-hmm.

Q -- specifically --

A Yes.

Q On the CAD notes, it says that she reported that he wanted to kill himself. And you saw those on the CAD notes?

A Yes.

Q And you asked her about it when you spoke with her on the phone?

A Yes, we talked about it.

Q Okay. And was it her concern that -- besides him grieving his mom and that he wanted to join the military, was it her concern that he wanted to kill himself?

A That's -- yes.

Q Was that discussed?

A That's one -- one of her concerns, yes.

EOG-03744

Q Okay. Did you believe that these were serious allegations or concerns?

A On its face, yes.

Q Did you ever notify a supervisor or make any notifications to anyone else regarding these allegations?

A No, I didn't notify a supervisor.

Q Any reason you didn't write a police report regarding this call?

A Because the call was received from out-of-state and it was regarding a person who was -- who was not in our jurisdiction.

Q Knowing everything -- you know, reviewing everything, would you have done anything differently in the future -- like, handling a similar call -- would you do anything differently?

A I would have -- I would have added more notes and -- to my call and be more specific and I would have emphasized things that I've done, and I would -- that -- to recap the conversation.

Q Do you think you would have wrote a police report?

A If it's required; yes, in that case.

Q For a similar type of call with these types of allegations, would you complete a police report?

A Yes.

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449 Q Would you attempt to do more investigative work as far as identifying
450 the person or anything else to attempt to identi --
451 A Can you repeat that question?
452 Q Would you attempt to do any more investigative work as far as
453 attempting to identify the person. Would you do more work?
454 A Well, I would have attempted to not so much identify the person, but
455 the location. Yes, that would have been -- that would have been, I think, important.
456 Q Okay. Is it okay if my partner, Sergeant Rengifo, asks you any
457 questions?
458 A Yes.
459 A1 He will -- he'll waive his right.
460 Q1 All right.
461 Q Thank you.
462 A Yes, sir.
463 Q1 You mentioned that she -- the caller gave you limited information. Is
464 that accurate? Is that what you said?
465 A Yes, sir.
466 Q1 Okay. Now, but during the conversation -- just clarify with me -- you
467 mentioned that you were able to identify the family she was referring to was the Cruz family
468 which you wrote a domestic report for.
469 A Yes.

EOG-03746

Q1 Is that accurate?

A Yes.

Q1 Okay. So, even though you're saying that she gave you limited information, you knew who she was referring to. Correct? So that information was available on OSSI. Is that -- would that be accurate to say? She gave you limited information, but you knew who she was talking about?

A Yes. The person, yes.

Q1 Okay.

A Not the location.

Q1 Okay, but you had been to that location?

A The last -- what they used -- they were living when the stepmother was alive.

Q1 Okay. And the only --

A And that -- yes, go ahead.

Q1 And you're stating that you believe that he wasn't living there. You just believe that based on the fact that she told you -- something within two days -- he had left that area. But you didn't investigate any further, you just took her word for it that she -- that he lived in Lake Worth?

A That he's no longer -- yes, based on information the caller provided.

Q1 Okay. You also mentioned that she sounded agitated on the phone.

A Yes.

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EOG-03747

Q1 Did the conversation begin in that manner, agitated, or did it turn into agitation for some reason during the conversation you had with her?

A No, that's how I describe her manner of speaking. It was -- it was the same level. I was -- I was listening.

Q1 Okay. So that's how she started the conversation, in that manner?

A That's -- I don't know her, but maybe that's how she speaks.

Q1 Okay. Now you mentioned that you didn't believe -- that there wasn't a specific threat, but you also said that she -- when you spoke to her on the phone, she mentioned that he was -- he was grieving, he had firearms, and he wanted to kill himself. How much more specific do you think there needed to be? What would you rationalize would be a concern where a report needed to be written or a supervisor needed to respond or somebody else be notified? What -- what -- what more did you need to make this, I guess, a specific threat than what you had already? How much more specific would you have needed to take this to the next step and not just refer her to another agency?

A To know where he is. That would be -- that would be specific information.

Q1 Okay. And the only thing -- like you said -- just to reiterate -- is that you just checked OSSI. That's the extent that you took it to identify where he was located following the call that -- the conversation you had. Correct? Is that what (indiscernible)?

A Can you repeat that? I'm sorry.

EOG-03748

Q1 So, the -- you took it to the extent where you just checked OSSI and nothing further -- that that's the extent that you took this allegation that she made?

A Well, without knowing, yes. W-, when -- without knowing where he is, yes.

Q1 Okay. But how does one identify where he's at? As a previous CPIS investigator --

A Mm-hmm.

Q1 -- and as a law enforcement officer for several years, what steps, you know, could you have taken to identify where he was? Like, what is the purpose of a Road Patrol deputy -- is to do what? To gather information. Would that be accurate?

A Yes.

Q1 Who, what, when, where, and why. Not just to search a database and just -- and take that as gospel. It's to take it to a preliminary investigation. Do you believe that you conducted a preliminary investigation suitable enough for the allegations that were being made over the telephone?

A I could have done more.

Q1 Okay. I don't have any other questions.

Q Mr. Lippman, would you like to add anything?

A1 The only thing I would clarify is the two days that you had identified, I think, with -- Deputy Treijs was referring to is that [redacted] had said that only two days earlier, there had been an incident in Lake Worth involving him.

EOG-03749

Q Okay. Anything else?

A1 No, thank you.

Q Deputy Treijs, are you aware of any witnesses that could assist us in this investigation who were not discussed?

A No, ma'am.

Q Are you aware of any documents or evidence relevant to this case that may have not been discussed in this interview?

A No, ma'am.

Q Is there anything that you would like to clarify regarding your statement?

A No, ma'am.

Q Is there I haven't asked you that you would like to add to the statement?

A No, ma'am.

Q Has everything you've said been truthful and to the best of your knowledge?

A Yes, ma'am.

Q Pursuant to policy of the Broward Sheriff's Office, you shall not in any manner interfere with this administrative investigation except as authorized or required. You shall not contact persons involved in this administrative investigation. You shall not discuss, reveal, or disseminate information concerning this administrative investigation before it becomes

EOG-03750

553 public record. This statement will conclude on May 24, 2018, at approximately 1753 hours.

554 Thank you.

555 (End).

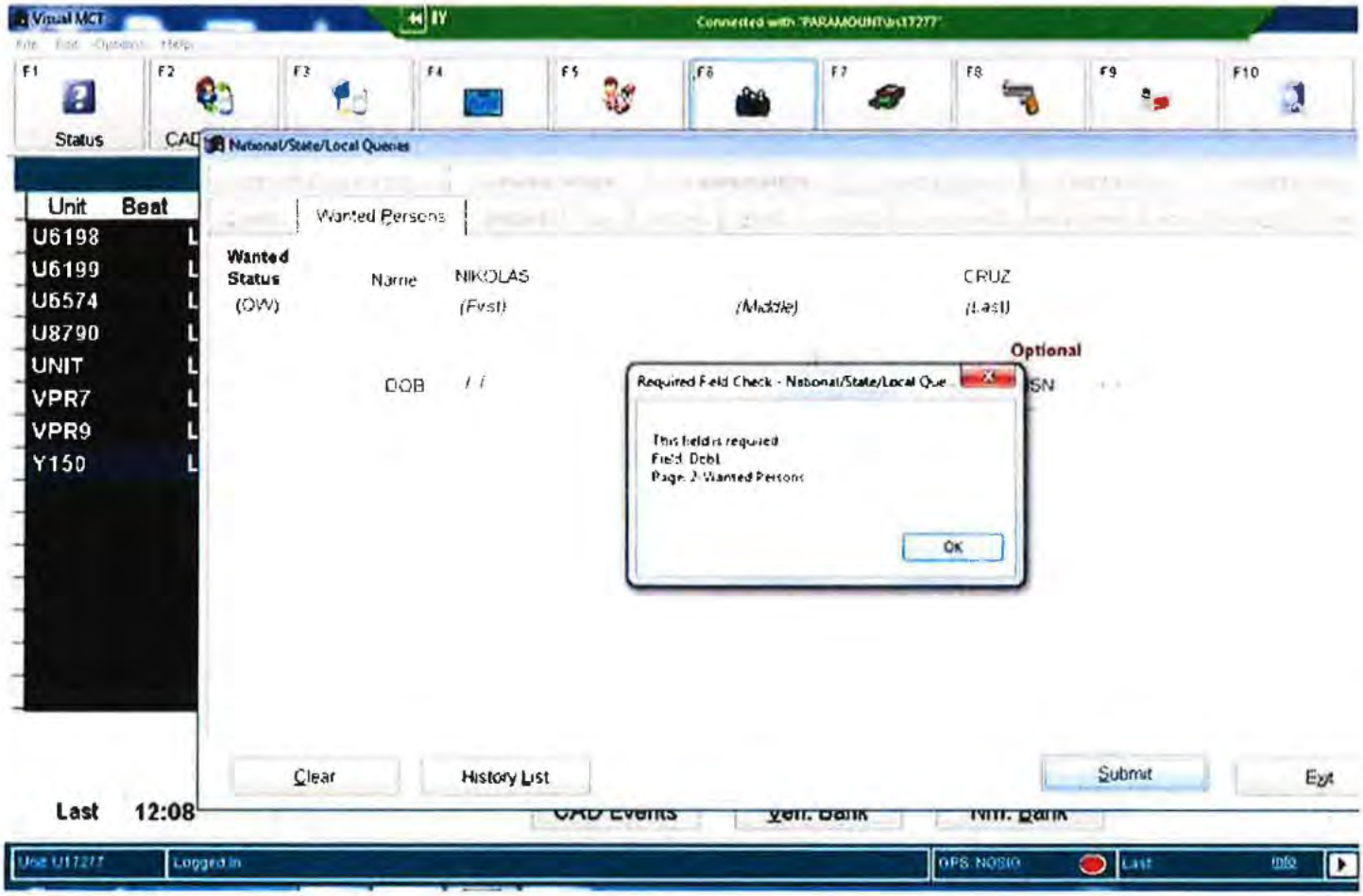
556 Reviewed By_____

557 Transcribed May 30, 2018
TEI/cd

EOG-03751

Holmes, Alexandra

From: Deosaran, Christopher
Sent: Thursday, May 31, 2018 12:10 PM
To: Holmes, Alexandra
Subject: OSSI Screenshot



Christopher Deosaran
Senior Mobile System Tech
Information Technology Division

Please email my Supervisor kimberly_blair@sheriff.org with any feedback.

Need to report a problem?
Help Desk number is: (954) 831-8301 option #1, Monday-Friday **(7am-10pm)**
To create a self-service ticket 24/7, email: Helpdesk as listed in Outlook or HelpDesk@sheriff.org
Other links of Interest: ITD - How to Library, MTU How to Library and DLE Radio & Taser Information & Downloads

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.

EOG-03752

February 14, 2017, 14:23:12 hours, Shooting Stoneman Douglas High School

November 30, 2017, 12:01 hours, BSO

- **Caller/Number:** [redacted]
- **Location:** 6166 NW 80 Terr., in Parkland Florida.
- **Incident Type:** Suspicious incident
- **Case #:** 11-1711-001602
- **Synopsis:** Caller advised that subject Nikolas Cruz is collecting guns and knives and that he is one day going to kill himself. Caller stated that she is afraid that someone is going to get hurt and this could be Columbine in the making. Subject has multiple weapons and ammunition that he keeps at a friend's house. Nikolas is currently living with friend Billy, unknown location. No CAD for Deputy response.
- **Follow up:** On February 19, 2018, at 1130 hours, Detective Kami Floyd #17022 obtained a taped sworn statement from [redacted]. [redacted] explained that she was very close with the Cruz family because she has been friends with Linda since they were children and vacationed at her home in Parkland with Nikolas and Zachary. [redacted] advised that she did call 9-1-1 on November 30, 2017, due to some Instagram posts she observed from Nikolas Cruz. [redacted] explained that first she called Lakeworth Police, and they advised her to contact Parkland PD. Then she contacted Parkland PD and spoke with a police officer who she remembers as Spanish and has a possible name of "Chase." [redacted] stated that the Instagram posts she observed were of Nikolas with a gun on fence in a backyard. [redacted] explained that she knew the photographs weren't taken at the Cruz's old residence in Parkland because the fence in photograph was wooden and they didn't have a wooden fence. Another post [redacted] observed was of Nikolas stating he wanted to kill himself, but [redacted] stated the post was deleted immediately afterwards. The third post [redacted] recalls was of Nikolas wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knows it wasn't real gun. [redacted] stated that while talking to the Parkland Officer she mentioned that Nikolas's brother is Zachary and their mother passed away. [redacted] stated that the Parkland Officer was familiar with the family because he mentioned Linda's name and stated he wasn't aware that she had passed. Because [redacted] didn't hear anything back after the 9-1-1 calls, she stated that she called the FBI and reported the same information to them sometime in the month of December. [redacted] stated that because some time has passed since her calls, she can't remember, or may be confused, on the exact details or dates.
- **SUSPICIOUS INCIDENT, HANDLED BY BSO DEPUTY TREJIS GUNTIS, CCN 9714, CODED OUT BRAVO (NO REPORT)**

November 28, 2017, 1511 hours, PBSO

- **Caller/Number** [redacted]
- **Incident Type:** Assault
- **Location:** [redacted]
- **Case #:** [redacted]
- **Synopsis:** Caller advised white male Nikolas Cruz, late teens, assaulted her 22 years old son, subject stated he was going to get his gun and come back. Caller advised that subject has bought tons of ammo and has used a gun against people in the past including putting a gun to others heads. Nikolas Cruz contacted 9-1-1 and advised he got mad at a kid named [redacted] who assaulted him.
  PBSO Deputy Reid #7710, responded and contacted all parties: Nikolas Cruz, [redacted] and [redacted]. [redacted] advised that Nickolas became upset and began punching walls and breaking items inside the house. [redacted] stated he tried to calm Nickolas down and Nickolas punched him in the jaw. [redacted] then punched Nickolas in the back and restrained him until Nickolas broke free and fled the residence. Nickolas told Deputy Reid that he became upset and punched the wall, and [redacted] punched him because he was breaking

things. Nickolas apologized for his behavior. [redacted] signed a waiver of prosecution and the case was exceptionally cleared.

- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted]) at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017 when Linda passed away. [redacted] stated that on this date she called 9-1-1 because Nikolas was fighting with her son, [redacted], and they were breaking items in the house. Nikolas punched [redacted] in the face and [redacted] did not want to prosecute. PBSO responded and stated that they can't kick Nickolas out of the house, but if he wants to leave on his own he can. [redacted] stated that she told the officer that Nikolas had a helmet and bullet proof vest, but the office did not take them. On this incident, Nikolas decided to move out and leave on his own. She never tried to get Nikolas evicted because it would have been too much to handle. [redacted] recalls only making two calls to 9-1-1, one on November 28, 2017 and on November 24, 2017.
- **ASSAULT, HANDLED BY PBSO J. REID 7710, CODED EXCEPTIONALLY CLEARED**

November 24, 2017, 1730 hours, PBSO

- **Caller/Number:** [redacted]
- **Incident type:** Domestic Disturbance
- **Location:** [redacted]
- **Case #:** [redacted]
- **Synopsis:** Caller advised adopted 19 year old son hid a gun in the backyard. Call was closed as unfounded.
- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted] at her residence in [redacted] During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017, when Linda passed away. [redacted] stated that one of the 9-1-1 calls made was a result of her mother observing Nikolas digging a hole in the backyard. When [redacted] got home, she walked the backyard to try and find what Nikolas was digging for. [redacted] stated she found a hole in the backyard which was the same size as gun box that she also located in the backyard. [redacted] described the box as a rifle box and explained that there was no gun inside the box. Rocxanne believes the hole was for a gun Nikolas purchased and he wanted to hide it because she doesn't allow any guns inside her house. [redacted] stated she called 9-1-1 because she wanted to know her options and obtain information on how to get Nikolas out of her house. [redacted] stated that she was told by Lakeworth police that she couldn't kick him out because all his belongings were there. They also advised her that because he's an adult he's allowed to have firearms in the house. [redacted] recalls only making two calls to 9-1-1, on November 28, 2017 and November 24, 2017.
- **DOMESTIC, HANDLED BY PBSO UNFOUNDED**

November 1, 2017, 2054 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** information
- **Location:** [redacted]
- **Case #:** 17-1711-000039
- **Synopsis:** Caller advised her cousin passed away and left behind a 19 year old son Nick Cruz who is [redacted] and owns rifles, and 17 year old son Zachary Cruz who has [redacted] Requesting that an officer take away weapons. BSO Officer Gehres #11251 called complainant who advised a close family friend agreed to take the rifles and hold onto them.

- **Follow Up:** On February 17, 2018 at 1302 hours, Detective Bruce Link #10154 conducted a recorded interview with [redacted]. [redacted] advised that she is the cousin of Linda Cruz and has never actually met Nikolas Cruz. After asking about the 9-1-1 call she made on November 1, 2017, [redacted] advised that she does not remember calling 9-1-1. [redacted] stated that she does remember calling Linda Cruz's cellular telephone on this date and whomever answered stated that Linda was in the hospital because she had "coded" in the middle of the night. They advised that they had her son Nikolas there and that the status of Linda condition did not look good. [redacted] then began trying to assist in finding someone to take Nikolas and Zachary after Linda passed. Nikolas mentioned [redacted]. [redacted] mentioned that [redacted] was the closest person to Linda and kept in touch with her. [redacted] stated that she never mentioned anything about guns to anyone, and stated that she wasn't aware of real guns. [redacted] was aware that Nikolas wanted to go into the military but had [redacted] and he had pellet guns and bb guns. [redacted] stated that Linda told her that she had more problems with Zachary stealing things and being verbally disrespectful to her. Linda told [redacted] that Nikolas did hit her once and the result was knocking three of her teeth out, this occurred approximately 3 months prior to her passing. Linda did mention that Nikolas purchased a gun, but [redacted] believed that it was hunting gun and not a real gun. She also believed that the gun was left at Hunter's father's house. [redacted] then confirmed that she did not make a 9-1-1 call about removing any guns from the residence.
- **INFORMATION, HANDLED BY BSO DEPUTY ALFRED GEHRES, CCN 11251, CODED OUT BRAVO (NO REPORT)**

June 21, 2017, 2158 hours, BSO

- **Caller/Number:** Deputy B. Swadkins Broward Sheriff's Office
- **Incident Type:** Field Contact
- **Location:** 6200 Holmberg Rd. Parkland, FL
- **Case #:** 17-1706-001375
- **Synopsis:** Nick was riding his bike without lights, Field contact completed
- **Follow Up:** No follow up conducted
- **FIELD CONTACT, HANDLED BY BSO DEPUTY BRIAN SWADKINS, CCN 15817 NCIC CHECK DONE**

September 28, 2016, 0800 hours, BSO

- **Caller/Number:** Deputy Peterson #4308 Broward Sheriff's Office
- **Incident Type:** Information
- **Location:** 5901 Pine Island Rd. Parkland, FL, Stoneman Douglas High School
- **Case #:** 17-1609-001610
- **Synopsis:** [redacted] reported to School Resource Deputy Peterson that she was informed from an anonymous student that 18 year old Nikolas Cruz stated he ingested gasoline in an attempt to kill himself and that he may also be cutting himself in the recent past. [redacted]. [redacted]. Counselor Sharon Ehrlich reported to Peterson that Cruz wants to purchase a gun for hunting. Peterson also reports that Cruz had a swastika and "I hate niggers" on his school backpack. Upon Peterson's investigation, he learned that Cruz was currently in [redacted] and that the school would conduct a threat assessment on Cruz and implement a safety plan.
- **Follow Up:** On February 17, 2018 at 1402 hours, Detective Bruce Link #10154 and Detective kami Floyd #17022 conducted a sworn interview with [redacted]

33076. [redacted] advised that she is the peer counseling coordinator at Stoneman Douglas High School. [redacted] stated that she does not recall calling 9-1-1, however, she does recall the incident. [redacted] explained that another student at Stoneman Douglas High School came to her with a snapshot from social media where student Nikolas Cruz stated he ingested gasoline in an attempt to kill himself. [redacted] stated that M. Dubin was already in a meeting with other staff members about Nikolas and she was brought into the meeting to advise this information. [redacted] does not know what type of follow up was completed as a result of her report.

- **CHILD ELDERLY ABUSE, HANDLED BY BSO DEPUTY JEFFREY FEDUIK, CCN 9107, CODED ALPHA, (REPORT WRITTEN)**

September 28, 2016, 1641 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Information
- **Location:** 6166 NW 80 Terr, Parkland, FL 33076
- **Case #:** 17-1609-001626
- **Synopsis:** Caller is [redacted], advised that 18 year old male on scene, allegations of immediate possible self-harm, may be an air gun on the property and talk about purchasing a gun. Deputy Feduik #9507 responded to scene, wrote a report advising he met with [redacted] on scene. According to Deputy Feduik, Nikolas and his mother Linda Cruz were arguing over paperwork and his mother advised that Nikolas has been cutting his arms to get attention. Linda Cruz also advised that he has mentioned in the past that he would like to purchase a firearm. [redacted] deemed that Nikolas was no threat to anyone or himself at this present time. Feduik also advised that he and Thomas saw no signs of mental illness or criminal activity.
- **Follow Up:** [redacted]. We were unable to obtain her information from [redacted] for a follow up interview. This case originated from previous case 17-1609-001610.
- [redacted], **HANDLED BY BSO DEPUTY SCOT PETERSON, CCN 4308, CODED ALPHA (REPORT WRITTEN)**

February 5, 2016, 1145 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Suspicious Incident
- **Location:** [redacted]
- **Case #:** 17-1602-000212
- **Synopsis:** Caller advised that her son told her neighbor's son said on Instagram that he was going to shoot his school and there is pictures of the juvenile with guns. Caller advised that subject was expelled from Westlake Middle School and not goes to another school, possibly high school. Caller lives three houses away from subject.
- **Follow Up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from this same caller, [redacted]). [redacted] advised that her son, [redacted], observed photographs on social media of Nikolas Cruz with guns and told her. [redacted] saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." As a result [redacted] called 9-1-1 to make a report. [redacted] stated that a Broward Sheriff's Deputy did arrive and spoke with her (CAD reports Deputy E. Edward #10558). The Deputy then went to Nikolas Cruz's residence and returned to [redacted] residence advising that Nikolas's mother said that Nikolas was an angel and that [redacted] was tormenting him. The Deputy told [redacted] that Nikolas's mother stated that Nikolas didn't have anything like that on his Instagram. Unfortunately, [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show the Deputy.

- **INFORMATION, HANDLED BY BSO DEPUTY EDWARD EASON, CCN 10558, CODED BRAVO (NO REPORT)**

November 20, 2014, 1916 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Animal Abuse
- **Location:** [redacted]
- **Case #:** 17-1411-002423
- **Synopsis:** [redacted] advised that her neighbor [redacted] informed her that at approximately 1640 hours, her daughter observed a white male with red hair shooting at [redacted] chickens in their backyard. As a result, [redacted] went to her chicken coop and observed a chicken with blood on its leg. It did not appear that the chickens were injured at this time. Deputy L. Scholtz #14918 documented this incident and advised that the white male suspect was identified as Nikolas Cruz. Scholtz spoke with Linda Cruz who advised that she gave her son permission to shoot at targets in the backyard and did not observe him shooting chickens. Nikolas admitted to shooting an Airsoft rifle in the back yard, but denied shooting the chickens. The rifle was given to Linda Cruz who locked the rifle away. Scholtz documented that Nikolas is [redacted] Victim [redacted] refused to press charges.
- **Follow Up:** On February 17, 2018 at 1344 hours, Detective Bruce Link #10154 and I Detective Kami Floyd #17022, obtained a taped sworn statement from both [redacted] (03/16/1964). The [redacted] stated that they did call 9-1-1 on the listed date due to their neighbor notifying them that someone was shooting at their chickens. As a result, several Deputies arrived on scene and later identified the person who shot their chickens. The Deputy advised the [redacted] that the [redacted] and the [redacted] refused to prosecute. The [redacted] reported that as a result of this incident, one chicken suffered a broken wing and a second chicken died several days later. Neither [redacted] knew Nikolas or his family and had no knowledge of any incidents involving them.
- **ANIMAL ABUSE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED ALPHA, (REPORT WRITTEN)**

June 29, 2014, 1434 hours, BSO

- **Caller/Number:** 954-757-6166
- **Incident Type:** 9-1-1 hang up
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1406-000871
- **Synopsis:** 9-1-1 hang up, no answer on call back. BSO Deputy J. Bonilla 9533 responded and made contact with Linda Cruz who advised her two sons Nick and Zach were having a verbal argument. Peace restored, no report written.
- **Follow Up:** mother, Linda Cruz deceased, no statement available
- **911 HANGUP/DROP OFF, CONTACT MADE BY BSO DEPUTY JORGE BONILLA CCN 9533, CODED BRAVO (NO REPORT WRITTEN)**

January 22, 2014, 2028 hours, BSO

- **Caller/Number:** Linda Cruz, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1401-000487

- **Synopsis:** Caller advised that her 15 years of age son punched a hole in the wall and is threatening to leave because she took his Xbox away, no weapons, juvenile is not physical with caller. Deputy A. Anderson #14531 responded to the scene and noted that Linda Cruz had a verbal altercation with her son, Nikolas Cruz and no crime occurred.
- **Follow Up:** Linda Cruz deceased, statement not available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ALBERT ANDERSON, CCN 14531, CODED BRAVO (NO REPORT WRITTEN)**

October 12, 2013, 1835 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** missing person
- **Location:** 6166 NW 80 Terr. Parkland, FL 33067
- **Case #:** 17-1310-000251
- **Synopsis:** Caller advised that approximately 30 minutes ago, 15 year old white male with red hair, Nikolas Cruz and 13 year old white male Zachary Cruz were last seen going to an unknown friends home and caller wishing to report the as missing. BSO Deputy L. Scholtz #14918 responded and an additional unit then responded to 7102 NW 70 Terrace in Parkland. The call was changed to a police service call, no report was written.
- **Follow Up:** Caller is mother, Linda Cruz, Deceased. Statement not available.
- **POLICE SERVICE CALL, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

January 15, 2013, 1815 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1301-000354
- **Synopsis:** caller advised 14 year old son has [redacted] Dispatch advised that subject is yelling in the background and is throwing mother against the wall. Caller stated subject is throwing items around the house. Subject is upset because caller took the Xbox away. Subject's name is Nikolas and locked himself in his bedroom. Deputy Michalosky #13549 responded to the scene and documented the incident. According to Deputy Michalosky, mother Linda Cruz advised that this is an ongoing issue with her 14 year old son Nikolas Cruz who [redacted] Linda advised that Nikolas defied her request to attend school today and as a result she took the Xbox and hid it in her vehicle. Nikolas then retaliated and threw a chair, dog bowl, and drinking glass across the room. Linda reported that Nikolas did not threaten to harm her or himself but she was concerned with his behavior since it was escalating and at the time she could not contact his [redacted] Linda assisted deputies in opening Nikolas's door which was barricaded with two nightstands in front of it. Nikolas was compliant, and advised that he locked himself in his room because he was mad at his mother. Nikolas did not have any injuries and there were no weapons in his bedroom. Nikolas did not make any threats to hurt himself or his mother and he apologized for his behavior. [redacted]
- **Follow Up:** Linda Cruz is deceased, no statement available.
- [redacted] **PERSON, HANDLED BY BSO DEPUTY GARY MICHALOSKY, CCN 13549, CODED ALPHA (REPORT WRITTEN)**

November 28, 2012, 2127 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Missing Person
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000606
- **Synopsis:** caller advised her two sons, 12 years of age and 14 years of age left out of their bedroom window, climbed the fence and are on foot in an unknown direction. Caller stated that the 12 year old has [redacted] and the 14 year old had [redacted]. [redacted] is in route to the residence. BSO Deputy L. Scholtz #14918 responded to the residence and updated this call to an information classification, no report was written.
- **Follow Up:** mother Linda Cruz deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918 CODED BRAVO (NO REPORT)**

November 27, 2012, 1525 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000581
- **Synopsis:** Caller advised she previously had a dispute with her 14 year old son, case 17-1211-000576 and was told to call back when her son arrived home. Deputy J. Smith #13556 responded to the scene. No report was written.
- **Follow up:** mother Linda Cruz is deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

November 27, 2012, 1225 hours, BSO

- **Caller/Number:** Linda Cruz, 954 757 6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000576
- **Synopsis:** caller advised her 14 year old son hit her with a plastic hose from the vacuum cleaner. Subject has fled on foot. The dispute was over not being allowed to use the computer. Subject is [redacted]. Deputy J. Smith #13556 responded and changed the classification to an information call, no report written.
- **Follow up:** mother, Linda Cruz is deceased, no statement available.
- **RE-CALL, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

August 22, 2012, 1933 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1208-000447
- **Synopsis:** caller advised her children are threatening her, cursing at her and being disrespectful. She is requesting that police respond for her two male children 12 and 13 years old. BSO Deputy L. Scholtz #14918 responded changed the call classification to a juvenile disturbance, no report written. BSO Deputy B. Behan

#15497 reported on his daily that this is an ongoing call, juveniles being defiant, not a domestic disturbance, and the family is in counseling.

- **Follow Up:** Mother Linda Cruz deceased, no statement available.
- **DISTURBANCE JUVENILE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

May 17, 2012, 0724 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1205-000373
- **Synopsis:** caller advised her 13 and 12 year old kids are out of control and destroying her home. Caller advised that one subject ran outside because the other sibling attempted to fight him, no weapons. Dispatch reported they can hear one subject cursing at the caller in the background. BSO Deputy R. Kenny #6250 responded, no report written
- **Follow up:** Mother Linda Cruz deceased, no statement available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ROBERTY KENNY CCN 6250, CODED BRAVO (NO REPORT)**

November 8, 2008, 1305 hours, BSO

- **Caller/Number:** Daily Entry by Deputy R. Robert #6250
- **Incident Type:** Juvenile Disturbance
- **Location:** [redacted]
- **Case #:** PD08-11-00165
- **Synopsis:** [redacted]) and Nikolas Cruz (09/24/1998) were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make an issue of it.
- **Follow up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from [redacted]) mother of [redacted]. [redacted] recalls this incident and stated that the children were outside playing and Nikolas threw a rock at [redacted] because he was angry. [redacted] stated that they were so young, she did not wish to prosecute. According to [redacted], Nikolas and Zachary always had anger issues and at some point she stopped allowing her children to play with them.
- **JUVENILE DISTURBANCE, HANDLED BY BSO DEPUTY ROBERT KENNY CCN 6250, CODED BRAVO (NO REPORT)**

BROWARD SHERIFF'S OFFICE

Cruz Call Detail

	Date	Time	Place	Incident	Case No.	Synopsis	Disposition	Policy Review
1	11/8/2008	13:05	[redacted]	Juvenile Disturbance	PD08-11-00165 (Parkland PD/ Pre-BSO Merger)	Report of a disturbance where a boy is alleged to have thrown rock at Nikolas (9 yoa). Nikolas responded in turn by throwing a rock back at other juvenile.	Parents did not wish to prosecute and requested no further police action. No criminal action available.	No policy violation apparent.
2	3/23/2011	19:58	6166 NW 80 Terr, Parkland, FL	Police Service	CAD# 17-110323-000624	Linda Cruz reported Zachary Cruz eft home for approximately one hour.	Deputy responded. No report initiated. **Nikolas Cruz not involved with this incident.**	No policy violation apparent.
3	8/30/2011	18:01	6166 NW 80 Terr, Parkland, FL	Disturbance	CAD# 17-11083-0000765	Linda **Cruz called** indicating 11 year **old son was** hitting door **with pool** equipment. Requesting assistance.	No police **action taken** and no report initiated. **No mention of Nikolas Cruz** (12 yoa).	No policy violation apparent.
4	9/26/2011	20:39	6166 NW 80 Terr, Parkland, FL	Disturbance	CAD # 17-110926-000702	Linda Cruz reported her son (unknown name) was throwing items.	Deputy responded. **Matter** resolved. No report initiated. **Unable to determine if incident involved Nicolas or Zachary Cruz**	No policy violation apparent.
5	5/17/2012	7:24	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1205-000373	Linda Cruz requested deputies to respond in reference to a disturbance with Nikolas (13 yoa) and his younger brother (12 yoa).	Deputy responded. Matter settled. No report initiated.	No policy violation apparent.
6	8/22/2012	19:33	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1208-000447	Linda Cruz requested deputies as her children were cursing at her and being disrespectful. No violence reported.	Deputy responded. Matter settled. No report initiated.	No policy violation apparent.
7	11/1/2012	19:06	6166 NW 80 Terr, Parkland, FL	Disturbance	17-1211-01-000021	Linda Cruz contacted police to report older son Nikolas was in a physical altercation with younger son and left residence	Deputy responded. No report initiated	No policy violation apparent.

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8	11/27/2012	12:25	6169 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1211-000576	Linda Cruz requested deputies as Nikolas hit her with a plastic hose from the vacuum cleaner. Nikolas was not on scene.	Deputy responded. Incident changed to an information call. Matter resolved. No report initiated.	No policy violation apparent.
9	11/27/2012	15:25	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1211-000581	Linda Cruz called indicating she had a dispute with her 14 year old son (Nikolas). Indication Nikolas is no longer on scene. No violence reported. Reported that Nikolas had [redacted]	Deputy responded and made contact with mother. Advised to contact BSO if son returned. No report initiated.	No policy violation apparent.
10	11/28/2012	21:27	6166 NW 80 Terr, Parkland, FL	Missing Persons	17-1211-000606	Caller Linda Cruz advised her two sons left out of their bedroom window. Mother indicated that Nikolas had [redacted]	Deputy responded. Matter resolved. No report initiated	No policy violation apparent.
11	1/15/2013	18:15	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1301-000354	Caller Linda Cruz called to advise her son has [redacted] Alleged she was thrown against wall because she took away Nikolas' Xbox game system. She advised that he did not threaten to harm her or herself.	Deputy responded. Found Nikolas (14 yoa) locked in room because he was mad at his mother. [redacted]	No policy violation apparent.
12	10/12/2013	18:35	6166 NW 80 Terr, Parkland, FL	Missing Persons	17-1310-000251	Caller Linda Cruz advised her two sons left to an unknown friends home and wished to report them as missing.	Deputy responded to location. Deputy relocated to a second location and incident was changed to a police service call.	No policy violation apparent.
13	12/20/2013	13:15	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1312-000446	Caller Linda Cruz reported ongoing issues with 13 yoa son (Zachary). No mention of Nikolas.	Deputy responded. Son was not on scene. **Incident does involve Nikolas Cruz**	No policy violation apparent.
14	1/22/2014	20:27	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1401-000487	Caller Linda Cruz advised 15 year old son (Nikolas) punched the wall because she took away his Xbox.	Deputy responded. No crime identified by deputy	No policy violation apparent.
15	5/6/2014	8:15	6166 NW 80 Terr, Parkland, FL	Police Information	17-1405-6000150	Caller Linda Cruz advised her son left this morning and no returned home.	No deputy response reported. **Unknow if incident involved Nikolas or Zachary Cruz.**	No policy violation apparent.

16	6/29/2014	14:34	6166 NW 80 Terr, Parkland, FL	911 Hangup	17-1406-000871	911 hang-up	Deputy responded. Linda Cruz reported that sons were having a verbal argument. Matter resolved. No report initiated.	No policy violation apparent.
17	11/20/2014	19:16	[redacted]	Animal Abuse	17-1411-002423	Report via third hand information of w/m subject with red hair having shot chicken with possible BB gun.	Deputies responded. Identified individual as Nikolas Cruz. Gun was found to be an airsoft rifle. Nikolas admitted to shooting the airsoft rifle but denied shooting chickens. Rifle was given to mother who locked it away. Owner of animal refused to press charges.	No policy violation apparent.
18	2/5/2016	11:45	[redacted]	Suspicous Incident	17-1602-000212	Third hand information received from neighbor's son that Nikolas Cruz planned to shoot up the school on Instagram (Picture of juvenile with guns). One month time delay. Unknown high school. Cruz lives in area.	Deputy responded. Made contact with caller who wished to remain anonymous. Determined Nikolas Cruz possessed knives and a BB gun. Information forwarded to Stoneman Douglas School Resourse Officer.	Internal Affairs investigation and review initiated
19	9/28/2016	8:00	5901 Pine Island Rd, Parkland, FL	Information	17-1609-001610	[redacted]	School Resource Deputy assisted and initiated a report. High School indicated it would conduct a threat assessement on Cruz. Indication that Cruz [redacted]	No policy violation apparent.

20	9/28/2016	16:41	6166 NW 80 Terr, Parkland, FL	Information	17-1609-001626	[redacted]	Deputy responded. [redacted] Report initiated by Deputy.	No policy violation apparent.
21	6/21/2017	21:58	6200 Holmberg Rd, Parkland, FL	Field Contact	17-1706-001375	Nikolas stopped by deputy who observed Cruz riding his bike without lights	No citation issued. Field contact report submitted	No policy violation apparent.
22	11/1/2017	20:54	8442 Lakeview Trail, Parkland, FL	Information	17-1711-000039	Caller [redacted] advised her cousin (Linda Cruz) recently died leaving behind Nikolas (19 yoa) and Zachary Cruise. Nikolas is reported to have rifles and it is requested that BSO recover these weapons.	Deputy repsonded. Close family friend agreed to take possession of firearms. No report initiated. Post MSD shooting, [redacted] was reinterviewed and denied knowledge of any actual firearms; she indicted she was only aware of BB guns and denied requesting guns be taken from residence.	No policy violation apparent.
23	**11/30/2017**	**12:01**	**6166 NW 80 Terr, Parkland, FL**	**Suspicous Incident**	**11-1711-001602**	**Caller advised subject Nikolas Cruise is collecting guns and knives. Cruz wants to join the Army. Concerned he will kill himself one day and believes he could be a school shooter in the making. Caller advised Cruz was no longer living at the listed Parkland address and is now living Lake Worth, FL. Believes the weapons are kept at a friends house at an unknown location.**	**Deputy contacted caller (located in [redacted] via telephone. No report was initiated. Post MSD incident interview: Deputy advised he referred caller to the Palm Beach Sheriff's Office.**	**Internal Affairs review and investigation initiated**

- Nikolas Cruz not reported to be involved with incident
- Unknown if Nikolas Cruz is involved in this incident
- Incident under Internal Affairs review/investigation

2/22/2018

DAVID
DRIVER AND VEHICLE
INFORMATION DATABASE

STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

Time printed: 2/24/2018 6:00:21 PM

Record Detail

Customer Name: NIKOLAS JACOB CRUZ	**Driver License Status:** Valid	
DL/ID: [redacted]	**SSN:** [redacted]	**Class:** ID Card
Previous DUI: 0 *This count reflects total DUI convictions on record.*	**Previous DWLS:** 0 *This count reflects total DWLS convictions on record.*	

Under 21 Until
09/24/2019
SAFE DRIVER
REAL ID COMPLIANT

Address: 8442 LAKEVIEW TRL PARKLAND, FL 33076	**Date of Birth:** 09/24/1998	**Gender:** MALE	**Height:** 5' 7"	
Original License Issue Date:	**Issued:** 09/30/2016	**Expires:** 09/24/2025		
CDL Status:				
Form Number: R061701300612				**EIN:** 0100246548816272
Citizen Status: US CITIZEN	**Country of Birth:** US OF AMERICA	**State of Birth:** FLORIDA		
Race: CAUCASIAN				

Restrictions:	**Endorsements:**	**Conditional Messages:**

BSO Pics

- Home
- Quick Search
- Advanced Search
- Juvenile Search (Secured)
- FAQ

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General assistance **BSOPICS_Support@sheriff.org**
Technical issues **AppSupport@sheriff.org**

Nikolas Cruz
DOB:
9/24/1998
BCCN:
893407
JMS No:
201800014
Case No:
171802000525
Arrest Date:
2/14/2018

FOG-03766

BSO Pics

- Home
- Quick Search
- Advanced Search
- Juvenile Search (Secured)
- FAQ

Offender: Nikolas Cruz {MAIN JAIL}

Photo Array

Profile Details

JMS/Arrest No	201800014	**BCCN**	893407
DOB	Thursday, September 24, 1998	**Age**	19
Race	W	**Gender**	M
Hair Color	BRO	**Eye Color**	HAZ
Height	5ft 7in	**Weight**	131
Age At Arrest	19	**Home Address**	8442 LAKEVIEW TRAIL , PARKLAND FL

Arrest Details

Arresting Agency	PARKLAND		
Arrest Date	Wednesday, February 14, 2018 9:29:00 PM	**Case Number**	17-1802-000525
Arrest Location	1400 WINDHAM LAKES DR	**Arresting Officer**	CURCIO
Status	IN CUSTODY - Main Jail	**Expected Release Date**	
Release Comments			

Charge(s) Information

Charge #	Agency	Case Number	Statute	Description	Comment	Bond Type	Bond Amount	Status
1			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
2			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
3			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
4			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
5			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
6			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
7			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
8			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
9			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
10			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
11			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
12			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
13			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
14			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
15			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
16			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
17			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL

Warrant Narrative Search

Click here to open warrant narrative search

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Technical issues **AppSupport@sheriff.org**

EOG-03768

Warrant Narrative System Exit

To search through Broward Sherrif's Office Warrant Narrative data, enter the search information below (underline) = can be used on it's own

Based on the supplied criteria, the search function may exhibit a list of warrants. The list contains possible active warrants that are held in the Broward Sheriff's Office Warrant Tracking System. However, this list should not to be used to establish probable cause or as confirmation that any warrant is active. **You must verify that a warrant is active by contacting the Warrants/Extradition Unit.** The Warrants/Extraction Unit can be contacted at **(954) 831-8100**. Wanted persons may use false identification, which could cause the warrant to contain a name, date of birth, or other information notbelonging to the subject of the warrant. Such false information may or may not be designated as an alias on the warrant

Status: All Warrant Number:

☐ Automatically append Wild Card (*) to Last Name

Last Name: cruz First Name: nikolas Middle Name:

Zip Code: City:

Capias Date Range (mm/dd/yyyy): - Sex: Any

Date of Birth (mm/dd/yyyy): DOB Range(+/-): 0 Years

Charge Type: Match all dates ◉ Match DOB Only ○

Category: All Categories

Limit search to: results per page Click here for help on searching

Search Reset

Site best viewed with Internet Explorer version 5 5 and above

Warrant Narrative System - Search Results Home Teletype Exit

Your search did not find any matching Warrants

Click here to return to the Search Page

FOG-03770

P2P Sharing Information Is Power

SUPERION

HOME | NAMES | INCIDENT | PAWN | PROPERTY | VEHICLE | LOCATION

P2P Feedback | My Account | User Profile | Logout

MERGED RESULTS
ALL RESULTS
Broward County, FL (3)
Coconut Creek PD FL
Aventura PD, FL
Coral Springs
Crestview Public Safety, FL
Davie PD FL
Delray Beach PD, FL
Florida Intl Univ FL
Gainesville FL
Key West PD, FL
Largo PD, FL
Miami Gardens FL
Miramar FL
N Miami Beach FL
North Port PD
Opa-Locka FL
Palm Beach Consortium
Town of Palm Beach
West Palm Beach FL
Boca Raton FL
Bradenton PD FL
Cocoa Beach, FL
Cooper City Archive FL
Doral PD FL
Ft. Walton Beach, FL
Homestead PD FL
Leesburg FL
Punta Gorda PD, FL
Riviera Beach PD, FL
St. Lucie, FL
Sunny Isles Beach FL

Mug	Warn	LastName	FirstName	MiddleName	R/S	DOB	Hgt/Wgt	
		CRUZ	NIKOLAS		W/M	[redacted]	/0	
		CRUZ	NIKOLAS	J	W/M	09/24/1998	/0	
	Alert1	CRUZ	NIKOLAS	JACOB	W/M	09/24/1998	507/120	

Search Criteria
FirstName=NIKOLAS
LastName=CRUZ

Save This Search
GJXML Export

Names | Incident | Pawn | Property | Vehicle

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Printer Friendly Version

NIKOLAS JACOB CRUZ Alert1
Broward County, FL

DOB:	09/24/1998	**Race:**	W
Age:	19	**Sex:**	M
Height:	507	**Hair:**	BLK
Weight:	120	**Eyes:**	BRO
Phone:	954-821-1007	**Mobile:**	
DL State:	FL	**DL #:**	[redacted]
Local #:		**State ID:**	
FBI:		**NCIC:**	

Merged Name Search

Street	City	State	Zip	Employer	Work Phone
8442 LAKEVIEW TRL	PARKLAND	FL	33076	DOUGLAS HIGH SCHOOL	

Address History

Alerts

NEEDS MEDICATION

Scars -Marks -Tatoos

Physical Characteristics
COMPLEXION: FRECKLES
CONVERSATION: APOLOGETIC
HAIR LENGTH: SHORT
SPEECH / SOFT: OW
BUILD: THIN
CONVERSATION: ABUSIVE LANGUAGE
DEMEANOR: APOLOGETIC
DEMEANOR: CONDESCENDING
HAIR STYLE: STRAIGHT
POSTURE / SQUARE: RECT
TEETH: VERY WHITE

Involvements

Type	Status	Event Date	Description	Relationship
Incident		2/14/2018	171802000538, INFORMATION	INVOLVED OTHER
Field Contact		6/21/2017	CONTACT	FIELD CONTACT
Incident		9/28/2016	171609001626, INFORMATION	VICTIM
Incident		9/28/2016	171609001610, INFORMATION	INVOLVED OTHER
Location		1/16/2013	6160 NW 80TH TER PARKLAND, FL	LOCATION

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17081108000165
Signal: -- Signal Not Set --
Address: [redacted]
Caller: CSPD
Caller Address:
Dispatch Time: 13:05:17
Primary Unit: 17B3

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/08/08

Arrival Time: 13:10:46
Primary: 6250 / KENNY,ROBERT

Operator Console Summary

Time: 13:04:32 Console: 33 Operator: Augustin,Luz
Incident Initiated By: Augustin,Luz

Time: 13:04:33 000 Console: 33 Operator: Augustin,Luz
1X S/37 HIT ANOTHER S/37 IN THE HEAD W/ A ROCK...FEMALE CALLER [redacted]
[redacted]UNK IF THIS WAS ACCIDENTIAL OR S/31..CSPD ARE 51

Time: 13:05:17 000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Dispatched ---> [redacted]

Time: 13:05:44 000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Enroute ---> [redacted]

Time: 13:10:46 000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Arrived ---> [redacted]

Time: 13:23:11 000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Arrived ---> 6166 NW 80TH TER

Time: 13:40:51 000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Inc Type ---> Type Change(TS): 67IJ 37
17/17B3 - Available

Time: 13:40:51 000 Console: 33 Operator: Augustin,Luz
Incident Type Changed From: 67IJ:MEDICAL - INJURY() To: 37:DISTURBANCE JUVENILE()
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT

Generated: 2/23/2018 3:16:43 PM

#1

PD08-11-00165

Detective Link, CCN 10154, case 17-1802-000525 Ah this is in reference to a criminal investigation that happened on February 14th, 2018 at the Stoneman Douglas High School. This statement is going to be from [redacted]

Q. Is that correct
A. Uh huh, uh-huh

Q. Ah [redacted] white female, date of birth [redacted] Home address [redacted] This statement is being taken on ah February 17th, 2018. The time is 10:58 AM. This is being taken at her home address. Ah this statement will be taken in reference to ah her calling 911 regarding the suspect in this case, Nikolas Cruz back on February 5th, 2016 at 11:44. I believe it was a.m.

A. [NOT AUDIBLE- speaking low]

Q. Yes 11:44 AM Ah that case number was 17-1602-000212 coded out as an Information ah [redacted] was the caller and the narrative was the complainant's son told her that neighbor's son ah said on Instagram that he was going to shoot his school and there is pictures of the juvenile with the guns. This happens...happened about a month ago. Subject was expelled from Westlake Middle now goes to another school, possibly a high school, unknown name. Neighbor lives three houses down from female who wanted to remain anonymous. Ahm reported a kid name Nikolas Cruz ah, he has knives and began his Instagram [dog barking] or lets see, began in his Instagram photos, no threats or info forwarded to SRO Peterson at school. Ahm that was a synopsis from that call
A. Yes

Q. Report to our CAD report. So [redacted] do you understand that I'm also here at the Detective ah Kami Floyd, CCN
Q2. 17022

Q. Okay, [redacted] do you understand that we are Detectives
A. Yes

Q. Investigating this case
A. Yes

Q. Okay and such we are authorized to take sworn statements therefore everything you tell us must be the truth

EOG-03774

A. Yes

Q. You understand
A. Yes yes I do

Q. Okay can you please raise your hand? You solemnly swear to tell the truth the whole truth and nothing but the truth so help you God
A. Yes I do

Q. Alright thank you. Ahm [redacted] I just kind of went over what this is about and you and I talked briefly before going on record. We gonna cover everything that we talk about ahm in this time. Do you remember making this phone call?
A. I do remember yes

Q. Okay can you... can you kind of briefly tell me what prompted you to make this call
A. My son showed me on his cell phone an Instagram or a snap chat of something Nikolas had written which was to the effect you know I'm gonna get a gun and shoot up the school. Ahm so I called the 911 and an Officer came out and I told him what I saw and what I knew about Nikolas and you know his his upbringing and he went down to talk with Nikolas, I believe yes he did go down to talk with Linda and Nikolas and Zachary cause there was so many times that I called

Q. Did you know Nikolas when your son
A. Yes

Q. Brought this information to you
A. Yes

Q. So that wasn't like just some stranger kid
A. Right

Q. That he told you about
A. Oh I I I've known him since he's a baby

Q. Okay okay so
A. So the Policeman walked down there and the mother said that Nikolas was an angel pretty much and a great kid and that the brother Zachary tormented Nikolas and it was basically you know all Zachary's fault and that ahm Nikolas didn't have anything like that on his Instagram. I didn't

take the picture of it and my son didn't save it. It was one of those that would show up and then disappear

Q. Okay
A. Ahm so you know

Q. Did you see it tho
A. Yes I did

Q. Can you describe it again?
A. And I think he even had a picture of a gun. It it said something to the effect of I'm gonna get this gun when I turn eighteen or and shoot up the school

Q. Okay
A. So

Q. Do you remember what the outcome of this call was?
A. Yeah he came back and he said

Q. Who, who came back
A. The Officer came back

Q. Okay
A. And said that Ahm you know he has it. The First Amendment Right of free speech and I... you know asked him if we could somehow stop him from getting a gun and he said no that his Second Amendment Right, so I said okay so basically you can't do anything, he said yeah basically so I said okay. I mean what I, yeah and that basically what happened

Q. Was the (unintelligible)
A. And they left yeah and he left

Q. Did you have any interaction with ah the family right after that or anything
A. No at that point I was in in fear of Nikolas terribly and I kept my kids away. I just kept my distance you know that saying keep your friends close and your enemies closer you know I'd still wave and just try to a keep him calm because he's through the years has been completely destructive, he's destroyed my property, hurt my children, hurt my dog, so I just really kept away from him

Q. Okay
A. I try to

Q2. What was your son's name that [Unintelligible]
A. Ah [redacted]

Q2. [redacted]
A. I have a [redacted]

Q2. What's the last name
A. [redacted]

Q2. Same last name
A. G...Yeah

Q2. Okay
A. Oh no no I'm sorry, you know I'm sorry, it was [redacted]. My son is [redacted].
My son is [redacted] yes

Q2. Okay so [redacted]
A. [redacted]

Q2. Took the photos (of Nikolas)
A. Yeah there is two [redacted], there is two [redacted], so yes

Q. Right
A. [redacted] showed me the photo of Nick yes

Q2. And how old was [redacted] and Nikolas at the time?
A. It was with when sixteen, I don't remember at all but it was...

Q. Yeah, that...
Q2. You don't remember its okay if you don't
A. yeah so sixteen he was born in [redacted] so

Q2. Okay
A. [redacted] was born in [redacted]

Q. 15
A. Yeah

Q2. And do you know what school he went to at the time

Q. (16) (16) (speaking low in background)
A. Ah my son was going to a private school ahm down the street [redacted]
[redacted]

Q2. And how about Nikolas, do you remember?
A. Nikolas was in high school then

Q2. Okay
A. Wasn't he ahm

Q2. Okay
A. Ahm that age, so...

Q. That's fine
A. I believe he was going to Stoneman Douglas. I... I don't

Q2. And was Nikolas in the photo. How do Nikolas made that post?
A. No Nikolas, Nikolas I believe had a picture of a gun that he like pulled up on line

Q2. Okay
A. It wasn't his gun

Q2. And your son [redacted] said that it came from Nikolas's post
A. Oh yeah, oh absolutely.

Q2. Alright
A. It came from Nikolas's snapchat or whatever

Q2. Okay
Q. And... Alright this...
A. And I did not take a picture of it so, yeah

Q2. That's okay (chuckles)

Q. Alright is there anything else you would like to add to this statement
A. Ahm not if its, I would like to add a lot but if it's only but this (instant), no I mean that's it.

Q. Okay. Alright ahm this will conclude this statement ah you and I spoke briefly before going on record. Did we cover everything we talked about prior?
A. Yes

Q. Okay ah this will end the statement on February 17th, ah 2018. The time is now 11:03 AM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Robert Kenny	6250	OIC Mueller	6263

District/Unit	Date	Shift	Zone
District XVII - Parkland PD	11/08/2008	Bravo	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5584	77880	77918	38

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 1	10-8	1702	05:20	☐	06:00	06:55	10-8	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: Early unit in service-roll call-briefing-taser 82%-print daily.								
DE 2	10-6	1701	07:05	☐	07:05	07:25	10-6	(None)	
	Address: 10300 Block Holmberg Rd Parkland								Ops Plan Number:
	Narrative: Assist 17B25 repositioning smart trailer from Waters Edge to Pine Trails Park.								
DE 3	10-10	099	07:40	☐	07:40	08:00	10-10	(None)	
	Address: 6560 Sr7 Parkland								Ops Plan Number:
	Narrative: Bagel Cafe								
DE 4	10-8	1703	08:05	☐	08:05	08:35	10-8	(None)	
	Address: 7000 Block Sr7 Parkland								Ops Plan Number:
	Narrative: Business area patrolling along Sr7 corridor ck'g Waterways & Riverstone Shops, Shops at Parkland, BJ's.								
DE 5	10-8	1703	08:35	☐	08:35	09:00	10-8	(None)	
	Address: 7745 W Hillsboro Blvd Parkland								Ops Plan Number:
	Narrative: Area ck at Terramar Park. Patrol & presence on Hillsboro Blvd.								
DE 6	10-50	1703	09:02	☐	09:02	09:12	10-50	(None)	
	Address: Intersection of Lox Rd & Parkside Dr Parkland								Ops Plan Number:
	Narrative: UTC 4039-FFP issued to [redacted] stop sign								
DE 7	10-8	1703	09:15	☐	09:15	10:00	10-8	(None)	
	Address: Intersection of Parkside Dr & Holmberg Rd Parkland								Ops Plan Number:
	Narrative: Holmberg Rd & Parkside Dr patrol & presence. Business area ck at Towncenter Shops.								
DE 8	10-8	1703	10:05	☐	10:05	10:35	10-8	(None)	
	Address: 5900 Block W Hillsboro Blvd Parkland								Ops Plan Number:
	Narrative: Patrol & presence at BJ's, Shops at Parkland, Chevron.								

BSO REPRINT ONLY (A067859)

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

	Citation Number	Violator Name	Race	Sex	DOB
DE 6	4039-FFP	[redacted]	White	Female	[redacted]
	Statute #	Violation Description	Tag	Vehicle Color	
	316.123(2)(A	Disobey Stop/Yield Sign	[redacted]	Red	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	

DAILY ENTRY

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-8	1703	10:35	☐	10:35	11:10	10-8	(None)	
	Address								Ops Plan Number
	Intersection of Lox Rd & Parkside Dr Parkland								
	Narrative	Corridor patrolling							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	68	1703	11:10	☐	11:19	11:27	68	Bravo	PD08-11-00160
DE 10	Address								Ops Plan Number
	[redacted]								
	Narrative	[redacted] requested 10-23 while he picks up his son from ex-girlfriends residence.							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-8	1703	11:27	☐	11:27	11:55	10-8	(None)	
DE 11	[redacted]								Ops Plan Number
	Narrative	Winners Circle area patrol							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-40	1703	11:57	☐	12:07	12:35	10-40	(None)	
DE 12	Address								Ops Plan Number
	7619 Sr7 Parkland								
	Narrative	The Whale							

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

DE 13

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	12:40	☐	12:40	13:05	10-8	(None)	

Address: 7745 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area ck at Terramar. Patrol & presence along Hillsboro & Lox Rd.

DE 14

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
67IJ	1703	13:05	☐	13:10	13:40	37	Bravo	PD08-11-00165

[redacted] — Ops Plan Number:

Narrative: [redacted], [redacted] & friend Nikolas Cruz, 9/24/98 were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make issue of it.

DE 15

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	13:40	☐	13:48	14:00	10-7	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: End of week 10-44. 10-7.

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Memo
1	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Arrams	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	11	0	0	0	0	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
05	0	0	0	0	0	8

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 4	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 3	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE	ARRESTS			CITATION			GENERAL			
13	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
14	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
15	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110323000624
Prio./Disp.: 3 / E
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: 6166 NW 80TH TER - PINE TREE SOUTH
Zone: 1703
Caller: MRS CRUZ @ 9547576166
Date: 03/23/11
Caller Address:
Dispatch Time: 19:59:32
Arrival Time: 20:07:39
Primary Unit: 17A3
Primary: 10042 / WENTLAND,GEORGE

Operator Console Summary

Time: 19:58:39 Console: 60 Operator: Sikes,Jessica
Incident Initiated By: Sikes,Jessica

Time: 19:58:39.000 Console: 60 Operator: Sikes,Jessica
Incident Initiated By: BS/SIKES,JESSICA
REF COMP'S 11 YOA SON LAST SEEN APPROX 45 MINS TO AN HOUR AGO...SUBJ ZACH ARY CRUZ DOB 2/21/00 UNK CLOTHING DESC...SUBJ OLIVE SKINNED/DARK HAIR/DAR K BRN EYES...SUBJ HAS [redacted]...COMP ADV SHE HAS CHECKED THE NEIGHBORHOOD AN D THE PARK AND CAN'T FIND HIM

Time: 19:58:40.000 Console: 60 Operator: Sikes,Jessica
Original Location : PINE TREE SOUTH

#2

Time: 19:59:32.000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 8

Time: 19:59:33.000 Console: 07 Operator: Oakley, Stephanie

Time: 20:00:24.000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 8

1711-03-000624

Time: 20:00:33.000 Console: 07 Operator: Oakley, Stephanie
17D2 1039
17/17D2 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 20:00:52.000 Console: 07 Operator: Oakley, Stephanie
17/17A10 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17A11 - Dispatched ---> 6166 NW 80TH TER --- 8

Time: 20:04:39.000 Console: 07 Operator: Oakley, Stephanie
17/17A10 - Enroute ---> 6166 NW 80TH TER --- 8
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 20:04:48.000 Console: 07 Operator: Oakley, Stephanie
DO'S PAGED

Time: 20:07:39.000 Console: 07 Operator: Oakley, Stephanie
17/17D2 - Arrived ---> 6166 NW 80TH TER --- 8
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 20:07:51.000 Console: 00 Operator: Snell,James
17/17A10 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 20:09:40.000 Console: 07 Operator: Oakley, Stephanie
17D2 1025 W/ JUV

Time: 20:10:30.000 Console: 07 Operator: Oakley, Stephanie
Norm Mail Attach Dt: 11/03/23 Tm: 20:10 Console: 07 Oper: OAKLEY, STEPHANIE
Subject: 1022 BOLO TO CKPD AND CSPD REF 11YOA JUV FROM PD
juv located

Time: 20:10:52.000 Console: 07 Operator: Oakley, Stephanie
17/17A11 - UR ---> Reassign: 8 L17110323000625

Time: 20:11:05.000 Console: 09 Operator: Young, Rayna
Rply Mail Attach Dt: 11/03/23 Tm: 20:11 Console: 09 Oper: YOUNG, RAYNA
Subject: 1022 BOLO TO CKPD AND CSPD REF 11YOA JUV FROM PD
1026
-----Original Message-----

Time: 20:11:06.000 Console: 09 Operator: Young, Rayna
juv located

Time: 20:15:34.000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Available --> 8
17/17A3 - D --> Added dispostion: E
Disposition #1 Changed From: - - - - - - - To: E:CIVIL ASSIST

17/17A3 - Inc Type --> Type Change(TS): 8 68
Time: 20:15:44.000 Console: 00 Operator: Snell,James
17/17A10 - Available --> 8
Time: 20:16:05.000 Console: 07 Operator: Oakley, Stephanie
17/17D2 - Available --> 8
Time: 20:16:05.000 Console: 60 Operator: Sikes,Jessica
Incident Type Changed From: 8:MISSING PERSON() To: 68:POLICE SERVICE CALL()

Generated: 2/23/2018 4:46:36 PM

FOG 03785

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
George Wentland	10042	Sgt Schettino	

District/Unit	Date	Shift	Zone
Parkland	03/23/2011	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5589	69631	69712	81

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	18:00	☐	18:00	18:30	10-8	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: On Duty - Attended Roll Call - Checked Taser

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
39	1703	18:42	☐	18:51	19:19	39	Echo	PD11-03-00621

Address: [redacted]
Ops Plan Number:
Narrative: On arrival I met with W/F [redacted] who advised that she had a verbal dispute with neighbor W/F [redacted] over a disagreement between their 8 and 10 year old daughters. We advised them to not associate.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:20	☐	19:25	19:55	10-6	(None)	

Address: 7301 N Sr7 Parkland
Ops Plan Number:
Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
8	1703	19:59	☐	20:07	20:15	68	Echo	PD11-03-00624

Address: 6166 NW 80th Ter Parkland
Ops Plan Number:
Narrative: On arrival I met with W/F Linda Cruz 9/25/49 who advised that she could not find her son W/M Zachary Cruz 9/25/49. We located him on the road next to home.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
30	1703	20:15	☐	20:20	21:13	30	Alpha	PD11-03-00625

Address: 7191 N Sr7 Parkland
Ops Plan Number:
Narrative: On arrival I met with cashier B/F [redacted] who advised that $50 dollars was stolen from the Chevron after a unidentified B/M tried to scam her out of the money. He left with a B/F.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	21:45	☐	21:45	22:30	10-6	(None)	

Address: 7301 N Sr7 Parkland
Ops Plan Number:
Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1703	22:46	☐	22:46	23:06	10-50	(None)	

Address: Intersection of Cypresshead Blvd & Holmberg Rd Parkland
Ops Plan Number:
Narrative: Issued 1 Moving Citation for failing to stop for the stop sign and 1 Non-Moving Citation for No Proof of Insurance.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	23:30	☐	23:35	00:00	10-19	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Drop off paperwork

BSO REPRINT ONLY (A067859)

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

	Citation Number	Violator Name	Race	Sex	DOB
DE 7	3197-GHC	[redacted]	White	Male	[redacted]
	Statute # 316.123(2)(A	Violation Description Disobey Stop/Yield Sign	Tag [redacted]	Vehicle Color White	
	Citation Number 3198-GHC	[redacted]	Race White	Sex Male	DOB [redacted]
DE 7	Statute # 316.646(1)	Violation Description Pers/Inj/Prot/Ins Require	Tag [redacted]	Vehicle Color White	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	

DAILY ENTRY

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-6	1703	00:05	☐	00:10	00:40	10-6	(None)	
	Address 7850 NW 61st Ter Parkland								Ops Plan Number
	Narrative Performed an area check at Parkland Place and Mayfair. Nothing unusual was observed.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 10	10-6	1703	00:40	☐	00:45	01:00	10-6	(None)	
	Address 5851 Holmberg Rd Parkland								Ops Plan Number
	Narrative Performed an area check at Winners Circle. Nothing unusual was observed.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 11	10-6	907	01:00	☐	01:05	01:25	10-6	(None)	
	Address 5511 NW 77th Ct Pompano Beach								Ops Plan Number
	Narrative Performed an area check in Hillsboro Pines								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 12	10-6	1703	01:25	☐	01:30	01:55	10-6	(None)	
	Address 7525 NW 61st Ter Parkland								Ops Plan Number
	Narrative Performed an area check in Mill Run & Whittier Oakes. Nothing unusual was observed.								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	01:55	☐	02:00	02:20	10-6	(None)	

DE 13 — Address: 5890 NW 74th St Parkland — Ops Plan Number:

Narrative: Performed an area check at Lakes of Parkland & Parkwood. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	02:20	☐	02:25	02:30	10-6	(None)	

DE 14 — Address: 7820 NW 70th Ave Parkland — Ops Plan Number:

Narrative: Performed an area check Parkside Estates. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	99	02:45	☐	02:45	03:27	10-40	(None)	

DE 15 — Address: 3124 University Dr Coral Springs — Ops Plan Number:

Narrative: Meal Break

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	03:30	☐	03:35	04:00	10-6	(None)	

DE 16 — Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	04:15	☐	04:20	05:15	10-6	(None)	

DE 17 — Address: 6600 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Performed an area check at Pinetree Estates. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	05:15	☐	05:20	05:40	10-6	(None)	

DE 18 — Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	05:40	☐	05:45	06:00	10-19	(None)	

DE 19 — Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Drop off paperwork

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	06:00	☐	06:00	06:00	10-7	(None)	

DE 20 — Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Off Duty

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
1	1	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	11	0	0	0	6	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	12	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving 1	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 13 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 18 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 19 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 20 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110830000765
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 18:16:40
Primary Unit: 17A3

Prio./Disp.: 5 / B
Agency: BSO - Parkland
Zone: 1703
Date: 08/30/11

Arrival Time: 18:19:08
Primary: 13543 / KHALEEL,PHILIP

Operator Console Summary

Time: 18:01:54 Console: 61 Operator: Archibald, Marlon
Incident Initiated By: Archibald, Marlon

Time: 18:01:55.000 Console: 61 Operator: Archibald, Marlon
Priority Changed From: 2 To: 5

Time: 18:01:55.000 Console: 61 Operator: Archibald, Marlon
Incident Initiated By: BS/ARCHIBALD, MARLON
REF 11YO [redacted] .WM LSW UNDERWEAR..HITTING GLASS DOORS WITH POOL EQUIPENT A ND TURNING OVER FURNITURE.. REQ PD ASSISTANCE...

Time: 18:05:00.000 Console: 07 Operator: Davis, Chanica
HLD FOR 17A3 PER 17D4.P;5
Priority CHANGED Fr: 2 To: 5

#3

Time: 18:16:40.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 20

Time: 18:16:41.000 Console: 07 Operator: Davis, Chanica
Primary Unit CHANGED To: 17/17A3

Time: 18:16:41.000 Console: 61 Operator: Archibald, Marlon
Unit Changed From: - - - - - - - To: 1717A3-

17-1108-000765

Time: 18:17:00.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 20

Time: 18:19:08.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 20

Time: 18:19:19.000 Console: 07 Operator: Davis, Chanica
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 20
17/17A2 - Arrived ---> 6166 NW 80TH TER --- 20

Time: 18:22:49.000 Console: 07 Operator: Davis, Chanica
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 20

Time: 18:29:15.000 Console: 07 Operator: Davis, Chanica
1004 1066 1036

Time: 18:43:24.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Available ---> 20
17/17A3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A3 - Inc Type ---> Type Change(TS): 20 22
17/17A2 - Unit Freed
17/17A1 - Unit Freed

Time: 18:43:29.000 Console: 61 Operator: Archibald, Marlon
Incident Type Changed From: 20[redacted] PERSON() To: 22:DISTURBANCE()

Generated: 2/23/2018 5:02:10 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Philip Khaleel	13543	OIC Marchese	13339

District/Unit	Date	Shift	Zone
Parkland	08/30/2011	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
9328	52189	52268	79

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	17:00	☐	17:00	17:00	10-8	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: In service.....vehicle inspected and searched.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	17:15	☐	17:15	17:45	10-6	(None)	

Address: 5901 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Business check....Shoppes of Parkland.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	18:00	☐	18:00	18:00	10-6	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: Briefing.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
20	1703	18:16	☐	18:19	18:43	22	Bravo	PD11-08-00765

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Complainant, Linda Cruz, advised of 11 yoa son that was acting irrationally at home because he wanted video game mother had denied him...juvenile calm on scene.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:25	☐	19:25	20:05	10-6	(None)	

Address: 6400 Block W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check....traffic enforcement...Ternbridge.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	21:10	☐	21:10	21:50	10-6	(None)	

Address: 7800 Block W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check....traffic enforcement....Mayfair.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
68	1703	23:35	☐	23:42	00:18	68	Bravo	PD11-08-00766

Address: 5851 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Standby for complainant to remove property from apartment shared with ex-roomate...property removed without incident.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	00:30	☐	00:30	01:15	10-40	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Meal break 10-19.

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	03:25	☐	03:25	04:10	10-6	<None>	

DE 9
Address: 6700 Block Parkside Dr Parkland — Ops Plan Number:
Narrative: Business check....Parkland Town Center.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
67FI	1703	04:27	☐	04:27	04:27	67FI	Hotel	PD11-08-00768

DE 10
[redacted] — Ops Plan Number:
Narrative: Dispoatch advised of 71 yoa male that fell and suffered leg injury...CSFD responding and to advise on BSO response.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	05:00	☐	05:00	05:00	10-7	<None>	

DE 11
Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: Out of service.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE
Address — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE
Address — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE
Address — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	3	1	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	3	0	0	0	4	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
2	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY				CITATION				GENERAL				
DE 1	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 2	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 3	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 4	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts 2	NIC PC	Day Watch	Elder Links	
DE 5	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 6	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 7	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts 2	NIC PC	Day Watch	Elder Links	
DE 8	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 9	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 10	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 11	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 12	Felony	Domestic Misd	Traffic		Moving	County Ord	Marine		$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links	

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110926000702
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: MS. CRUZ @ 9547576166
Caller Address:
Dispatch Time: 20:39:31
Primary Unit: 17A10

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 09/26/11

Arrival Time: 20:41:16
Primary: 10059 / SNELL,JAMES

Operator Console Summary

Time: 20:38:52 Console: 60 Operator: Williams, Sean
Incident Initiated By: Williams, Sean

Time: 20:38:53.000 Console: 60 Operator: Williams, Sean
Incident Initiated By: BS/WILLIAMS, SEAN
COMP VS LL YOM SON .. SUBJ BEING VIOLENT THROWING ITEMS ,. SUBJ HAS NOT H
IT COMP .. SUBJ WM LSW WHI SHIRT .. CALLER REQ THAT ONLY ONE UNIT BE DISP
ATCHED .. NOI

Time: 20:39:31.000 Console: 07 Operator: Joseph,Nahum
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A3
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 38

#4

Time: 20:40:11.000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A10 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17A10 - Enroute ---> 6166 NW 80TH TER --- 38

17-1109-000702

Time: 20:41:16.000 Console: 07 Operator: Joseph,Nahum
17/17A10 - Arrived ---> 6166 NW 80TH TER --- 38
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 20:41:17.000 Console: 60 Operator: Williams, Sean
Unit Changed From: 1717A3- To: 1717A10-

Time: 20:42:03.000 Console: 07 Operator: Joseph,Nahum
17/17A3 - Unit Freed
Unit Changed From: 1717A10- To: 1717A2-
Primary Unit CHANGED Fr: 17/17A3 To: 17/17A2

Time: 20:42:25.000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Unit Freed
17/17A11 - Unit Freed
Unit Changed From: 1717A2- To: 1717A11-
Primary Unit CHANGED Fr: 17/17A2 To: 17/17A11
Unit Changed From: 1717A11- To: 1717A10-
Primary Unit CHANGED Fr: 17/17A11 To: 17/17A10

Time: 20:52:28.000 Console: 07 Operator: Joseph,Nahum
17A10 ADV 1066 1036 CKS

Time: 21:10:12.000 Console: 07 Operator: Doyle,Ryan
17/17A10 - Available ---> 38
17/17A10 - D ---> Added dispostion: B
Disposition CHANGED To: B

Time: 21:10:13.000 Console: 60 Operator: Williams, Sean
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT

Generated: 2/23/2018 5:27:03 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
James Snell	10059	Dep. Marchese	10399

District/Unit	Date	Shift	Zone
Parkland	09/26/2011	Alpha	1710

Vehicle Number	Mileage On	Mileage Off	Miles Driven
9609	75360	75455	95

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	18:00	☐	18:00	18:25	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: In Service/ ROLL CALL/ Prisoner compartment of vehicle inspected for weapons & contraband

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
13	1703	18:25	☐	18:33	18:51	10-94	(None)	PD11-10-00701

Address: 7200 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: checked area for loud explosion. Nothing located

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:00	☐	19:00	19:30	10-6	(None)	

Address: 7091 N Sr7 Parkland — Ops Plan Number:

Narrative: Area check/ FOOT PATROL Starbucks Plaza

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	20:00	☐	20:00	20:20	10-6	(None)	

Address: 7455 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check/ Terramar Park

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	20:39	☐	20:41	21:10	38	Bravo	PD11-10-00702

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Ongoing problem w/ W/F Lynda A Cruz 9/25/49, who son's W/M Zachary Cruz 2/21/00, misbehaves by running around house & knocking over furniture. Spoke to Zachary & recommended parent skills for her.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	21:30	☐	21:30	22:00	10-6	(None)	

Address: 5901 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check/ FOOT PATROL BJ's

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	1702	22:45	☐	23:00	23:30	10-40	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: D-17 Office

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	00:00	☐	00:00	00:30	10-6	(None)	

Address: 8095 University Dr Parkland — Ops Plan Number:

Narrative: Area check/ Parkland Commons & Publix

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	01:00	☐	01:00	01:15	10-6	(None)	

DE 9 — Address: 6750 University Dr Parkland — Ops Plan Number:
Narrative: Area check/ Kol Tikvah

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10	1703	01:33	☐	01:41	03:07	10-94	(None)	PD11-10-00707

DE 10 — [redacted] — Ops Plan Number:
Narrative: Backup for Dep. Ince/ transported father to location in Coral Springs to retrieve car from son.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	03:30	☐	03:30	04:00	10-6	(None)	

DE 11 — Address: 6000 University Dr Parkland — Ops Plan Number:
Narrative: Area check/ Mary Help of Christians Church

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	05:00	☐	05:00	05:20	10-6	(None)	

DE 12 — Address: 6620 Parkside Dr Parkland — Ops Plan Number:
Narrative: Area check/ Parkland Town Center

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	05:45	☐	05:45	06:00	10-7	(None)	

DE 13 — Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: Turned in paperwork/ end of shift

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Memo
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	7	0	0	0	2	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE 13

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE

ARRESTS			
Felony	Domestic Misd	Traffic	
Domestic Felony	NTA	DUI	
Misd Physical	Warrant / Capias		

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120517000373
Prio./Disp.: 2 / B
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: 6166 NW 80TH TER - PINETREE ESTATES
Zone: 1703
Caller: LINDA @ 9547576166
Date: 05/17/12
Caller Address:
Dispatch Time: 07:24:23
Arrival Time: 07:29:08
Primary Unit: 17B2
Primary: 6250 / KENNY,ROBERT

Operator Console Summary

Time: 07:24:00 Console: 63 Operator: Williams, Stephanie
Incident Initiated By: Williams, Stephanie

Time: 07:24:00 000 Console: 63 Operator: Williams, Stephanie
Primary Event: MAIN Opened: 12/05/17 07:24
Incident Initiated By: BS/WILLIAMS, STEPHANIE
Original Location : PINETREE ESTATES
COMPL VS 13 & 12YOA KIDS //ADV SUBJ ARE OUT OF CONTROL //ADV SUBJS DESTROYING HOME ,1X SUBJ RAN OUT SIDE REF OTHER SIBLING ATT TO S/36 W/HIM ADV 54 S/0 ///CANT ADV CLOTHING DESCRP ///CAN HEAR 1X SUBJ CURSING AT CALLER IN BACKGROUND

Time: 07:24:23 000 Console: 07 Operator: Bailey, Sandra
17/17B2 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17B2

Time: 07:25:03.000 Console: 07 Operator: Bailey, Sandra
17/17B2 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 07:25:24 000 Console: 07 Operator: Bailey, Sandra
17/17B10 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17B10 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 07:29:08 000 Console: 07 Operator: Benson, Jamie L
17/17B2 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 07:29:17 000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:29:35 000 Console: 07 Operator: Benson, Jamie L
17/17B10 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 07:33:01 000 Console: 07 Operator: Benson, Jamie L
1004/0732HRS

Time: 07:33:06 000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:40:20 000 Console: 07 Operator: Benson, Jamie L
1004/08740HRS

Time: 07:40:46 000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:50:07 000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:53:05 000 Console: 07 Operator: Benson, Jamie L
1004/0753HRS

Time: 07:53:08 000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:58:30 000 Console: 07 Operator: Benson, Jamie L
17/17B2 - Available ---> 38
17/17B2 - D ---> Added dispostion: B
Disposition #1 Changed From: ------- To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17B10 - Available ---> 38

Time: 07:58:33.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 12/05/17 07:58

#5

17-1205-000373

EOG-03801

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Robert Kenny	6250	OIC Mueller	

District/Unit	Date	Shift	Zone
Parkland	05/17/2012	Bravo	1710

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5322	47842	47905	63

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	05:17	☐	05:55	07:10	10-8	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: 10-8, briefing, taser 87%, veh. ck.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	07:25	☐	07:29	08:00	38	Bravo	PD12-05-00373

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: W/F Linda Cruz, 9/25/49, reported her 12 yr old son started a fight with 13 yr old brother over candy earlier. He then ran from residence. [redacted] He apparently made it to WMS where SRD Perry met w/him awaiting response by mother to give him [redacted]

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1701	08:04	☐	08:12	08:18	10-94	(None)	

Address: 7901 Camden Ln Parkland — Ops Plan Number:

Narrative: 10-94 17B1 ref attempt 10-49 from Hillsboro SO, 10-54 10-25

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-10	099	08:45	☐	08:45	09:05	10-10	(None)	

Address: 9100 Wiles Rd Coral Springs — Ops Plan Number:

Narrative: Country Kitchen

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
69	1703	09:22	☐	09:27	09:35	69	Bravo	PD12-05-00375

Address: 6313 NW 75th Way Parkland — Ops Plan Number:

Narrative: Resident at above reported a pit bull w/collar loose in his front yard. Area was ck'd and no dog(s) were seen.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
15	1101	09:50	☐	10:10	10:55	15	(None)	

Address: 160 SW 3rd St Pompano Bch — Ops Plan Number:

Narrative: Unit PM. Returned to dist w/pool unit.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	11:20	☐	11:20	12:05	10-8	(None)	

Address: 9200 Ranch Rd Parkland — Ops Plan Number:

Narrative: Area presence at Barkland & Liberty Park

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	12:05	☐	12:07	12:35	10-94	(None)	

Address: 7500 Block Holmberg Rd Parkland — Ops Plan Number:

Narrative: 10-94 17B10 13P's-solicitors

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

DE 9

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	1703	12:41	☐	12:50	13:28	10-40	<None>	

Address: 7619 Sr7 Parkland — Ops Plan Number:

Narrative: The Whale

DE 10

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1101	15:04	☐	15:25	16:04	10-6	<None>	

Address: 160 SW 3rd St Pompano Bch — Ops Plan Number:

Narrative: Returned pool unit to D11 & p/u my unit, returned to D17

DE 11

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
67	1703	16:21	☐	16:24	19:30	67	Alpha	PD12-05-00385

Address: [redacted] — Ops Plan Number:

Narrative: CSFR responded ref. H/M [redacted] falling from roof while reroofing residence. He sustained severe head trauma & was air lifted to NBMC. Crime Scene & Homicide called out. See report.

DE 12

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	19:33	☐	19:33	19:33	10-7	<None>	

Address: 7401 W Cypresshead Dr Parkland — Ops Plan Number:

Narrative: 10-7

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	2	0	0	0	0	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
5	0	0	0	0	1 5	13.5

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 2	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Brian Behan	15497	OIC Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	08/22/2012	Alpha	1711

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5706	90599	90668	69

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	18:00	☐	18:00	18:00	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: 10-6 roll call. frear seat check OK, ECD spark test OK 90%

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	19:33	☐	19:38	20:13	37	Bravo	PD12-08-00447

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: disp to juveniles not listening to their mother. Ongoing call, single mother Lynda Cruz 9/25/49, two sons Zachary 2/21/00 & Nikolas Cruz 9/24/98 being defiant. not a 38. family is in counseling.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
25EH	1703	21:16	☐	21:20	22:13	76	Hotel	PD12-08-00448

Address: Lox Rd & W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Fire requested that police stand by for traffic due to powerline down. FPL arrived and cleared the line.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	00:10	☐	00:10	00:40	10-6	(None)	

Address: 7500 Block N Sr7 Parkland — Ops Plan Number:

Narrative: Waterways shoppes foot patrol. two locations with rear unlocked doors. email sent to 1704

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DE

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	2	1	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manne
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	3	0	0	0	12	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	0

ENTRY SUMMARY

	ARREST SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 10	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
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	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120822000447
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA @ 9547576166
Caller Address:
Dispatch Time: 19:33:28
Primary Unit: 17A1

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 08/22/12

Arrival Time: 19:38:50
Primary: 14918 / SCHOLTZ, LOUIS

Operator Console Summary

Time: 19:33:17 Console: 61 Operator: Mckally, Shannon
Incident Initiated By: Mckally, Shannon

Time: 19:33:17.000 Console: 61 Operator: Mckally, Shannon
Primary Event: MAIN Opened: 12/08/22 19:33
Incident Initiated By: BS/MCKALLY, SHANNON
COMP ADV HER CHILDREN ARE THREATENING HER, CURSING AT HER AND BEING DISRESPECTFUL...REQ PD TO RESP...2X MALE CHILDREN AGED 12 AND 13

Time: 19:33:28.000 Console: 07 Operator: Tingley, Richard II
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A1
17/17A11 - Dispatched ---> 6166 NW 80TH TER --- 38

Time: 19:33:46.000 Console: 07 Operator: Tingley, Richard II
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 19:38:50.000 Console: 07 Operator: Tingley, Richard II
17/17A11 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:00:09.000 Console: 07 Operator: Tingley, Richard II
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:13:00.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/08/22 20:13

Time: 20:13:00.000 Console: 07 Operator: Tingley, Richard II
17/17A11 - Available ---> 38
17/17A11 - Inc Type ---> Type Change(TS): 38 37
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A1 - Inc Type ---> Type Change(TS): 38 37
17/17A1 - Available ---> 38
17/17A1 - D ---> Added dispostion: B
Disposition CHANGED To: B

Time: 20:13:00.000 Console: 61 Operator: Mckally, Shannon
Incident Type Changed From: 38:DOMESTIC DISTURBANCE() To: 37:DISTURBANCE JUVENILE()

#6

17-1208-000447

Generated: 2/23/2018 5:49:15 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Louis Scholtz	14918	Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	08/22/2012	Alpha	1701

Vehicle Number	Mileage On	Mileage Off	Miles Driven
4605	92195	92310	115

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1701	17:00	☐	17:00	17:00	10-8	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: In service as 17A1. Vehicle checked for contraband

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
14	1702	17:08	☐	17:17	17:55	14	Alpha	PD12-08-00444

Address: [redacted]
Ops Plan Number: 0812-034
Narrative: Met with [redacted] who advised that she received a call from a unknown spanish speaking male who advised that her son [redacted] was kidnapped

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	18:00	☐	18:00	18:25	10-6	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Roll call

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	18:30	☐	18:35	19:33	10-6	(None)	

Address: 10655 Trails End Parkland
Ops Plan Number: 0812-007
Narrative: Area check at Pine Trails Park

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	19:33	☐	20:00	20:13	10-94	(None)	PD12-08-00447

Address: 6166 NW 80th Ter Parkland
Ops Plan Number: 0812-031
Narrative: Backup for 17A11 in reference 38

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1701	20:28	☐	20:28	20:30	10-50	(None)	

Address: 9900 Holmberg Rd Parkland
Ops Plan Number:
Narrative: Conducted a traffic stop on a sil Dodge tag [redacted]. W/M driver given a verbal warning for driving without lights

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1701	20:50	☐	20:50	20:59	10-50	(None)	

Address: NW 125th Dr & Heron Bay Blvd Parkland
Ops Plan Number:
Narrative: Conducted a traffic stop on a white Ford tag [redacted]. W/F driver [redacted] issued a warning citation 384155 for a defective tag light

DE 9

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	21:16	☐	21:26	22:13	10-94	(None)	PD12-08-00448

Address: Loxahatchee Rd & W Hillsboro Blvd Parkland
Ops Plan Number:
Narrative: Backup for 17A11 in reference 25EH

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	22:20	☐	22:22	22:44	10-6	(None)	
DE 10	[redacted]								Ops Plan Number 0812-006
	Narrative: Area check at Meadow Run								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	131	1701	22:44	☐	22:47	22:58	131	Bravo	PD12-08-00451
DE 11	[redacted]								Ops Plan Number 0812-001
	Narrative: Met with [redacted] who advised that a person dressed in a FPL uniform knocked on her door. Contact was made with FPL who are performing tests in the area								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	23:00	☐	23:02	23:54	10-6	(None)	
DE 12	[redacted]								Ops Plan Number 0812-001
	Narrative: Area check at Heron Bay								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	131	1701	00:02	☐	00:02	00:26	131	Bravo	PD12-08-00452
DE 13	[redacted]								Ops Plan Number 0812-002
	Narrative: Met with [redacted] who advised that his son heard a bang on the window and a car pulling away. Upon arrival the window was not damaged and the vehicle left the scene								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	00:30	☐	00:32	00:50	10-6	(None)	
DE 14	[redacted]								Ops Plan Number 0812-003
	Narrative: Area check at Parkland Estates								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	01:00	☐	01:04	02:00	10-6	(None)	
DE 15	Address: 9574 Eden Mnr Parkland								Ops Plan Number 0812-007
	Narrative: Area check at Parkland Golf and Country Club								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	02:10	☐	02:12	03:05	10-6	(None)	
DE 16	Address: 6600 Nob Hill Rd Parkland								Ops Plan Number 0812-004
	Narrative: Area check at Parkland Isles								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	03:15	☐	03:20	04:00	10-6	(None)	
DE 17	Address: 5901 Pine Island Rd Parkland								Ops Plan Number
	Narrative: Area check at Stoneman Douglas High School								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	04:10	☐	04:05	04:55	10-6	(None)	
DE 18	Address: 6600 Pine Island Rd Parkland								Ops Plan Number 0812-005
	Narrative: Area check at Fox Ridge								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1701	05:00	☐	05:00	05:00	10-7	(None)	

DE 19 — Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: End of shift

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10 51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10 51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	1	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	15	0	0	0	11	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning 1		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 13	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE 14	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 18	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 19	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17121101000021
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA @ 9547576166
Caller Address:
Dispatch Time: 19:06:30
Primary Unit: 17A2

Prio./Disp.: 1 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/01/12

Arrival Time: 19:11:59
Primary: 13911 / SEALS,JENNIFER

Operator Console Summary

Time: 19:06:06 Console: 60 Operator: Pittman, Katrina
Incident Initiated By: Pittman, Katrina

Time: 19:06:06 000 Console: 60 Operator: Pittman, Katrina
Primary Event: MAIN Opened: 12/11/01 19:06

Time: 19:06:07 000 Console: 60 Operator: Pittman, Katrina
Incident Initiated By: BS/PITTMAN, KATRINA
TD:5 MINS COMPL SON W/M LSW BLK SHORTS GRY WHI STRIPES BARE FOOT WITH BROWN STRIPE SHIRT BEAT UP COMPL OTHER SON SUBJ GOA 12 YOA UNK DOT WALKING

Time: 19:06:28 000 Console: 07 Operator: Joseph,Nahum
Incident Type CHANGED Fr: 31JO To: 38

Time: 19:06:30 000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A2

Time: 19:07:14 000 Console: 07 Operator: Joseph,Nahum
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A2 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 19:11:59 000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Arrived ---> 6166 NW 80TH TER --- 38
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 38

#7
17121101000021

Time: 19:22:37 000 Console: Error Operator:
17/17A2 UO > Overdue: Operator: BS/15748 Console: 07

Time: 19:28:51 000 Console: Error Operator:
17/17A2 - UO ---> Overdue: Operator: BS/15748 Console: 07

Time: 19:36:07 000 Console: Error Operator:
17/17A2 - UO ---> Overdue: Operator: BS/15748 Console: 07

Time: 19:46:47 000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/11/01 19:46

Time: 19:46:47 000 Console: 60 Operator: Pittman, Katrina
Incident Type Changed From: 38:DOMESTIC DISTURBANCE() To: 22:DISTURBANCE()

Time: 19:46:47 000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Available ---> 38
17/17A2 - Inc Type ---> Type Change(TS): 38 22
17/17A2 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A1 - Inc Type ---> Type Change(TS): 38 22
17/17A1 - Available ---> 38
Disposition CHANGED To: B
17/17A2 - ON ---> ADV BOTH JUVS ARE S/20
17/17A1 - ON ---> ADV BOTH JUVS ARE S/20

Generated: 2/23/2018 5:57:45 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
J Seals	13911	OIC Dep Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	11/01/2012	Alpha	1702

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5588	80801	80911	110

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 1	10-8	1702	18:00	☐	18:00	18:45	10-8	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: In service/rollcall/staff inspections (all times approximate) Taser opp and batt check (81) 10-4 Vehicle inspection completed.								
DE 2	38	1703	19:06	☐	19:11	19:46	22	Bravo	PD12-11-00021
	Address: 6166 NW 80th Ter Parkland								Ops Plan Number:
	Narrative: Met w/Lynda Cruz ref her 12 yo son and 14 yo son were in an argument over using the computer and water. Both sons are [redacted] sig 20's, [redacted] responded to the scene to speak to the sons;s, PD not needed. 17D4 notified.								
DE 3	10-6	1702	20:05	☐	20:05	20:45	10-6	(None)	
	Address: 8700 Block Ranch Rd Parkland								Ops Plan Number: 1112-022
	Narrative: Patrol of the Ranches								
DE 4	10-10	1702	20:48	☐	20:53	21:03	10-10	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: 10-10								
DE 5	10-6	1702	21:29	☐	21:29	21:38	10-6	(None)	
	Address: 9250 Ranch Rd Parkland								Ops Plan Number: 1112-029
	Narrative: Area check of Barkland & Liberty Park								
DE 6	10-94	1701	22:05	☐	22:08	23:22	10-94	(None)	
	Address: [redacted]								Ops Plan Number: 1112-001
	Narrative: For 17A1 ref 131								
DE 7	10-6	1702	23:23	☐	23:23	23:39	10-6	(None)	
	Address: 7501 S Cypress Head Dr Parkland								Ops Plan Number: 1112-024
	Narrative: Area check of Cypresshead								
1	10-6	1702	23:50	☐	23:50	23:55	10-6	(None)	
	Address: 6501 Parkside Dr Parkland								Ops Plan Number: 1112-027
	Narrative: Area check of The Mews								

BSO REPRINT ONLY (A067859)

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-94	1701	00:36	☐	00:41	00:49	10-94	(None)	
	[redacted]								Ops Plan Number 1112-007
	Narrative: For 17A11 ref 49A/residence								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 10	10-6	1702	00:52	☐	00:52	00:58	10-6	(None)	
	Address: 6200 Block Riverside Dr Parkland								Ops Plan Number 1112-023
	Narrative: Area check of Tall Pines								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 11	10-8	1702	01:15	☐	01:15	02:00	10-8	(None)	
	Address: 8000 Block Holmberg Rd Parkland								Ops Plan Number
	Narrative: Zone patrol of 1702 zone.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 12	10-94	1703	02:23	☐	02:23	02:41	10-94	(None)	
	Address: [redacted]								Ops Plan Number 1112-045
	Narrative: For 17A3 ref 10-50.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 13	10-6	1702	03:01	☐	03:01	03:45	10-6	(None)	
	Address: [redacted]								Ops Plan Number
	Narrative: Per 17D4								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 14	10-6	1702	03:55	☐	03:55	03:58	10-6	(None)	
	Address: 10300 Holmberg Rd Parkland								Ops Plan Number 1112-026
	Narrative: Area check of Waters Edge								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 15	10-40	1702	04:00	☐	04:00	04:45	10-40	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number
	Narrative: Meal Break.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 16	10-8	1702	05:00	☐	05:00	06:00	10-8	(None)	
	Address: 9900 Block Holmberg Rd Parkland								Ops Plan Number
	Narrative: Zone patrol of 1702 zone.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 17	10-7	1702	06:00	☐	06:00	06:00	10-7	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number
	Narrative: Out of service								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10 51	On View ☐	10-97	10 98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manne
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	12	0	0	0	7	0	0	3	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
2	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL				
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links	
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links	
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links	
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes	
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch	
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links	

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 13 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17121127000576
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9548211007
Caller Address:
Dispatch Time: 12:25:44
Primary Unit: 17B3

Prio./Disp.: 1 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/27/12

Arrival Time: 12:30:03
Primary: 13556 / SMITH,JEFFREY

Operator Console Summary

Time: 12:25:33 Console: 63 Operator: Lewis, Ursula
Incident Initiated By: Lewis, Ursula

Time: 12:25:33.000 Console: 63 Operator: Lewis, Ursula
Primary Event: MAIN Opened: 12/11/27 12:25
Incident Initiated By: BS/LEWIS, URSULA
COMPL VS 14YOA SON..STILL LL

#8
17-121-000576

Time: 12:25:44.000 Console: 07 Operator: Sullivan, Brian
17/17B3 - Dispatched ---> 6166 NW 80TH TER --- 380
17/17T1 - Dispatched ---> 6166 NW 80TH TER --- 380

Time: 12:25:45.000 Console: 07 Operator: Sullivan, Brian
Primary Unit CHANGED To: 17/17B3

Time: 12:25:53.000 Console: 63 Operator: Lewis, Ursula
SUBJ HIT COMPL WITH THE PLASTIC HOSE FROM THE VACUUM CLEANER

Time: 12:25:57.000 Console: 63 Operator: Lewis, Ursula
REFUSE RESC...

Time: 12:26:39.000 Console: 63 Operator: Lewis, Ursula
SUBJ IS GOA..WM SUBJ RED HAIR, LSW NVY BLU SWEATSHIRT,NVY BLU SHORTS, BLK SNEAKERS..SUBJ IS ON FOOT..POSS HEADING TO THE YMCA OR LIBERTY PARK

Time: 12:26:57.000 Console: 63 Operator: Lewis, Ursula
DISPUTE OVER NOT BEING ALLOWED TO USE THE COMPUTER..

Time: 12:27:07.000 Console: 07 Operator: Sullivan, Brian
17/17B3 - Enroute ---> 6166 NW 80TH TER --- 380
17/17T1 - Enroute ---> 6166 NW 80TH TER --- 380

Time: 12:27:23.000 Console: 63 Operator: Lewis, Ursula
ALSO VERBALLY ABUSED COMPL (WHOSE THE MOTHER)..SUBJ IS [redacted]

Time: 12:27:43.000 Console: 63 Operator: Lewis, Ursula
Norm Mail Attach Dt: 12/11/27 Tm: 12:27 Cons: 63 Oper: LEWIS, URSULA
Subject: NO LONGER LL

Time: 12:30:03.000 Console: 07 Operator: Sullivan, Brian
17/17T1 - Arrived ---> 6166 NW 80TH TER --- 380
17/17B3 - Arrived ---> 6166 NW 80TH TER --- 380

Time: 12:32:09.000 Console: 07 Operator: Sullivan, Brian
17/17T1 - Info ---> CIRCULATING

Time: 12:38:12.000 Console: Error Operator
17/17B3 - UO ---> Overdue: Operator: BS/11145 Console: 07
17/17B3 - UO ---> Overdue: Operator: BS/11145 Console: 07

Time: 12:38:24.000 Console: 07 Operator: Sullivan, Brian
1022 1036

Time: 12:53:19.000 Console: 07 Operator: Sullivan, Brian
17/17B3 - Available ---> 380
17/17B3 - Inc Type ---> Type Change(TS): 380 14
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17T1 - Inc Type ---> Type Change(TS): 380 14
17/17T1 - Available ---> 380
Disposition CHANGED To: B

Time: 12:53:19.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/11/27 12:53
Time: 12:53:19.000 Console: 83 Operator: Lewis, Ursula
Incident Type Changed From: 380:DOMESTIC DISTURBANCE() To: 14:INFORMATION()

Generated: 2/23/2018 6:05:04 PM

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17121127000581
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 15:25:38
Primary Unit: 17B3

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/27/12
Arrival Time:
Primary: 13556 / SMITH,JEFFREY

Operator Console Summary

Time: 15:24:13 Console: 65 Operator: Barra, Lacey
Incident Initiated By: Barra, Lacey

Time: 15:24:13.000 Console: 65 Operator: Barra, Lacey
Primary Event: MAIN Opened: 12/11/27 15:24
Incident Initiated By: BS/BARRA, LACEY
REF S/38 CASE 17/576..COMP ADV SHE HAD A DISPUTE W/ HER 14YO SON EARLIER

Time: 15:24:14.000 Console: 65 Operator: Barra, Lacey
TODAY..SUBJ WAS GOA WHEN PD WAS 1097 COMP WAS TOLD BY PD TO CALL BACK WHEN SUBJ RETURNED HOME..SUBJ IS 1097 AT 1020 NOW

Time: 15:25:38.000 Console: 07 Operator: Joseph,Nahum
17/17B3 - Dispatched ---> 6166 NW 80TH TER --- 74
Primary Unit CHANGED To: 17/17B3

Time: 15:26:17.000 Console: 07 Operator: Joseph,Nahum
17/17B3 - Enroute ---> 6166 NW 80TH TER --- 74
17/17B1 - Dispatched ---> 6166 NW 80TH TER --- 74
17/17B1 - Unit Freed
17/17B3 - ON ---> 17B3 WILL ADV ON 94

Time: 15:26:29.000 Console: 65 Operator: Barra, Lacey
Unit Changed From: - - - - - - - To: 1717B3-

Time: 15:51:36.000 Console: 07 Operator: Witherspoon, Nicole
17/17B3 - Available ---> 74
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B

Time: 15:51:36.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/11/27 15:51

9

17-1212-000581

Generated: 2/23/2018 6:08:51 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Jj Smith	13556	Sgt. Schettino	

District/Unit	Date	Shift	Zone
Parkland	11/27/2012	Bravo	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
6138	102384	102442	58

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	06:00	☐	06:00	06:30	10-6	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Briefing / Taser spark test (70%). Rear seat clear. All times approximate.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	07:03	☐	07:05	07:40	68	Bravo	PD12-11-00563

Address: [redacted]
Ops Plan Number: 1112-031
Narrative: [redacted] called to advise his son, [redacted] refused to go to school. [redacted] finally agreed to go to school with his father without much incident.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
11	1703	08:00	☒	08:00	08:45	11	Bravo	PD12-11-00565

Address: [redacted]
Ops Plan Number: 1112-032
Narrative: Tow vehicle from yesterday's S4

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
76	1703	08:45	☐	08:47	08:55	76	Hotel	PD12-11-00568

Address: [redacted]
Ops Plan Number:
Narrative: Assist CCPD with arrest. After looking for them, learn they no longer needed us and that they forgot to call.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	09:00	☐	09:00	09:20	10-6	(None)	

Address: 7100 N Sr 7 Parkland
Ops Plan Number:
Narrative: Fuel / Wash

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	09:25	☐	09:25	09:40	10-6	(None)	

Address: 7100 - 7600 blks N SR 7 Parkland
Ops Plan Number:
Narrative: Check of east-end businesses

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	09:50	☐	09:50	10:05	10-6	(None)	

Address: 7745 W Hillsboro Blvd Parkland
Ops Plan Number: 1112-045
Narrative: Area check -- Terramar Park

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	10:10	☐	10:10	10:20	10-6	(None)	

Address: 7700 W Hillsboro Blvd Parkland
Ops Plan Number: 1112-040
Narrative: Area check -- Mayfair

BSO REPRINT ONLY (A067859)
EOG-03823

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

	Citation Number	Violator Name	Race	Sex	DOB
DE 10	4410-GIM	[redacted]	White	Male	[redacted]
	Statute # 316.185	Violation Description: Fail To Use Due Care	Tag: [redacted]	Vehicle Color: Silver	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	

DAILY ENTRY

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-6	1703	10:25	☐	10:25	10:40	10-6	(None)	
	Address: 7600 W Hillsboro Blvd Parkland								Ops Plan Number: 1112-038
	Narrative: aREA CHECK -- Mill Run								
DE 10	4	1703	10:45	☑	10:45	12:00	4	Alpha	PD12-11-00574
	Address: 7100 Holmberg Rd Parkland								Ops Plan Number:
	Narrative: See crash report								
DE 11	10-6	1702	12:10	☐	12:10	12:25	10-6	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: Meeting with Commander Cowart								
DE 12	38	1703	12:25	☐	12:38	12:55	14	Bravo	PD12-11-00576
	Address: 6166 NW 80th Ter Parkland								Ops Plan Number: 1112-031
	Narrative: Linda Cruz, 9/25/49, called regarding her son, Nicholas, 9/24/98, who became verbally abusive and ran away. Ms. Cruz was advised to call when Nicholas, who [redacted], returns.								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-40	099	13:00	☐	13:10	13:25	10-40	(None)	
DE 13	Address: 8800 Block Westview Dr Coral Springs								Ops Plan Number:
	Narrative: 10-42								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	16S	1703	13:25	☐	13:35	13:40	16S	Bravo	PD12-11-00577
DE 14	Address: 6773 NW 66th Ave Parkland								Ops Plan Number: 1112-031
	Narrative: Break from 10-40 to meet with CPIS investigator Marvia Francis-Whyte regarding SRD Perterson's case.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1703	13:40	☐	13:40	14:05	10-6	(None)	
DE 15	Address: 7400 - 6300 blks Holmberg Rd Parkland								Ops Plan Number: 1112-031
	Narrative: Area check -- Pinetree Estates								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1703	14:15	☐	14:15	14:55	10-6	Alpha	PD12-11-00565
DE 16	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: Complete S14 report, per Sgt. Schettino, and submit.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	49	1703	14:55	☐	15:05	15:15	49	Delta	PD12-11-00580
DE 17	Address: [redacted]								Ops Plan Number:
	Narrative: All appeared secure during perimeter check. Notice of Infraction (citation #3258) issued.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	74	1703	15:24	☐	15:28	15:50	74	Bravo	PD12-11-00581
DE 18	Address: 6166 NW 80th Ter Parkland								Ops Plan Number: 1112-031
	Narrative: Linda Cruz cakked back, as instructed, when her son Nicholas returned home. Nicholas was spoken to regarding his disrespectful treatment of his mother.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1703	16:00	☐	16:00	16:10	10-6	(None)	
DE 19	Address: 5851 Holmberg Rd Parkland								Ops Plan Number: 1112-034
	Narrative: Area check -- Winner's Circle								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1702	16:10	☐	16:20	17:45	10-6	(None)	
DE 20	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: OSSI install								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-7	1702	18:00	☐	18:00	18:00	10-7	(None)	
DE 21	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: Out of service								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10 51	On View ☐	10-97	10 98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10 98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	1	7	1	2

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
1	0	0	0	0	0	0

General

$10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	1	0	6	0	0	0	2	2	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	12

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch 2
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

DE 13	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 18	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 19	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 20	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 21	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17121128000606
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 21:27:05
Primary Unit: 17A1

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/28/12

Arrival Time: 21:33:37
Primary: 14918 / SCHOLTZ, LOUIS

Operator Console Summary

Time: 21:25:47 Console: 62 Operator: Rogers, Christine
Incident Initiated By: Rogers, Christine

Time: 21:25:47.000 Console: 62 Operator: Rogers, Christine
Primary Event: MAIN Opened: 12/11/28 21:25
Incident Initiated By: BS/ROGERS, CHRISTINE
1056 COMPL REF HER 2X SONS ..12 YOM & 14 YOM LEFT OUT THEIR BEDROOM WINDOW & CLIMBED OVER THE FENCE & ARE ON FOOT UNK DOT..12 YOM IS [redacted] 14 YOM HAS RED HAIR LSW BRIGHT YELLOW & BLUE SHIRT & SHORTS & 12 YOM LSW GRAY OR BLK

Time: 21:25:48.000 Console: 62 Operator: Rogers, Christine
SHIRT & SHORTS. [redacted] IS ON THEIR WAY TO ABOVE 1020 TOO

Time: 21:27:05.000 Console: 07 Operator: Zink, Amy
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 8

Time: 21:27:06.000 Console: 07 Operator: Zink, Amy
Primary Unit CHANGED To: 17/17A1

Time: 21:27:41.000 Console: 62 Operator: Rogers, Christine
Unit Changed From: - - - - - - - To: 1717A1-

Time: 21:27:41.000 Console: 07 Operator: Zink, Amy
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 21:33:37.000 Console: 07 Operator: Zink, Amy
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 22:07:22.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/11/28 22:07

Time: 22:07:22.000 Console: 62 Operator: Rogers, Christine
Incident Type Changed From: 8:MISSING PERSON() To: 14:INFORMATION()

Time: 22:07:23.000 Console: 07 Operator: Zink, Amy
17/17A1 - Available ---> 8
17/17A1 - Inc Type ---> Type Change(TS): 8 14
17/17A1 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B

#10

17-1211-000606

Generated: 2/23/2018 6:24:17 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Louis Scholtz	14918	Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	11/28/2012	Alpha	1701

Vehicle Number	Mileage On	Mileage Off	Miles Driven
4605	101299	101413	114

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1701	17:00	☐	17:00	17:00	10-8	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: In service as 17A1. Unit checked for contraband. Tazer spark test battery 97%

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	907	17:02	☐	17:11	17:55	10-94	(None)	BS12-11-02271

Address: [redacted]
Ops Plan Number:
Narrative: Backup for 17B3 in reference 31

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	17:30	☐	17:34	17:55	10-94	(None)	PD12-11-00601

[redacted]
Ops Plan Number: 1112-040
Narrative: Backup for 17B2 in reference 40

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	18:00	☐	18:00	18:38	10-6	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Roll call

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
911	1703	18:38	☐	18:38	18:38	911	(None)	PD12-11-00602

Address: 7141 NW 70th Ter Parkland
Ops Plan Number:
Narrative: Unit was freed from call

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
22	1703	18:44	☐	18:45	18:46	22	(None)	PD12-11-00603

Address: 7541 N Sr 7 Parkland
Ops Plan Number:
Narrative: Unit was released from call

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
911	1703	18:47	☐	18:51	18:55	911	Bravo	PD12-11-00602

Address: [redacted]
Ops Plan Number: 1112-042
Narrative: Met with [redacted] who advised that her special needs brother called 911 by accident.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	19:05	☐	19:07	19:45	10-6	(None)	

Address: 10994 NW 61st Ct Parkland
Ops Plan Number: 1112-004
Narrative: Area check at Parkland Isles

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	20:00	☐	20:02	20:50	10-6	(None)	
DE 9	Address: 10655 Trails End Parkland								Ops Plan Number: 1112-008
	Narrative: Area check at Pine Trails Park								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	21:00	☐	21:02	21:27	10-6	(None)	
DE 10	Address: 10300 Majestic Trl Parkland								Ops Plan Number: 1112-003
	Narrative: Area check at Parkland Estates								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	8	1701	21:27	☐	21:33	22:07	14	Bravo	PD12-11-00606
DE 11	Address: 6166 NW 80th Ter Parkland								Ops Plan Number: 1112-031
	Narrative: Responded to missing children Nicholas Cruz b/m 9/9/98 and Zachary Cruz b/m 2/20/2000. Upon arrival I met with the mother Linda Cruz who advised that they had a verbal argument. Cruz call Henderson upon which the boys left the house. Henderson responded and spoke to the boys that retuned to the residence								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	22:17	☐	20:17	01:09	10-6	(None)	
DE 12	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: OSSI training and uploading of data for printer								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	01:15	☐	01:17	02:30	10-6	(None)	
DE 13	Address: 11535 Osprey Trl Parkland								Ops Plan Number: 1112-001
	Narrative: Area check at Heron Bay								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	02:40	☐	02:42	03:30	10-6	(None)	
DE 14	Address: 6600 Pine Island Rd Parkland								Ops Plan Number: 1112-005
	Narrative: Area check at Fox Ridge								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	03:45	☐	03:47	04:20	10-6	(None)	
DE 15	Address: 5901 Pine Island Rd Parkland								Ops Plan Number:
	Narrative: Area check at Stoneman Douglas High School								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	04:25	☐	04:27	04:55	10-6	(None)	
DE 16	Address: 10300 Majestic Trl Parkland								Ops Plan Number: 1112-003
	Narrative: Area check at Parkland Estates								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-7	1701	05:00	☐	05:00	05:00	10-7	(None)	
DE 17	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: End of shift								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manno
0	0	0	0	0	0	0

General

$10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	11	0	0	0	8	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 4	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 13 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17130115000354
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA @ 954 821 1007
Caller Address:
Dispatch Time: 18:15:27
Primary Unit: 17A3

Prio./Disp.: 2 / A
Agency: BSO - Parkland
Zone: 1703
Date: 01/15/13

Arrival Time: 18:20:13
Primary: 13549 / MICHALOSKY,GARY

Operator Console Summary

Time: 18:13:22 Console: 65 Operator: Jones, Tamika
Incident Initiated By: Jones, Tamika

Time: 18:13:22.000 Console: 65 Operator: Jones, Tamika
Primary Event: MAIN Opened: 13/01/15 18:13
Incident Initiated By: BS/JONES, TAMIKA
CMPL VS 14YOM SON..SON HAS [redacted] SUBJ IS YELLING IN THE BACKGROUND..SUBJ NOW THROWING THE MOTHER AGAINST THE WALL...STILL LL

Time: 18:14:01.000 Console: 65 Operator: Jones, Tamika
CALLER ADV THAT THE JUV THREW OBJECTS AROUND THE HOUSE....

Time: 18:14:05.000 Console: 65 Operator: Jones, Tamika
Caller Name CHANGED To: LINDA

Time: 18:14:10.000 Console: 65 Operator: Jones, Tamika
CPhone CHANGED To: 954 821 1007

Time: 18:14:48.000 Console: 65 Operator: Jones, Tamika
JUV UPSET BC THE MOTHER TOOK HIS XBOX...JUV HAS SOME [redacted]

Time: 18:15:04.000 Console: 65 Operator: Jones, Tamika
JUV POSS RAN OUT OF THE HOUSE...

Time: 18:15:21.000 Console: 65 Operator: Jones, Tamika
SUBJ NAMED NICHOLAS///STILL SCREAMING IN THE BACKGROUND

#11

Time: 18:15:27.000 Console: 07 Operator: Foster, Trameka
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A3

17-1301-000354

Time: 18:15:52.000 Console: 07 Operator: Foster, Trameka
17/17A10 - Dispatched ---> 6166 NW 80TH TER --- 38

Time: 18:16:08.000 Console: 65 Operator: Jones, Tamika
Unit Changed From: - - - - - - - To: 1717A3-

Time: 18:16:08.000 Console: 07 Operator: Foster, Trameka
17/17A10 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 18:16:22.000 Console: 65 Operator: Jones, Tamika
SUBJ WM LSW NAVY BLU SHIRT NAVY BLU SHORTS W/ STRIPE ON THE SIDE W/ RED HAIR...SUBJ MAY RUN OUT OF THE HOUSE

Time: 18:19:09.000 Console: 65 Operator: Jones, Tamika
Norm Mail Attach Dt: 13/01/15 Tm: 18:19 Cons: 65 Oper: JONES, TAMIKA
Subject: SUBJ HAS NOT LOCKED HIMSELF INSIDE HSI BEDROOM

Time: 18:19:10.000 Console: 65 Operator: Jones, Tamika
AND MAY CLIMB OUT THE WINDOW..UNITS JUST WENT 97

Time: 18:19:13.000 Console: 65 Operator: Jones, Tamika
NO LONGER LL

Time: 18:20:13.000 Console: 07 Operator: Foster, Trameka
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 18:20:19.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/16195 Console: 07

Time: 18:20:43.000 Console: 07 Operator: Foster, Trameka
Rply Mail Attach Dt: 13/01/15 Tm: 18:20 Cons: 07 Oper: FOSTER, TRAMEKA
Subject: SUBJ HAS NOT LOCKED HIMSELF INSIDE HSI BEDROOM
1004 THANKS
-----Original Message-----

Time: 18:20:44.000 Console: 07 Operator: Foster, Trameka
AND MAY CLIMB OUT THE WINDOW..UNITS JUST WENT 97

Time: 18:24:17.000 Console: 07 Operator: Foster, Trameka
17/17A10 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 18:24:29.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/16195 Console: 07

Time: 18:24:51.000 Console: 07 Operator: Foster, Trameka
17A3 ADV 1004..SLOW UNITS RESPONSE...17A10 ADV ALREEADY 1097

Time: 18:31:55.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/16195 Console: 07

Time: 18:31:59.000 Console: 07 Operator: Foster, Trameka
17/17A3 - Comment ---> Comment: 1004

Time: 18:42:27.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/16195 Console: 07

Time: 18:42:30.000 Console: 07 Operator: Foster, Trameka
17/17A3 - Comment ---> Comment: 1004

Time: 18:52:21.000 Console: 07 Operator: Atkinson, Joanne
17/17A10 - UR ---> Reassign: 38 L17130115000358

Time: 18:53:34.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 19:06:21.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 19:25:02.000 Console: 07 Operator: Atkinson, Joanne
17/17A3 - Available ---> 1004
17/17A3 - Inc Type ---> Type Change(TS): 38 20
17/17A3 - D ---> Added dispostion: A
Disposition #1 Changed From: - - - - - - - To: A:WRITTEN REPORT
Disposition CHANGED To: A

Time: 19:25:02.000 Console: Error Operator:
Route Closed: MAIN A
Incident Closed: 13/01/15 19:25

Time: 19:25:02.000 Console: 65 Operator: Jones, Tamika
Incident Type Changed From: 38:DOMESTIC DISTURBANCE() To: 20[redacted] PERSON()

Generated: 2/23/2018 6:31:09 PM

INCIDENT/INVESTIGATION REPORT

Agency Name	Broward County Sheriff's Office
ORI	0063300
Case#	17-1301-000354
Date / Time Reported	01/15/2013 18:13 Tue
Last Known Secure	01/15/2013 18:13 Tue
At Found	01/15/2013 18:13 Tue

INCIDENT DATA

Location of Incident	Premise Type	Zone/Tract
6166 Nw 80th Ter, Parkland FL 33067-	Victim Single Family	1703

	Crime Incident(s)	(Com)	Weapon / Tools	Activity
#1	Information INFO		NOT APPLICABLE	
			Entry / Exit / Security	
#2	Crime Incident	( )	Weapon / Tools	Activity
			Entry / Exit / Security	
#3	Crime Incident	( )	Weapon / Tools	Activity
			Entry / Exit / Security	

MO

VICTIM

of Victims 0 | Type: | Injury: | Domestic: Y

V1	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	CRUZ, LYNDA MARIE		09/25/1949 Age 63	W	F		Resident	

Home Address: 6166 Nw 80th Ter Parkland. FL 33067 | Home Phone: 954-821-1007

Employer Name/Address: RETIRED | Business Phone | Mobile Phone

Type: INDIVIDUAL (NOT A LE OFFICER) Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	CRUZ, NIKOLAS JACOB		09/24/1998 Age 14	W	M		Resident	

Home Address: 6166 Nw 80th Ter Parkland, FL 33067 | Home Phone: 954-821-1007

Employer Name/Address | Business Phone | Mobile Phone

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

Vl #	Code	Status Fnd/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID# MICHALOSKY, G. (3495, PATR) (13549)

Invest ID# (0) | Supervisor FRANKS, D (3455, PATR) (11092)

Status | Complainant Signature | Case Status Active 01/15/2013 | Case Disposition: | Page 1

EOG-03837

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1301-000354*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*IO* 2	[redacted]				[redacted]	
	Address			H: [redacted]			
	Empl/Addr			B:			
				Mobile #: - -			

EOG-03838

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1301-000354*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated: *None*

NARRATIVE

Pine Tree Estates

On January 15, 2013 at 1813hrs. I Responded to a call by Lynda Cruz w/f 01/25/49 regarding her 14y/o son with history of [redacted], who was increasingly irate and throwing objects across the room after losing his video game privaleges. [redacted].

EOG-03839

Pine Tree Estates

On Tuesday January 15, 2013 at 1813hrs. I responded to 911 call of a 14 y/o white male juvenile with history of [redacted] throwing things and becoming physically aggressive towards his mother.

I met with Caller Lynda Cruz. Lynda advised of an ongoing issue with her 14 y/o son Nikolas who [redacted]

Lynda advised that Nikolas defied her requests to attend school today and says he does not want to go because he is having difficulty learning the material being taught. Lynda eventually decided to allow Nikolas to stay home to avoid any escalated conflict with him.

Lynda decided to take the privilege of playing video games away and hid the Xbox in her vehicle, because Nikolas refusal to go to school today. Nikolas retaliated and threw a chair, dog bowl and a drinking glass across the room and called Lynda "A useless bitch" along with other swearing and yelling at her which Lynda wished to not repeat. Lynda stated that he did not threaten to harm her or himself, but was concerned with his behavior now escalating and did not want to intervene by herself because of his age and size. She decided to call 911 when she could not immediately contact his [redacted] for help with gaining control of Nikolas.

Nikolas knowing that Lynda called the police locked himself inside his bedroom in an attempt to avoid any contact.

Lynda's assisted me to open the door and push the two nightstands that were barricading the door from the inside. Nikolas immediately complied with me and did not attempt to resist in any way. Based on the nature of the 911 call and concerns of Nikolas causing harm to himself or others. Nikolas was handcuffed and temporarily detained by placing him into the backseat of my assigned vehicle until I can interview Lynda and wait for back-up to arrive.

I asked Nikolas as to why he is locking himself in the bedroom, which he advised "I am mad at my mom". Nikolas was observed with no physical injuries and there were no weapons inside his bedroom. Nikolas did not make any threats of wanting to hurt himself or his mother and was apologizing for his behavior to his mother.

[redacted]. Once I was able to determine that Nikolas did posed a threat of harm to himself or others, the handcuffs were removed and he was taken out of my patrol vehicle.

[redacted] stated that she can take over in ensuring Nikolas and his mother Lynda's needs will be met.

EOG-03840

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17131012000251
Prio./Disp.: 3 / B
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: 6166 NW 80TH TER - PINE TREE ESTATES
Zone: 1703
Caller: LINDA @ 954 821 1007
Date: 10/12/13
Caller Address:
Dispatch Time: 18:35:05
Arrival Time: 18:39:04
Primary Unit: 17A3
Primary: 14918 / SCHOLTZ, LOUIS

Operator Console Summary

Time: 18:34:37 Console: 65 Operator: Santana,Tiffany
Incident Initiated By: Santana,Tiffany

Time: 18:34:38 000 Console: 65 Operator: Santana,Tiffany
Primary Event: MAIN Opened: 13/10/12 18:34
Incident Initiated By: BS/SANTANA,TIFFANY
Original Location : PINE TREE ESTATES
30MIN TD/15YOM WM LSW RED HAIR LSW BLU SHIRT/BLU SHORTS DOB 09.24.1998
NAMED NICHOLAS CRUZ 13YOM LM LSW GRY SHIRT/GRY/WHT SHORTS DOB 02.21.2000
NAMED ZACHARY CRUZ//SUBJS LAST SEEN GOING TO AN UNK FRIENDS HOME COMP REQ
TO PLACE THEM AS MISSING

Time: 18:35:05 000 Console: 07 Operator: Zink, Amy
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 8
Primary Unit CHANGED To: 17/17A3

Time: 18:35:23 000 Console: 07 Operator: Zink, Amy
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 18:35:45 000 Console: 07 Operator: Zink, Amy
17/17A4 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17A4 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 18:39:04 000 Console: 07 Operator: Zink, Amy
17/17A4 - Arrived ---> 6166 NW 80TH TER --- 8
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 18:42:43 000 Console: 07 Operator: Zink, Amy
17/17A4 - Enroute ---> 7102 NW 70TH TER --- 8

Time: 18:46:39 000 Console: 07 Operator: Zink, Amy
17/17A4 - Arrived ---> 7102 NW 70TH TER --- 8

Time: 19:12:06 000 Console: 04 Operator: Pringle, Gaberial
17/17A4 - Arrived ---> 7102 NW 70TH TER --- 8

Time: 19:23:00 000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 13/10/12 19:23

Time: 19:23:00 000 Console: 65 Operator: Santana,Tiffany
Incident Type Changed From: 8:MISSING PERSON() To: 68:POLICE SERVICE CALL()
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 19:23:00 000 Console: 04 Operator: Pringle, Gaberial
17/17A3 - Inc Type ---> Type Change(TS): 8 68
17/17A3 - Available ---> 8
17/17A3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B
17/17A4 - Inc Type ---> Type Change(TS): 8 68
17/17A4 - Available ---> 8
Disposition CHANGED To: B

#12

17-1310-000251

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17131220000446
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: [redacted]
Caller Address:
Dispatch Time: 13:15:59
Primary Unit: 17B3

Prio./Disp.: 2 / E
Agency: BSO - Parkland
Zone: 1703
Date: 12/20/13

Arrival Time: 13:21:46
Primary: 6250 / KENNY,ROBERT

Operator Console Summary

Time: 13:15:48 Console: 25 Operator: Newton, Rosetta
Incident Initiated By: Newton, Rosetta

Time: 13:15:48.000 Console: 25 Operator: Newton, Rosetta
Primary Event: MAIN Opened: 13/12/20 13:15
Incident Initiated By: BS/NEWTON, ROSETTA
DISPUTE W/13YOA SON.. VERBAL ONLY.. JUV LEFT 3X MINS AGO.. HISP MALE.. LSW TEAL AND BLK HOODIE... GRY/BLK SHORTS.. BAREFOOT.. POSS STILL IN THE AREA

Time: 13:15:59.000 Console: 07 Operator: Bailey, Sandra
17/17B3 - Dispatched ---> 6166 NW 80TH TER --- 38JO
Primary Unit CHANGED To: 17/17B3
17/17B10 - Dispatched ---> 6166 NW 80TH TER --- 38JO

#13

Time: 13:16:41.000 Console: 07 Operator: Bailey, Sandra
17/17B3 - Enroute ---> 6166 NW 80TH TER --- 38JO
17/17B10 - Enroute ---> 6166 NW 80TH TER --- 38JO

Time: 13:17:47.000 Console: 07 Operator: Bailey, Sandra
POS GOING TO WALMART ON HOLMBERG RD PER 17B1

Time: 13:21:46.000 Console: 07 Operator: Bailey, Sandra
17/17B10 - Arrived ---> 6166 NW 80TH TER --- 38JO

17-1312-000446

Time: 13:21:48.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/8448 Console: 07

Time: 13:23:42.000 Console: 07 Operator: Bailey, Sandra
17/17B3 - Arrived ---> 6166 NW 80TH TER --- 38JO

Time: 13:25:32.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/8448 Console: 07

Time: 13:44:42.000 Console: 07 Operator: Bailey, Sandra
17/17B10 - UR ---> Reassign: 38JO L17131220000447

Time: 13:45:44.000 Console: Error Operator:
Route Closed: MAIN E
Incident Closed: 13/12/20 13:45

Time: 13:45:44.000 Console: 25 Operator: Newton, Rosetta
Disposition #1 Changed From: E: To: E:CIVIL ASSIST

Time: 13:45:44.000 Console: 00 Operator: Kenny,Robert
COMPL. REPORTED ONGOING ISSUE WITH HER 13 YR OLD ADOPTED SON WHO HAS [redacted] COMPLICATIONS. THE CHILD LEFT ON FOOT AFTER AN ARGUEMENT WITH HER, WHICH HE HAS DONE FREQUENTLY IN THE PAST.
17/17B3 - Available ---> 38JO
17/17B3 - D ---> Added dispostion: E
Disposition #1 Changed From: - - - - - - - To: E:
Disposition CHANGED To: E

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BOC103842

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number:	L17140122000487	Prio./Disp.:	1 / B
Signal:	-- Signal Not Set --	Agency:	BSO - Parkland
Address:	6166 NW 80TH TER - PINE TREE EST	Zone:	1703
Caller:	LINDA CRUZ @ 9548211007	Date:	01/22/14
Caller Address:			
Dispatch Time:	20:28:26	Arrival Time:	20:32:44
Primary Unit:	17A1	Primary:	14531 / ANDERSON,ALBERT

Operator Console Summary

Time: 20:27:15 Console: 61 Operator: Montgomery,Yvette
Incident Initiated By: Montgomery,Yvette

Time: 20:27:15.000 Console: 61 Operator: Montgomery,Yvette
Primary Event: MAIN Opened: 14/01/22 20:27
Incident Initiated By: BS/MONTGOMERY,YVETTE
Original Location : PINE TREE EST
REF 15YOM PUNCHED A HOLE IN THE WALL AND THREATENING TO LEAVE BECAUSE COMP TOOK HIS XBOX AWAY....1054 ON ANY S/O....JUV NOT PHYSICAL W/ COMP

Time: 20:28:26.000 Console: 07 Operator: Sullivan, Andrea
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 38IP
Primary Unit CHANGED To: 17/17A1

Time: 20:29:04.000 Console: 07 Operator: Sullivan, Andrea
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 38IP

Time: 20:29:37.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 38IP

Time: 20:29:37.000 Console: 61 Operator: Montgomery,Yvette
Unit Changed From: - - - - - - - To: 1717A1-

Time: 20:31:03.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Enroute ---> 6166 NW 80TH TER --- 38IP

Time: 20:32:44.000 Console: 00 Operator: Wentland,George
17/17A2 - Arrived ---> 6166 NW 80TH TER --- 38IP

Time: 20:33:46.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 20:38:26.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 20:38:31.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 20:46:04.000 Console: 07 Operator: Sullivan, Andrea
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 38IP

Time: 20:46:06.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 20:54:24.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 20:54:25.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 21:02:03.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 21:02:27.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 21:10:53.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 21:11:01.000 Console: Error Operator
17/17A2 - UO ---> Overdue: Operator: BS/5297 Console: 07

Time: 21:11:15.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Unit Freed

#14

17-1401-000487

FOG-03843

Time: 21:12:36 000 Console: 00 Operator: Anderson,Albert
I SPOKE WITH LYNDA CRUZ 9-25-49 WHO ADVISED SHE HAD A VERBAL ALTERCATION WITH HER SON NICHOLOS CRUZ 9-24-98. NO CRIME OCCURRED.

Time: 21:13:39 000 Console: Error Operator:
Route Closed: MAIN B

Time: 21:13:40.000 Console: Error Operator:
Incident Closed: 14/01/22 21:13

Time: 21:13:40 000 Console: 07 Operator: Sullivan, Andrea
17/17A1 - Available ---> 38IP
17/17A1 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 21:13:40.000 Console: 61 Operator: Montgomery,Yvette
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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EOG-03844

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17140506000148
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: WANDA CRUZ @ 9548211007
Caller Address:
Dispatch Time: 05:30:22
Primary Unit: 17B10

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 05/06/14
Arrival Time: 05:31:34
Primary: 9533 / BONILLA,JORGE

Operator Console Summary

Time: 05:28:50 Console: 63 Operator: Tift,Kimberly
Incident Initiated By: Tift,Kimberly

Time: 05:28:50.000 Console: 63 Operator: Tift,Kimberly
Primary Event: MAIN Opened: 14/05/06 05:28
Incident Initiated By: BS/TIFT,KIMBERLY
14YOA SON, ZACHARY CRUZ LEFT ON A SKATEBOARD 20X MINS AGO, UNK CLOTH DESC... ADV PD IS FAMILIAR W/ SUBJ

Time: 05:30:22.000 Console: 07 Operator: Scee, Nancy
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 8
Primary Unit CHANGED To: 17/17A2
17/17A4 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17A2 - Unit Freed
17/17A4 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 05:30:31.000 Console: 07 Operator: Scee, Nancy
Primary Unit CHANGED Fr: 17/17A2 To: 17/17A4

Time: 05:31:23.000 Console: 07 Operator: Scee, Nancy
17/17D3 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17D3 - Enroute ---> 6166 NW 80TH TER --- 8
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17A2 - Arrived ---> CIRCULATING --- 8

Time: 05:31:34.000 Console: 63 Operator: Tift,Kimberly
Unit Changed From: - - - - - - - To: 1717A4-

Time: 05:32:24.000 Console: 07 Operator: Scee, Nancy
17/17B10 - Dispatched ---> 6166 NW 80TH TER --- 8

Time: 05:32:54.000 Console: 07 Operator: Scee, Nancy
17/17A4 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 05:33:38.000 Console: 07 Operator: Scee, Nancy
17/17B10 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 05:34:04.000 Console: 07 Operator: Scee, Nancy
17/17T1 - Arrived ---> 6166 NW 80TH TER --- 8
17/17T1 - Arrived ---> CIRCULATING --- 8

Time: 05:34:48.000 Console: 07 Operator: Scee, Nancy
FREQUENTS BOTH WALMARTS ON EITHER SIDE OF CITY

Time: 05:39:38.000 Console: 00 Operator: Bonilla,Jorge
17/17B10 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 05:40:05.000 Console: 00 Operator: Calavetta, Craig
17/17D3 - Available ---> 8

Time: 05:41:22.000 Console: 07 Operator: Scee, Nancy
17/17A2 - Enroute ---> LANDING ESTATES --- 8

Time: 05:41:32.000 Console: 07 Operator: Scee, Nancy
17A2 POSS AT LANDINGS ESTATES

Time: 05:41:49.000 Console: 07 Operator: Scee, Nancy
17A2 ADV JUV NOT AT THE LANDINGS

Time: 05:42:48.000 Console: 07 Operator: Scee, Nancy
17/17A2 - Enroute ---> 9652 NW 63 PL --- 8
LS 10 MINS AGO AT 9625 NW 63 PL

Time: 05:43:50.000 Console: 07 Operator: Scee, Nancy
PER 17A4

#15

17-1405-000148

EOG-03845

Time: 05:43:13.000 Console: 07 Operator: Scee, Nancy
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 8
17/17A1 - Arrived ---> WALMART IN CS --- 8

Time: 05:53:59.000 Console: 00 Operator: Rossi,Christopher
17/17T1 - Available ---> 8

Time: 05:58:44.000 Console: 00 Operator: Marchese,Louis
17/17A2 - Available ---> 8

Time: 06:00:52.000 Console: 00 Operator: Gehres,Alfred
17/17A1 - Available ---> 8

Time: 06:43:13.000 Console: 07 Operator: Scee, Nancy
17/17A4 - Unit Freed
Unit Changed From: 1717A4- To: 1717B10-
Primary Unit CHANGED Fr: 17/17A4 To: 17/17B10

Time: 06:54:42.000 Console: 07 Operator: Scee, Nancy
Incident Type Changed From: 8:MISSING PERSON() To: 14:INFORMATION()
Incident Type CHANGED Fr: 8 To: 14

Time: 06:54:47.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 14/05/06 06:54

Time: 06:54:47.000 Console: 00 Operator: Bonilla,Jorge
LINDA CRUZ ADVISED THAT HER SON ZACHARY CRUZ(02-21-2000) SNUCK OUT OF THE HOUSE, THE JUVENILE LEFT ON HIS SKATEBOARD AND WENT TO A FRIEND'S IN THE LANDINGS AND POSSIBLY SKATEBOARDING AT SOME PARK.
17/17B10 - Available ---> 14
17/17B10 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 06:54:47.000 Console: 63 Operator: Tift,Kimberly
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17140629000871
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: CRUZ,LINDA @ 9547576166
Caller Address: 6166 NW 80TH TER
Dispatch Time: 14:34:35
Primary Unit: 17B10

Prio./Disp.: 5 / B
Agency: BSO - Parkland
Zone: 1703
Date: 06/29/14

Arrival Time: 14:40:07
Primary: 9533 / BONILLA,JORGE

Operator Console Summary

Time: 14:33:03 Console: 32 Operator: Jackson, Shenika
Incident Initiated By: Jackson, Shenika

Time: 14:33:03.000 Console: 32 Operator: Jackson, Shenika
Primary Event: MAIN Opened: 14/06/29 14:33
Incident Initiated By: BS/JACKSON, SHENIKA
911 DROP OFF..NO ANSWER ON CALL BACK

Time: 14:34:11.000 Console: 07 Operator: Carmelus, Barbara
FAU PER 17B10.P;5
Priority CHANGED Fr: 3 To: 5
Priority Changed From: 3 To: 5

Time: 14:34:35.000 Console: 07 Operator: Carmelus, Barbara
17/17B10 - Dispatched ---> 6166 NW 80TH TER --- 911
Primary Unit CHANGED To: 17/17B10

Time: 14:35:03.000 Console: 07 Operator: Carmelus, Barbara
17/17B10 - Enroute ---> 6166 NW 80TH TER --- 911

Time: 14:35:03.000 Console: 32 Operator: Jackson, Shenika
Unit Changed From: - - - - - - - To: 1717B10-

Time: 14:35:17.000 Console: 07 Operator: Carmelus, Barbara
17/17B3 - Dispatched ---> 6166 NW 80TH TER --- 911
17/17B3 - Enroute ---> 6166 NW 80TH TER --- 911

Time: 14:36:17.000 Console: 07 Operator: Carmelus, Barbara
17/17B11 - Dispatched ---> 6166 NW 80TH TER --- 911
17/17B11 - Enroute ---> 6166 NW 80TH TER --- 911

Time: 14:40:07.000 Console: 07 Operator: Carmelus, Barbara
17/17B10 - Arrived ---> 6166 NW 80TH TER --- 911

Time: 14:40:13.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/14578 Console: 07

Time: 14:45:33.000 Console: 07 Operator: Carmelus, Barbara
17/17B3 - Arrived ---> 6166 NW 80TH TER --- 911

Time: 14:45:56.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/14578 Console: 07

Time: 14:47:32.000 Console: 07 Operator: Carmelus, Barbara
17/17B11 - Arrived ---> 6166 NW 80TH TER --- 911

Time: 14:56:31.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/14578 Console: 07

Time: 14:56:35.000 Console: 07 Operator: Carmelus, Barbara
04

Time: 15:01:04.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/16086 Console: 07

Time: 15:06:59.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/16086 Console: 07

Time: 15:14:27.000 Console: 00 Operator: Davis,Mark
17/17B11 - Available ---> 911

Time: 15:15:25.000 Console: Error Operator:
17/17B10 - UO ---> Overdue: Operator: BS/16086 Console: 07

Time: 15:22:41.000 Console: 00 Operator: Bonilla,Jorge
CONTACT MADE WITH LINDA CRUZ REFERENCE TO HERTWO SONS NICK AND ZACH HAVING A VERBAL ARGUEMENT/PEACE RESTORED.

16

17-140-000871

17/17B10 - Available —> 911
17/17B10 - D --> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B
Time: 15:23:09.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 14/06/29 15:23
Time: 15:23:09.000 Console: 07 Operator: Hernandez, Natalie
17/17B3 - Available —> 911
Time: 15:23:09.000 Console: 32 Operator: Jackson, Shenika
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

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FOG-03848

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17141120002423
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address:
Dispatch Time: 19:20:19
Primary Unit: 17A3

Prio./Disp.: 4 / A
Agency: BSO - Parkland
Zone: 1703
Date: 11/20/14

Arrival Time: 19:29:40
Primary: 14918 / SCHOLTZ, LOUIS

Operator Console Summary

Time: 19:16:32 Console: S1 Operator: Kennedy, Enrique
Incident Initiated By: Kennedy, Enrique

Time: 19:16:32.000 Console: S1 Operator: Kennedy, Enrique
Primary Event: MAIN Opened: 14/11/20 19:16
Incident Initiated By: BS/KENNEDY, ENRIQUE
TD THIS AFTERNOON...COMP ADV HIS S/37 S/39'S SHOT AT HIS CHICKENS THAT HE KEEPS IN THE BACKYARD...UNK IF IT WAS A REAL GUN OR A BB GUN...S/37'S ARE NOT 1097

Time: 19:16:39.000 Console: S1 Operator: Kennedy, Enrique
CHICKENS ARE BLEEDING

Time: 19:20:19.000 Console: CK13 Operator: Lopinot, Audrey
17/17A3 - Dispatched ---> [redacted] --- 70
Primary Unit CHANGED To: 17/17A3

Time: 19:20:50.000 Console: CK13 Operator: Lopinot, Audrey
17/17A3 - Enroute ---> [redacted] --- 70

Time: 19:20:50.000 Console: S1 Operator: Kennedy, Enrique
Unit Changed From: - - - - - - - To: 1717A3-

Time: 19:29:40.000 Console: 00 Operator: Scholtz, Louis
17/17A3 - Arrived ---> [redacted] --- 70

Time: 19:32:24.000 Console: CK13 Operator: Lopinot, Audrey
17/17A10 - Dispatched ---> [redacted] --- 70
17/17A10 - Arrived ---> [redacted] --- 70

Time: 19:45:34.000 Console: CK13 Operator: Lopinot, Audrey
Address Changed From: [redacted] To: 6166 NW 33RD
Address Fr: [redacted] To: 6166 NW 33RD
Cross-2 Fr: 7900 HOLMBERG RD To: *****

Time: 19:46:01.000 Console: CK13 Operator: Lopinot, Audrey
Address Fr: 6166 NW 33RD To: [redacted]

Time: 20:46:11.000 Console: CK13 Operator: Ortiz, Nicole
17/17A10 - Available ---> 70

Time: 20:55:50.000 Console: 00 Operator: Scholtz, Louis
17/17A3 - Comment ---> Comment: MDC Deactivated
17/17A3 - UU ---> Unit Update
17/17A3 - CU ---> 1M MT

Time: 22:02:20.000 Console: Error Operator:
Route Closed: MAIN A
Incident Closed: 14/11/20 22:02

Time: 22:02:20.000 Console: 00 Operator: Scholtz, Louis
MET WITH [redacted] W/F WHO ADVISED THAT A W/M SHOT ONE OF HER CHICKENS WITH A AIR SOFT GUN
17/17A3 - Available ---> MDC Deactivated
17/17A3 - D ---> Added dispostion: A
Disposition #1 Changed From: - - - - - - - To: A:
Disposition CHANGED To: A

Time: 22:02:20.000 Console: S1 Operator: Kennedy, Enrique
Disposition #1 Changed From: A: To: A:WRITTEN REPORT

#17

17-141-002423

Generated: 2/24/2018 3:58:59 PM

INCIDENT/INVESTIGATION REPORT

Agency Name	Broward County Sheriff's Office
ORI	0063300
Case#	17-1411-002423
Date / Time Reported	11/20/2014 19:16 Thu
Last Known Secure	11/20/2014 16:30 Thu
At Found	11/20/2014 19:16 Thu

INCIDENT DATA

Location of Incident: [redacted] | Premise Type: Victim Single Family | Zone/Tract: 1703

#1	Crime Incident(s): Animal Abuse / Neglect ANMA (Com)	Weapon / Tools: GAS/AIR POWERED GUN (BB, PELLET, ETC.)		Activity
		Entry	Exit	Security
#2	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security
#3	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security

MO

VICTIM

# of Victims: 1 | Type: INDIVIDUAL (NOT A LE OFFICER) | Injury: None | Domestic: N

V1	Victim/Business Name (Last, First, Middle): [redacted] SS#: [redacted]	Victim of Crime #: 1	DOB: [redacted] Age: [redacted]	Race: [redacted]	Sex: [redacted]	Relationship To Offender	Resident Status: Resident	Military Branch/Status	

Home Address: [redacted] | Home Phone: [redacted]

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) | Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	[redacted]		[redacted]	[redacted]	[redacted]		Resident	

Home Address: [redacted] | Home Phone: [redacted]

Employer Name/Address | Business Phone | Mobile Phone

Type: | Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status From/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
1	01	O	$6.00		1	LIVESTOCK	CHICKEN	

Officer/ID#: SCHOLTZ, L. (3495) (14918)

Invest ID#: (0) | Supervisor: BACHAN, C. A. (3475, PROP) (7892)

Status | Complainant Signature | Case Status: Active 11/20/2014 | Case Disposition | Page 1

EOG-03850

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1411-002423*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated: *None*

NARRATIVE

I responded to Pine Tree Estates, Parkland, Florida in reference to Animal abuse.

Upon arrival I met with the victim , who advised that her neighbor informed her that at approximately 1640 hrs, she and her daughter observed a W/M with red hair, wearing a white T Shirt shooting at her chickens, in the back yard.

The chicken sustained injuries to its left leg. The suspect was identified and contact was made with his mother. The victim does not want to press charges at this time.

EOG-03851

Pine Tree Estates

On November 20,2014 at 1916 hours I responded to [redacted] in reference to Animal abuse.

Upon arrival I met with the victim [redacted] w/f, who advised that her neighbor [redacted] residing at [redacted], informed her that at approximately 1640 hrs, she and her daughter observed a W/M with red hair, wearing a white T Shirt shooting at her chickens, in the back yard.

[redacted] went to the chicken coop and noticed a chicken red in color with blood on its left leg, but did not observe any injuries to the remaining chickens. The owner showed me the chicken but no wound or blood was observed and the chicken did not need veterinary care.

The W/M was later identified as Nikolas J Cruz residing at 6166 NW 80th Ter.
I responded to 6166 NW 80th Ter and made contact with the mother Linda Cruz, who advised that she gave her son permission to shoot at targets in the back yard. She did not observed him shooting at the chickens. I questioned Nikolas who admitted shooting his black Airsoft rifle in the back yard, but deny shooting at the chickens. The black Airsoft rifle was placed in the custody of the mother who locked it away.

In should be noted that Nikholas is [redacted] The victim advised that she does not want to press charges at this time.

Incident Report Suspect List

Broward County Sheriff's Office

OCA: *17-1411-002423*

1

Name (Last, First, Middle)	Also Known As	Home Address
CRUZ, NIKOLAS J		*6166 NW 80TH TER* *PARKLAND, FL 33067* *954-757-6166*
Business Address		

DOB	Age	Race	Sex	Eth	Hgt	Wgt	Hair	Eye	Skin	Driver's License / State.
09/24/1998	*16*	*W*	*M*							

Scars, Marks, Tattoos, or other distinguishing features

Reported Suspect Detail	Suspect Age	Race	Sex	Eth	Height	Weight	SSN

Weapon, Type	Feature	Make	Model	Color	Caliber	Dir of Travel Mode of Travel

VehYr/Make/Model	Drs	Style	Color	Lic/St	VIN

Notes

Physical Char

EOG-03853

Incident Report Related Property List

Broward County Sheriff's Office

OCA: *17-1411-002423*

1	Property Description			Make		Model			Caliber
	LIVESTOCK			***CHICKEN***					
	Color	Serial No.		Value		Qty	Unit		Jurisdiction
					$6.00	***1.000***			***Locally***
	Status	Date	NIC #	State #		Local #		OAN	
	Other	***11/20/2014***							
	Name (Last, First, Middle)				DOB		Age	Race	Sex
	[redacted]				[redacted]		[redacted]	[redacted]	[redacted]

Notes

Red and white chicken was shot with a airsoft rifle

EOG-03854

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000212
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address:
Dispatch Time: 11:45:12
Primary Unit: 17B3

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1703
Date: 02/05/16

Arrival Time: 11:51:00
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 11:44:50 Console: PP04 Operator: Ramos, George
Incident Initiated By: Ramos, George

Time: 11:44:50.000 Console: PP04 Operator: Ramos, George
Primary Event: MAIN Opened: 16/02/05 11:44
Incident Initiated By: BS/RAMOS, GEORGE
COMP'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF JUV WITH GUNS//ADV THIS HAPPEN ABOUT A MONTH AGO// ADV SUBJ WAS EXPELLED FROM WESTLAKE MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSS A HIGHSCHOOL UNK NAME OF IT//ADV NEIGHBOR LIVES 3 HOUSES DOWN FROM HER 10-20 ON THE OPPOSITE

Time: 11:44:51.000 Console: PP04 Operator: Ramos, George
SIDE// COMP IS NOT HOME AT THIS TIME// HAVE UNIT 10-45 HER

Time: 11:45:12.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Dispatched ---> [redacted] --- 14
Primary Unit CHANGED To: 17/17B3
17/17B3 - Inc Type ---> Type Change: 14 13I

Time: 11:46:28.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Enroute --> 1019/LL --- 13I

Time: 11:51:00.000 Console: 00 Operator: Eason, Edward
17/17B3 - Arrived --> 1019/LL --- 13I

Time: 12:43:24.000 Console: 00 Operator: Eason, Edward
FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.
17/17B3 - Available ---> 13I
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

Time: 12:43:24.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 12:43

Time: 12:43:24.000 Console: PP04 Operator: Ramos, George
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 12:59:00.000 Console: 00 Operator: Eason, Edward
PHOTOS WERE POSTED OVER A MONTH AGO.

#18

17-1602000212

Generated: 2/24/2018 4:12:48 PM

EOG-03855

(TALKING IN THE BACKGROUND).

Alright, my name is Sergeant Jonathan Brown, the Broward County Sheriff's Office, Homicide Division of the ah Criminal Investigations Division at 2601 West Broward Boulevard, Ft. Lauderdale, Florida. Today's date is February 16th ah 2018. The time is now 1400 hours. The statement is being taken at the Public Safety Building. This is reference to case number 17-1802-000525. Ah it's a School Shooting that occurred on February 14th, 2018 around 0221 hours. Ahm the address of the school it's ah 5901 Northwest Pine Island Road, Stoneman Douglas High School in Parkland, Florida 33076. Ah this is not directly related to the incident, but it is a historical ah investigative ah findings ah statement. My CCN is 11100.

Q. Ahm Deputy state your name?
A. Edward Eason, E A S O N.

Q. And your CCN?
A. 10558.

Q. And where do you work, sir?
A. Ah City of Parkland, BSO.

Q. How long have you worked there?
A. There approximately five years.

Q. Okay, how long have you worked for BSO?
A. I am in my eighteenth year.

Q. (Nineteen) years, okay. What's your job at ah Parkland?
A. Currently road patrol.

Q. Okay, well what has your job been while you've been in Parkland?
A. Ah I've had road patrol and I've worked in ah as an SRO periodically.

Q. As an SRO?
A. Yes.

Q. Okay, when is the last time you were an SRO?
A. This year the beginning of this school year for the first maybe two months

at West Glades Middle school.

Q. At West Glades?
A. Yes.

Q. Okay, ahm back in 2016, February 5th to be exact where were you working?
A. Um I believe Parkland. I spent a little time in Deerfield ah but I believe Parkland at that time.

Q. Okay, what what did you do then?
A. In Deerfield?

Q. No, in Parkland?
A. Oh in Parkland at that time probably road patrol.

Q. Road patrol?
A. Yes.

Q. And did you wear a uniform?
A. I did.

Q. Okay, did you drive a marked unit?
A. Yes.

Q. Okay, did you – how did you ah get, how did you get dispatched your calls at that time?
A. Over the radio.

Q. Over the radio, okay. Did you, also, get (unintelligible) to your computer?
A. Yes.

Q. Okay, what's that system called? Do you -
A. The CADD.

Q. Yeah, a lot of things I'm gonna ask you, and -
A. Yeah.

Q. it it seems simple, but we have to go over the process trust me. This this investigation is is is far reaching. It's it's very very in-depth and encompasses a lot. Okay, as you know it's regarding the shooting of the seventeen ah people at the school.
A. Yes.

Q. So, ahm the purpose for for this investigation and this statement actually is

EOG-03857

to go back and figure out what happened. Okay, going all the way back alright?

A. Uh huh.

Q. Ahm everybody's getting talked to, okay. Ahm do you actually remember a specific call, and I'm gonna let you read this that you received. Ahm take the time, and I got the CADD Event Report in front of me. It's ahm dated February 5th, 2016 around 11:44 ahm is when the the call came out. Take a look at it. Tell me if you remember it. Um -

A. I do not.

Q. You don't remember this?

A. I don't remember it.

Q. You don't remember this call to service to you at all?

A. No over two years ago I I don't remember.

Q. Okay, and this didn't refresh your memory?

A. No.

Q. Okay, alright, how many calls do you usually get a day in Parkland?

A. That could be personally could be anywhere between between calls and back-up for calls anywhere between one and twelve to fifteen.

Q. Okay, do you know ah the SRD at Stoneman Douglas?

A. I do.

Q. Who is it?

A. Scott Peterson.

Q. Okay, and how long have you known him?

A. Since coming to Parkland about five years, approximately five years.

Q. Okay, have you ever come into contact with him on any ah calls that you received?

A. Yes.

Q. Okay, do you have, do you remember which calls or what the situations were?

A. Ahm I remember a couple of times where there were fights at the school, and ahm -

Q. Okay.

A. had to Baker Act a child. And I went and backed him up on calls.

EOG-03858

Q. Okay.
A. And I was out on this shooting call too. But previously ahm many calls. Road Patrol gets many calls in, involving the school. And we usually contact him immediately if there is a call regarding the the school.

Q. Okay.
A. To let him know, and then he handles it at the school.

Q. Okay, ahm could this have been one of the situations? I'm I'm gonna read the narrative real quick., and then there there is a section on here where it says ah the info was forwarded to ah SRD Peterson at the school on the same day at 12:43:24 ahm and that was ah about an hour after the call came out. The call came out at 11:44. So, is is this a common kind of call?
A. Yes.

Q. Okay, I'm, I'm gonna read it just so we're on the same page with this. Ahm the incident was ah initiated by ah BS Ramos George ah on February 5th, 2016, 11:44:50 hours com., com's son which refers to complainant's son told her that neighbor's son said on Instagram that he was 2016, February 2000 – excuse me, February 5th, 2016, 11:44:50 going to shoot the school and there is pictures of juvenile with guns. This happened about a month ago. Advised subject was expelled from West Lake Middle school and now goes to another school. Ahm possibly a high school unknown. As of February 5th, 2016, it's advised that neighbor lives three houses down from her 1020 on the opposite ah 2016, February 5th. Ah please forgive me. These read very very very rough. Ahm the side complainant is not home at the time. Have a unit 1045 her. Ah female wanted to remain anonymous. Reported a kid name Nicholas Cruz ah Douglas High school has knives and beebee gun in his Instagram photos. No threats noted, and info was forwarded to SRD Peterson at school. Okay, ahm you get a lot of these where where people are calling to complain or make or provide information about a student or an incident related to the school?
A. Yes on social media, regarding social media, yes.

Q. Okay, can you remember how, about how many of these you've ever received?
A. I received directly or indirectly dozens over the years ahm quite a few.

Q. Okay, and ah what's your practice once you get this and it relates to a school? What's your practice?
A. Ah we usually we call the SRO. We give him the information. Ah like anything he does the investigation to his school which he wants to do. He's very ah, he's very into do anything that (unintelligible) with that school

EOG-03859

he wants to do.

Q. Referring to this SRD Scott Peterson?
A. Yes, Scott Peterson.

Q. Okay.
A. So, ahm in that case I don't recall this one, but I would have called him, notified him, give him the information ahm with the complainant. But I believe it said they wanted to be anonymous -

Q. Okay.
A. (unintelligible). Ah -

Q. Right.
A. give him the information and then he takes it from there.

Q. Okay, so (unintelligible) you don't remember this particular call?
A. No, I don't.

Q. Okay, so what do you know that he does with it?
A. Well, I imagine ah investigation with ah the school and him. Ah, you know, I mean, you you know your school. You know your students. You have a history with them. You might have a file. You might, you know, and they know more what's going on in their school. That's why we let them know, and they -

Q. Okay.
A. handle it with The School Board.

Q. When you let them know how how do you do that?
A. Ah it could phone call. Ah usually it's a phone call. If I can get a hold of him immediately and let him know.

Q. Okay.
A. I usually do that while I'm on the call.

Q. Have you ever emailed ah any SRD to include ah Peterson?
A. I have.

Q. Okay, do you remember if you emailed him in this situation?
A. I do not remember.

Q. Okay, what's his response to you that he – what he actually does?
A. Ah he wants the information. He's usually on it. Ahm like I said, he has a

EOG-03860

good ah relationship with the students and staff there ahm and is usually on it. He wants the information ahm and then he'll take it from there.

Q. Okay, have you ever met or do you know of a Nicholas Cruz?
A. No.

Q. Okay, you've never had any dealings with him?
A. No, not that I know of.

Q. Not that you know of?
A. No.

Q. Okay, alright, do you remember, I know you don't' remember this call, but do you remember talking to anybody about this call and and actually calling back?
A. I I don't remember anything about the call.

Q. Okay, okay, do you know – have you ever done follow-up to a call like after you gave it to ah SRD Peterson? Have you ever gone and did additional things or would you do anything additional?
A. It's rare, ah but if he ever needed me to do something off campus, I would do it.

Q. Okay, and has he ever reached out for you to do that?
A. No.

Q. Okay, alright. Ahm do you have anything else you'd like to add to this ah statement?
A. I don't.

Q. Okay, I appreciate you coming in. Ahm has has this statement been voluntary?
A. Yes.

Q. Okay, ahm have you been coerced or ah persuaded or do you feel ahm (dicted?) in any way into this statement or giving this statement?
A. No.

Q. Okay, alright, this is gonna conclude the statement. The time is 1412 hours.

EOG-03861

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160928001610
Prio./Disp.: 4 / A
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: 5901 PINE ISLAND RD - STONEMAN DOUGLAS HS
Zone: 1701
Caller:
Date: 09/28/16
Caller Address:
Dispatch Time:
Arrival Time:
Primary Unit: 17N3

Operator Console Summary

Time: 13:09:53 Console: CK11 Operator: Stephens, Sandra
Incident Initiated By: Stephens, Sandra
Time: 13:09:59.000 Console: CK11 Operator: Stephens, Sandra
Incident Initiated By: BS/STEPHENS, SANDRA
Primary Event: MAIN Opened: 16/09/28 13:09
17/17N3 - US ---> 5901 PINE ISLAND RD 14
17/17N3 - D ---> Added dispostion: A

Generated: 2/24/2018 4:43:30 PM

#19

17-1609-001610

Report From Broward County Sheriff's Office
(Copy Printed From The FINDER Data Sharing System On 2/14/2018)

Report Number:	171609001610	Report Date	09/ 28 / 2016	Reporting Officer:	PETERSON , SCOT
Incident Date:	09/ 28 / 2016	Incident Location Type:	SCHOOL/UNIVERSITY		
Description:	High school (adult) male [redacted] at Stoneman Douglas high school.				
Address:	5901 PINE ISLAND RD , PARKLAND , FL 33076				
Report Reason:	INFORMATION				
Report Status:	ACTIVE				
Report Comments:					

Other Details

Document Details

Creation Date:	09/ 28 / 2016	Last Modified Date:	09/ 28 / 2016
Source Organization:	Broward County Sheriff's Office	Summary	INFORMATION
Effective Date:		Received Date:	

Activity Details

Status Date:	

Person 1

Person Type	INVOLVED OTHER				
Name (Last, First, Middle)	CRUZ , NIKOLAS JACOB		SSN		
Sex	MALE	Race:	WHITE	DOB:	09/ 24/ 1998
Height (In Inches):	62	Weight (In Pounds):	120	Eye Color:	BROWN
Hair Color:	Black	Skin Tone:	LIGHT	Teeth:	VERY WHITE
Hair Appearance	STRAIGHT	Speech Description	OW		

Primary Contact Information

Mailing Address:	6166 NW 80TH TER , PARKLAND , FL 33067

Phone:

Number	Phone Type	Location Type	Comments
9548211007		Home	

Employment

Employer Name:	DOUGLAS HIGH SCHOOL	Occupation:	11TH GRADE

Employment Contact Information:

Contact Person:

Name (Last, First, Middle)	

Person 2

Person Type:	REPORTING PERSON				
Name (Last, First, Middle)	PETERSON , SCOT		SSN:		
Sex:	MALE	Race:	WHITE	DOB:	
Weight (In Pounds):	0				

Primary Contact Information

Mailing Address:	2601 W BROWARD BLVD , FORT LAUDERDALE , FL 33311

Phone:

Number	Phone Type	Location Type	Comments
9547535050		Home	

Employment

Employer Name:	BROWARD SHERIFF'S OFFICE	Occupation:	DEPUTY SHERIFF
Employment Contact Information:			
Contact Person:			
Name (Last, First, Middle):			
Person 3			
Person Type:	INVOLVED OTHER		
Name (Last, First, Middle):	[redacted]	SSN:	
Sex:	[redacted]	Race: [redacted]	DOB:
Weight (In Pounds):	0		
Primary Contact Information			
Mailing Address:	[redacted]		

Phone	Number	Phone Type	Location Type	Comments
	[redacted]		Business	

Employment			
Employer Name:	[redacted]	Occupation:	[redacted]
Employment Contact Information:			
Contact Person:			
Name (Last, First, Middle):			

INCIDENT/INVESTIGATION REPORT

Agency Name: Broward County Sheriff's Office			Case#: 17-1609-001610
ORI: 0063300			Date / Time Reported: 09/28/2016 13:00 Wed
			Last Known Secure: 09/28/2016 08:00 Wed
Location of Incident: 5901 Pine Island Rd, Parkland FL 33076-	Premise Type: School / University	Zone/Tract: 1701	At Found: 09/28/2016 10:00 Wed

INCIDENT DATA

#1	Crime Incident(s): Information INFO (Com)	Weapon / Tools: NOT APPLICABLE			Activity
		Entry	Exit	Security	
#2	Crime Incident ( )	Weapon / Tools			Activity
		Entry	Exit	Security	
#3	Crime Incident ( )	Weapon / Tools			Activity
		Entry	Exit	Security	

MO

VICTIM

# of Victims: 0 | Type: | Injury: | Domestic: N

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1								

Home Address | Home Phone

Employer Name/Address | Business Phone | Mobile Phone

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	CRUZ, NIKOLAS JACOB		09/24/1998 Age 18	W	M		Resident	

Home Address: 8442 Lakeview Trl Parkland, FL 33076 | Home Phone: 954-821-1007

Employer Name/Address: Douglas High School (11TH GRADE) | Business Phone | Mobile Phone

Type: LAW ENFORCEMENT Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB / Age	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	PETERSON, SCOT		Age	W	M			

Home Address: 2601 W Broward Blvd Fort Lauderdale, FL 33311 | Home Phone: 954-753-5050

Employer Name/Address: Broward Sheriff's Office (DEPUTY SHERIFF) | Business Phone | Mobile Phone

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Frm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID#: PETERSON, S. R. (3495, SRO) (4308)

Invest ID#: (0) | Supervisor: MOLAMPHY, G. J. (3495, PROP) (9496)

Status | Complainant Signature | Case Status: Active 09/28/2016 | Case Disposition: | Page 1

EOG-03865

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1609-001610*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*IO 2*	[redacted]				*B*	*F*
	Address			H: - -			
	Empl/Addr			B: [redacted]			
				Mobile #: - -			

EOG-03866

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1609-001610*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated: *None*

NARRATIVE

EOG-03867

On 9-28-16, I was assigned as the SRO at Stoneman Douglas high school, Parkland, Florida.

Peer Counselor Instructor Lauren Rubenstein reported that she obtained information from a peer counselor student (wants to remain anonymous) that student Nikolas Cruz (18 yrs old) had stated that a couple weeks ago he had ingested gasoline in an attempt to kill himself. Rubenstein also indicated that Cruz had possible been "cutting" himself in the recent past.

[redacted]

[redacted] also reported that Cruz had told her that he wants to purchase a gun for hunting. Cruz was also found to have a swastika and hate speech (I hate niggers) on his school backpack.

Further investigation determined that Cruz was currently in [redacted] made contact with Jared and he advised that he would conduct a welfare check on Cruz this evening (9-28-16)

Stoneman Douglas high school will be conducting a threat assessment on Cruz to determine if a safety plan should be implemented on Cruz.

End of report.

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160928001626
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER - HOME
Caller: [redacted]
Caller Address:
Dispatch Time: 16:34:19
Primary Unit: 17B3

Prio./Disp.: 3 / A
Agency: BSO - Parkland
Zone: 1703
Date: 09/28/16

Arrival Time: 16:41:51
Primary: 9507 / FEDUIK,JEFFREY

Operator Console Summary

Time: 16:31:19 Console: SM Operator: Hawkins, Crystal
Incident Initiated By: Hawkins, Crystal

Time: 16:33:25.000 Console: SM Operator: Hawkins, Crystal
Incident Initiated By: BS/HAWKINS, CRYSTAL
Original Location : HOME
REF 18YOA WM ...ALLEGATIONS...IMMEDIATE POSS SELF HARM ..UNK REF PRIORS ...MAY BE A AIR GUN ON THE PROPERTY AND TALK ABOUT PURCHASING A GUN ...1056 COMPL OUTSIDE LSD BRN/MAROON HONDA CRV

#20

Time: 16:33:26.000 Console: SM Operator: Hawkins, Crystal
Primary Event: MAIN Opened: 16/09/28 16:33

Time: 16:34:19.000 Console: CK13 Operator: Tingley, Richard Ii
17/17B3 - Dispatched ---> 6166 NW 80TH TER --- 16I
Primary Unit CHANGED To: 17/17B3

Time: 16:34:31.000 Console: CK13 Operator: Tingley, Richard Ii
17/17B4 - Dispatched ---> 6166 NW 80TH TER --- 16I
17/17B4 - Unit Freed
17/17B3 - Enroute ---> 6166 NW 80TH TER --- 16I

17-1609-0026

Time: 16:41:51.000 Console: CK13 Operator: Tingley, Richard Ii
17/17B3 - Arrived ---> 6166 NW 80TH TER --- 16I

Time: 16:44:44.000 Console: CK13 Operator: Tingley, Richard Ii
17/17B4 - Dispatched ---> 6166 NW 80TH TER --- 16I
17/17B4 - Arrived ---> 6166 NW 80TH TER --- 16I
17/17B4 - Unit Freed
17/17B4 - Dispatched ---> 6166 NW 80TH TER --- 16I
17/17B4 - Arrived ---> 6166 NW 80TH TER --- 16I

Time: 16:46:39.000 Console: CK13 Operator: Tingley, Richard Ii
17/17B4 - Available ---> 16I

Time: 17:38:15.000 Console: Error Operator:
Route Closed: MAIN A
Incident Closed: 16/09/28 17:38

Time: 17:38:15.000 Console: 00 Operator: Feduik,Jeffrey
17/17B3 - Available ---> 16I
17/17B3 - D ---> Added dispostion: A
Disposition #1 Changed From: - - - - - - - To: A:WRITTEN REPORT
Disposition CHANGED To: A

Generated: 2/24/2018 4:40:22 PM

INCIDENT/INVESTIGATION REPORT

Agency Name: Broward County Sheriff's Office			Case#: 17-1609-001626
ORI: 0063300			Date / Time Reported: 09/28/2016 17:07 Wed
			Last Known Secure: 09/28/2016 17:07 Wed
Location of Incident: 6166 Nw 80th Ter, Parkland FL 33067-	Premise Type:	Zone/Tract: 1703	At Found: 09/28/2016 17:07 Wed

INCIDENT DATA

#1	Crime Incident(s): Information INFO (Com)	Weapon / Tools: NOT APPLICABLE		Activity
		Entry	Exit	Security
#2	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security
#3	Crime Incident ( )	Weapon / Tools		Activity
		Entry	Exit	Security

MO

VICTIM

# of Victims: 1 — Type: INDIVIDUAL (NOT A LE OFFICER) — Injury: None — Domestic: N

	Victim/Business Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
V1	CRUZ, NIKOLAS JACOB SS#: [redacted]	1.	09/24/1998 Age 18	W	M		Resident	

Home Address: 6166 Nw 80th Ter, Parkland FL 33067- — Home Phone: 954-821-1007

Employer Name/Address: DOUGLAS HIGH SCHOOL (11TH GRADE) — Business Phone: - - — Mobile Phone:

VYR	Make	Model	Style	Color	Lic/Lis	VIN

OTHERS INVOLVED

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: INDIVIDUAL (NOT A LE OFFICER) — Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
IO	CRUZ, LYNDA MARIE		09/25/1949 Age 67	W	F		Resident	

Home Address: 6166Nw 80th Ter, Parkland FL 33067- — Home Phone: 954-821-1007

Employer Name/Address: RETIRED — Business Phone: — Mobile Phone:

Type: INDIVIDUAL (NOT A LE OFFICER) — Injury:

Code	Name (Last, First, Middle)	Victim of Crime #	DOB	Race	Sex	Relationship To Offender	Resident Status	Military Branch/Status
RP	[redacted]		Age 00	B	F			

Home Address: [redacted] — Home Phone: 954-632-8287

Employer Name/Address: [redacted] — Business Phone: 954-467-5969 — Mobile Phone:

PROPERTY

L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found ("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status From/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number

Officer/ID#: FEDUIK, J. C. (3495, CIT) (9507)

Invest ID#: (0) — Supervisor: MILLER, B. C. (3495, PATR) (4643)

Status — Complainant Signature — Case Status: Active 09/28/2016 — Case Disposition

EOG-03870

Incident Report Additional Name List

Broward County Sheriff's Office

OCA: *17-1609-001626*

Additional Name List

	Name Code/#	Name (Last, First, Middle)	Victim of Crime #	DOB	Age	Race	Sex
1)	*IO* *2*	[redacted]				*W*	*M*

Address [redacted]

Empl/Addr

H: - -

B: [redacted]

Mobile #: - -

EOG-03871

INCIDENT/INVESTIGATION REPORT

Broward County Sheriff's Office

Case # *17-1609-001626*

Status Codes L = Lost S = Stolen R = Recovered D = Damaged Z = Seized B = Burned C = Counterfeit / Forged F = Found

	UCR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
DRUGS						

Assisting Officers

Suspect Hate / Bias Motivated: *None*

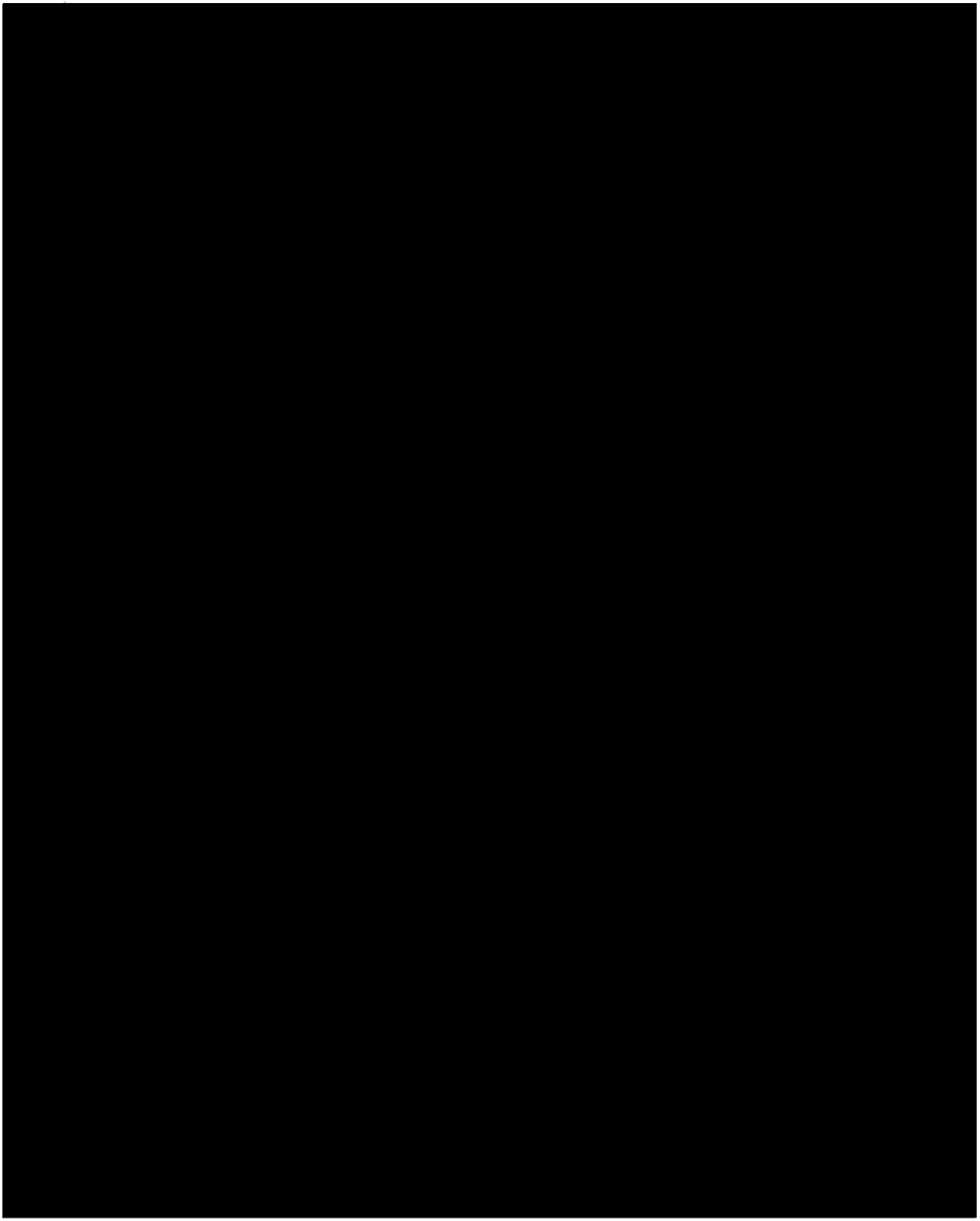
NARRATIVE

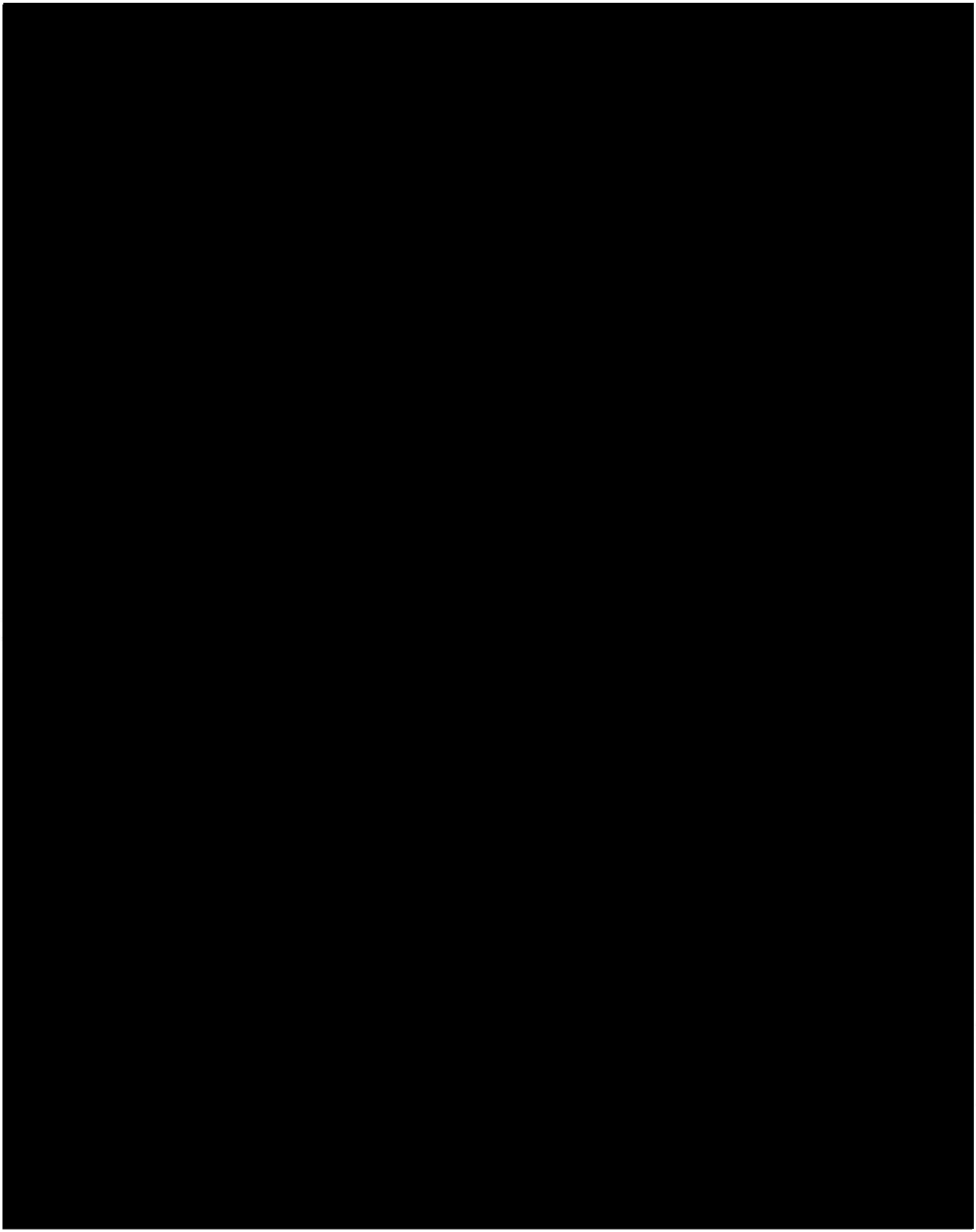
1703 zone. [redacted]

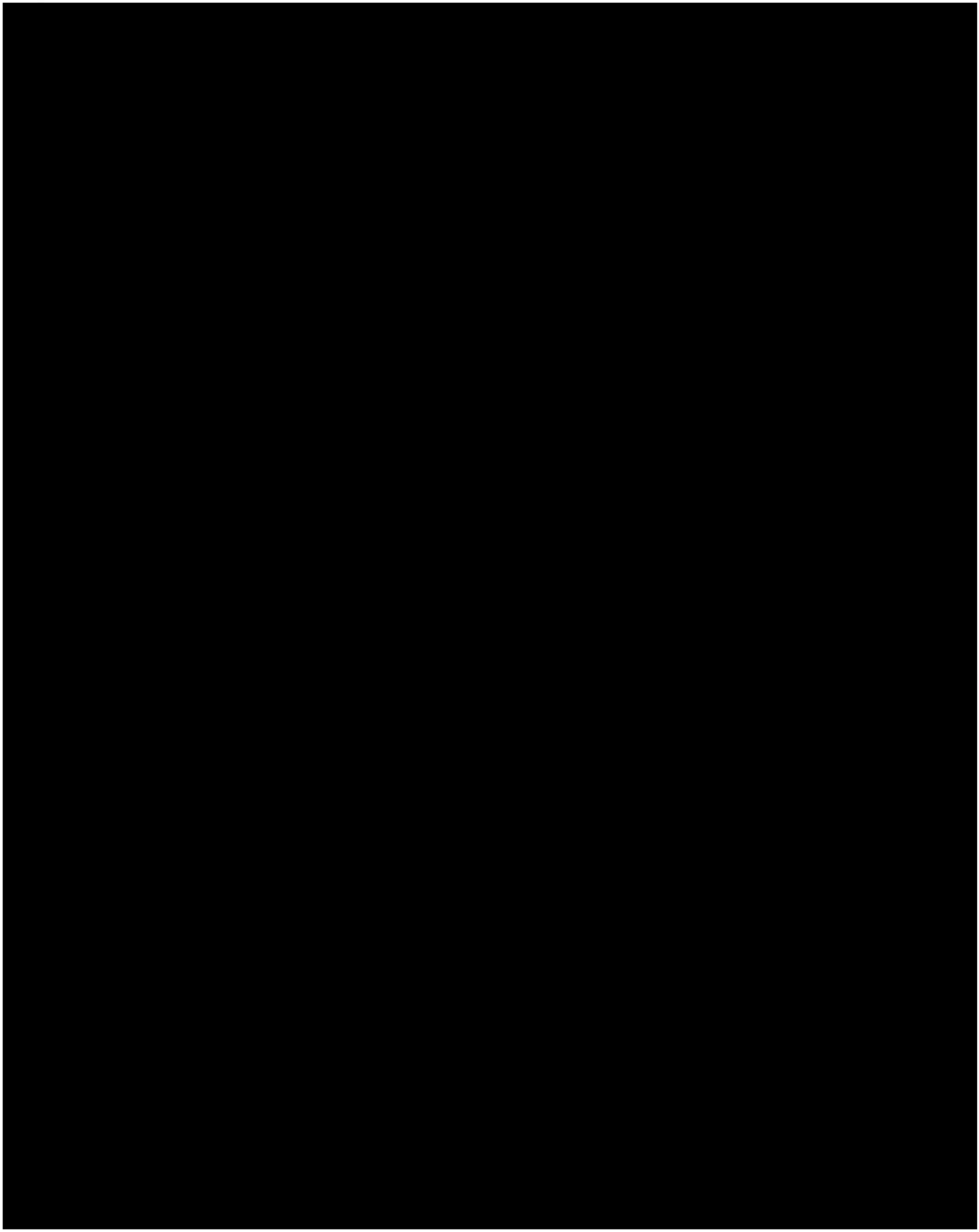
EOG-03872

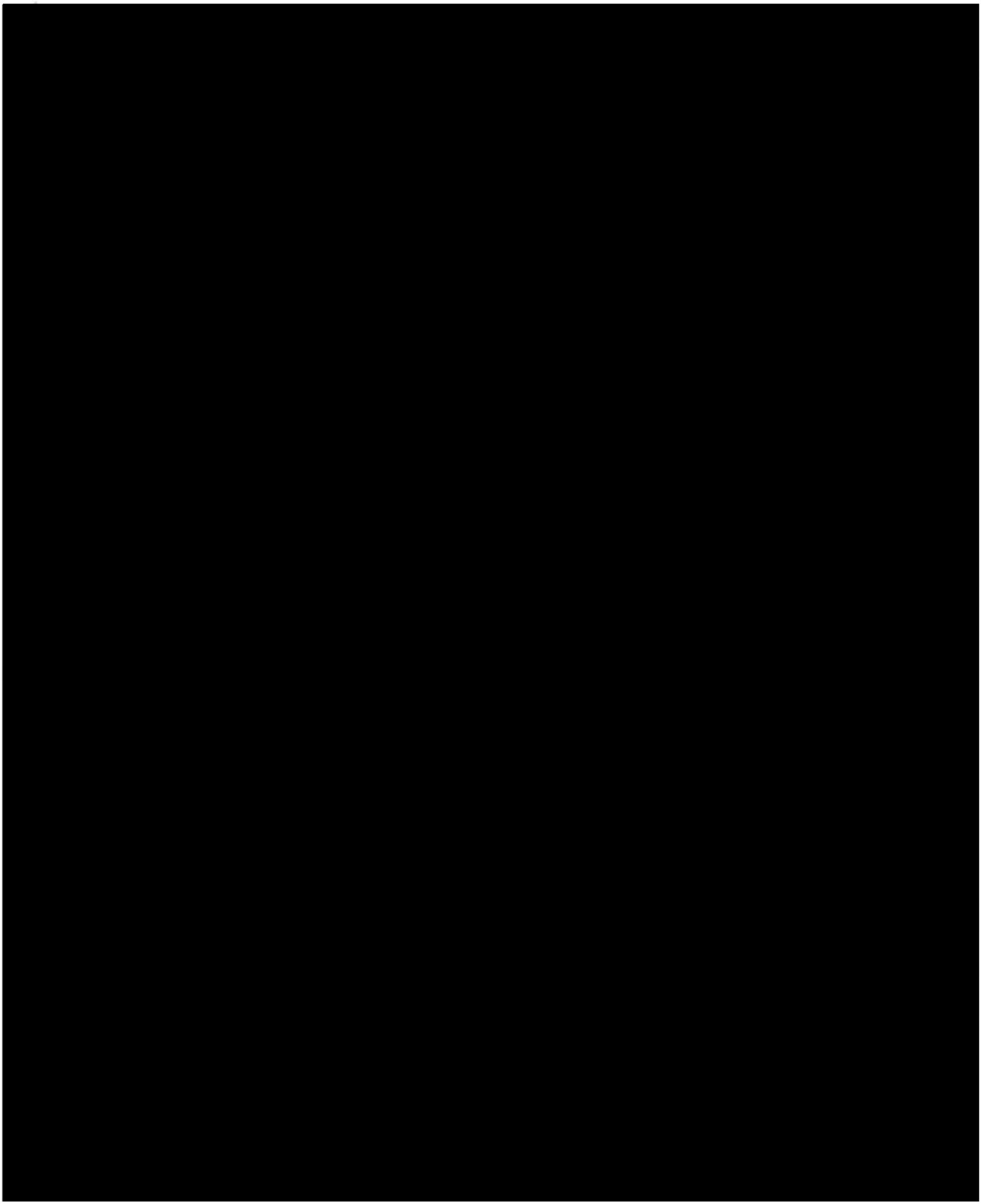
On Wednesday, September 28th, 2016, I responded to 6166 NW 80th Ter, Parkland, in reference to an Information call, where the [redacted] who was checking on the health & well being of Nikolas Cruz.

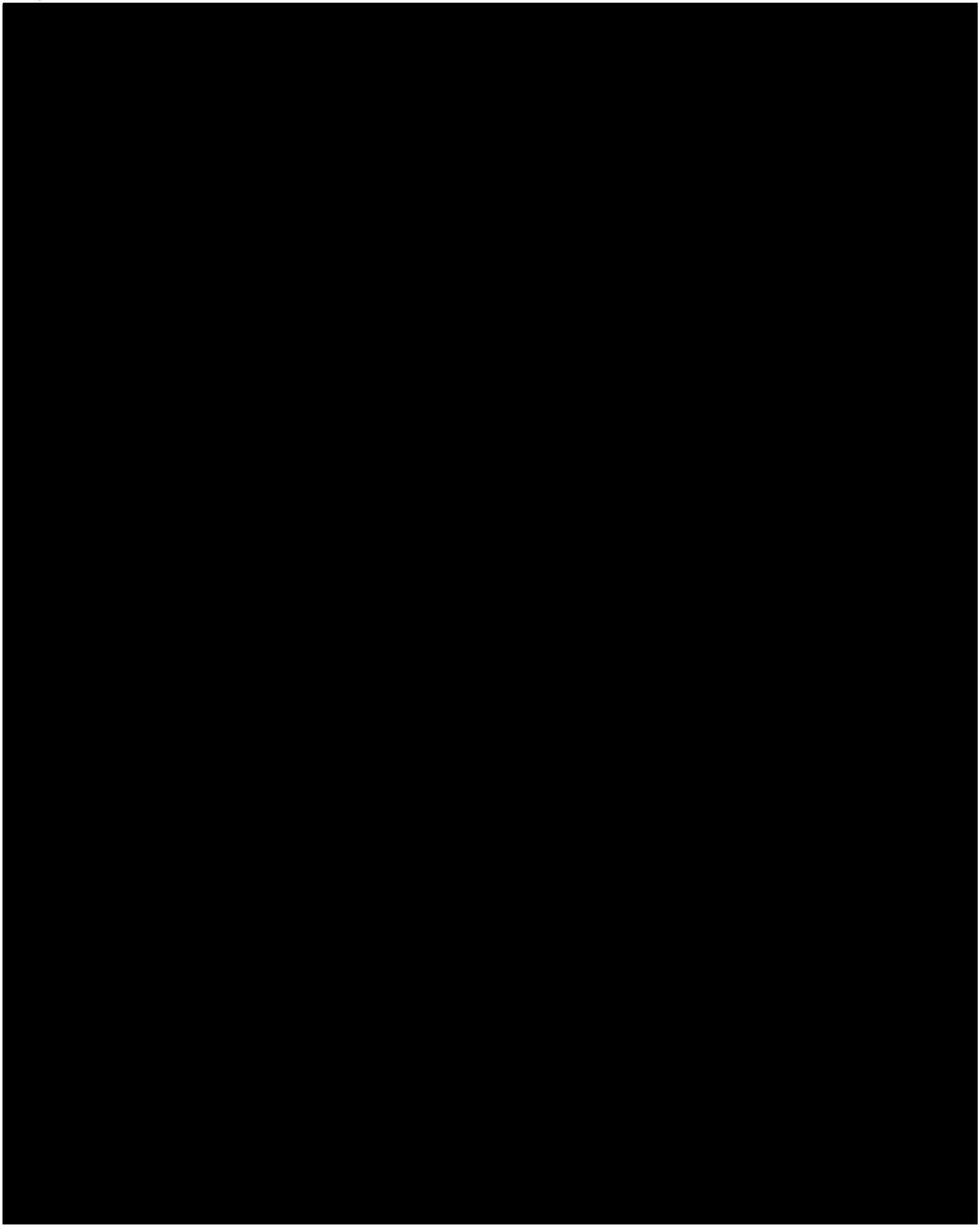
Nikolas [redacted]. He & his mother, Linda Cruz, were arguing over paperwork, so that Nikolas could get an Identification card. He has been cutting his arms, his mother said, to get attention, as he learned it from an ex-girlfriend. He has mentioned in the past that he would like to purchase a firearm. He is currently a [redacted], as [redacted] was on scene at the home & deemed Nikolas to be no threat to anyone or himself at this present time. [redacted] & I saw no signs of mental illness or criminal activity & left without incident.

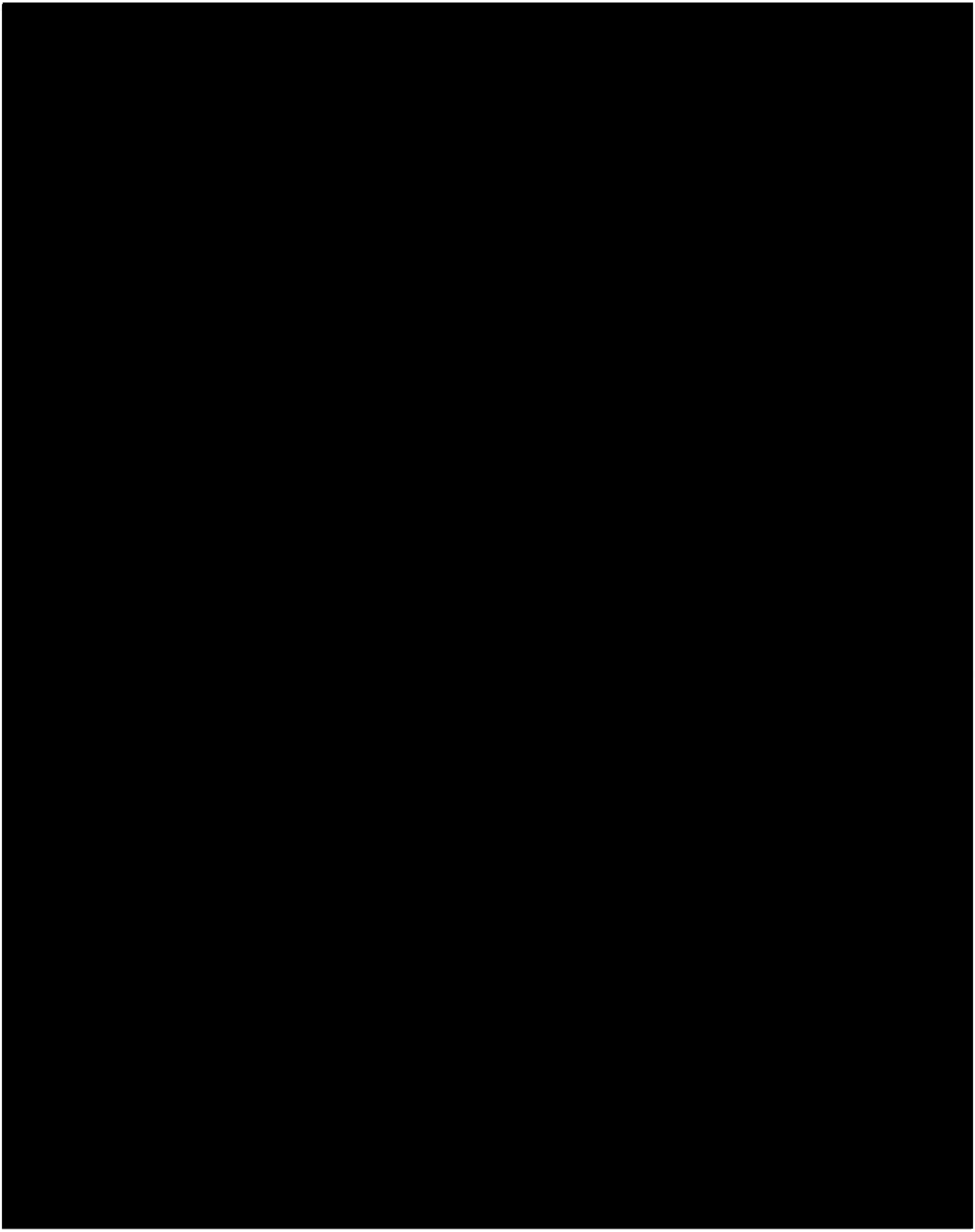


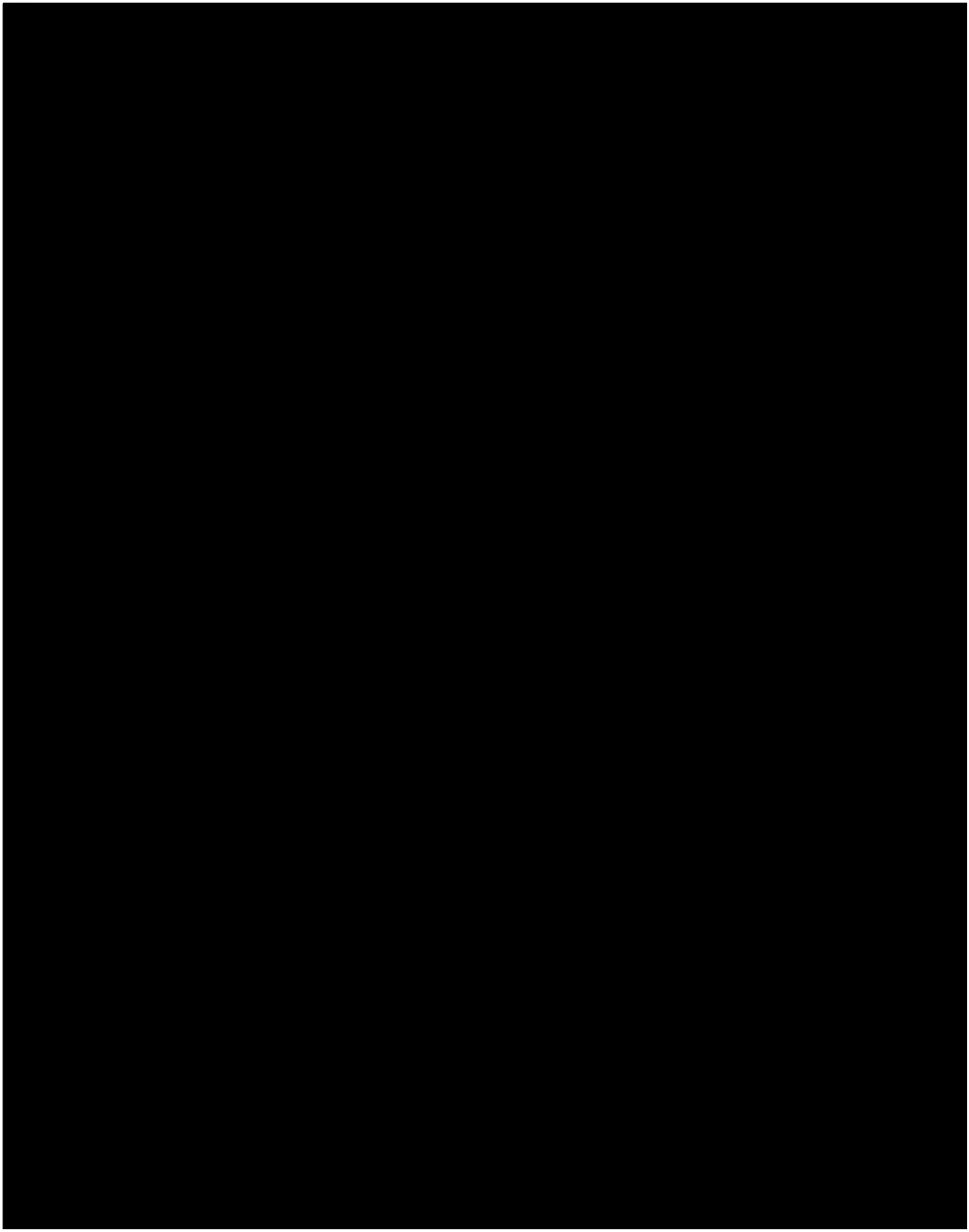


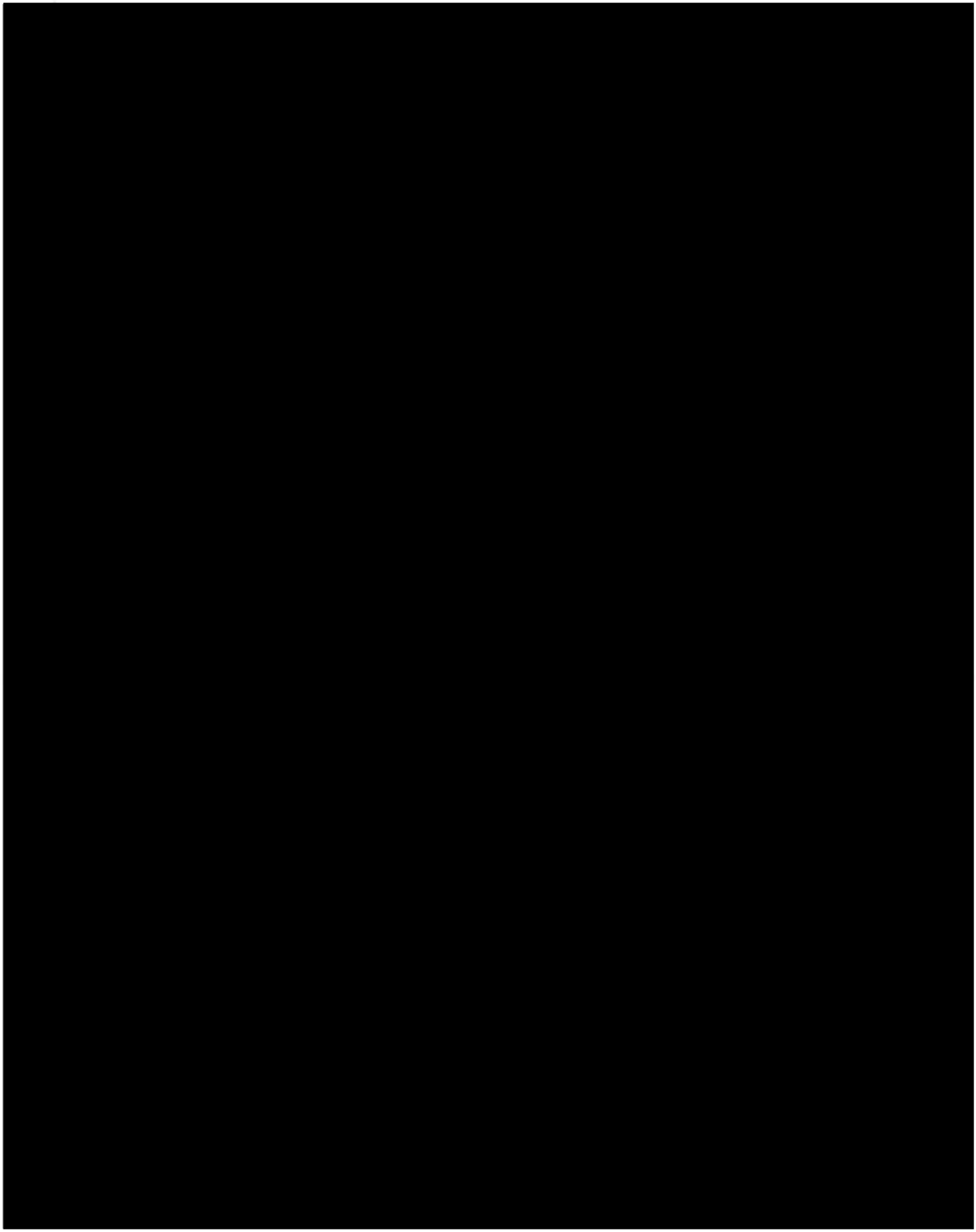


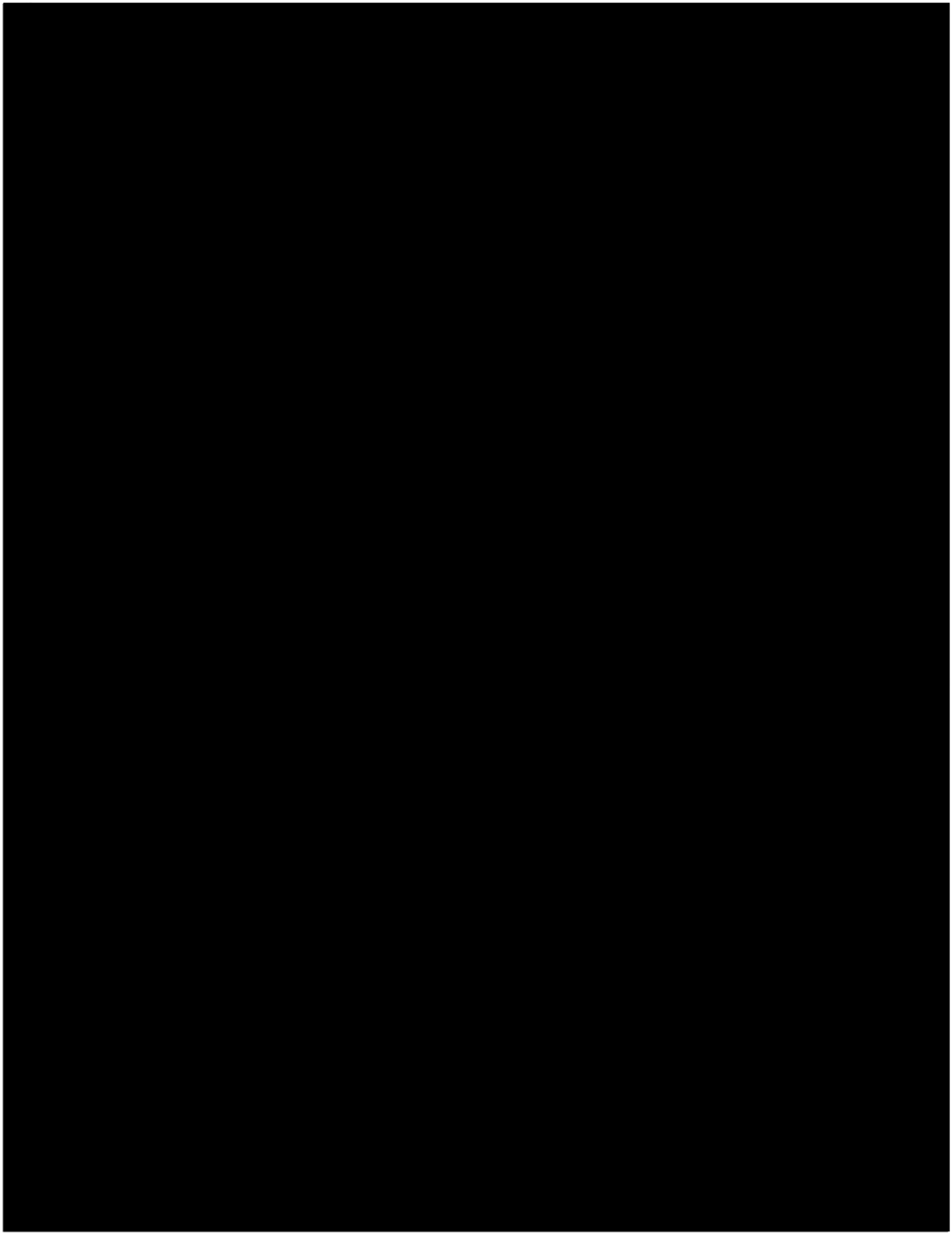


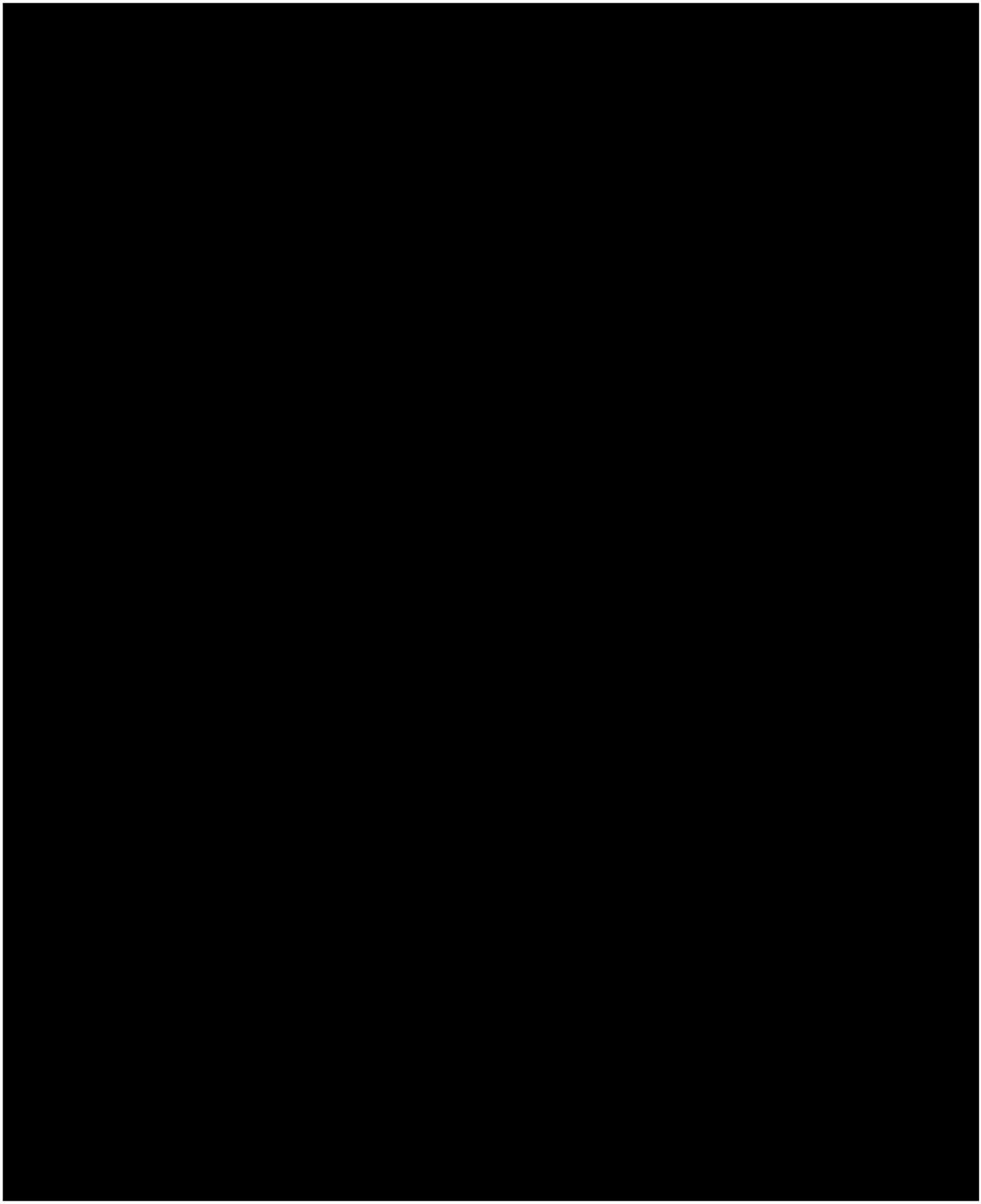


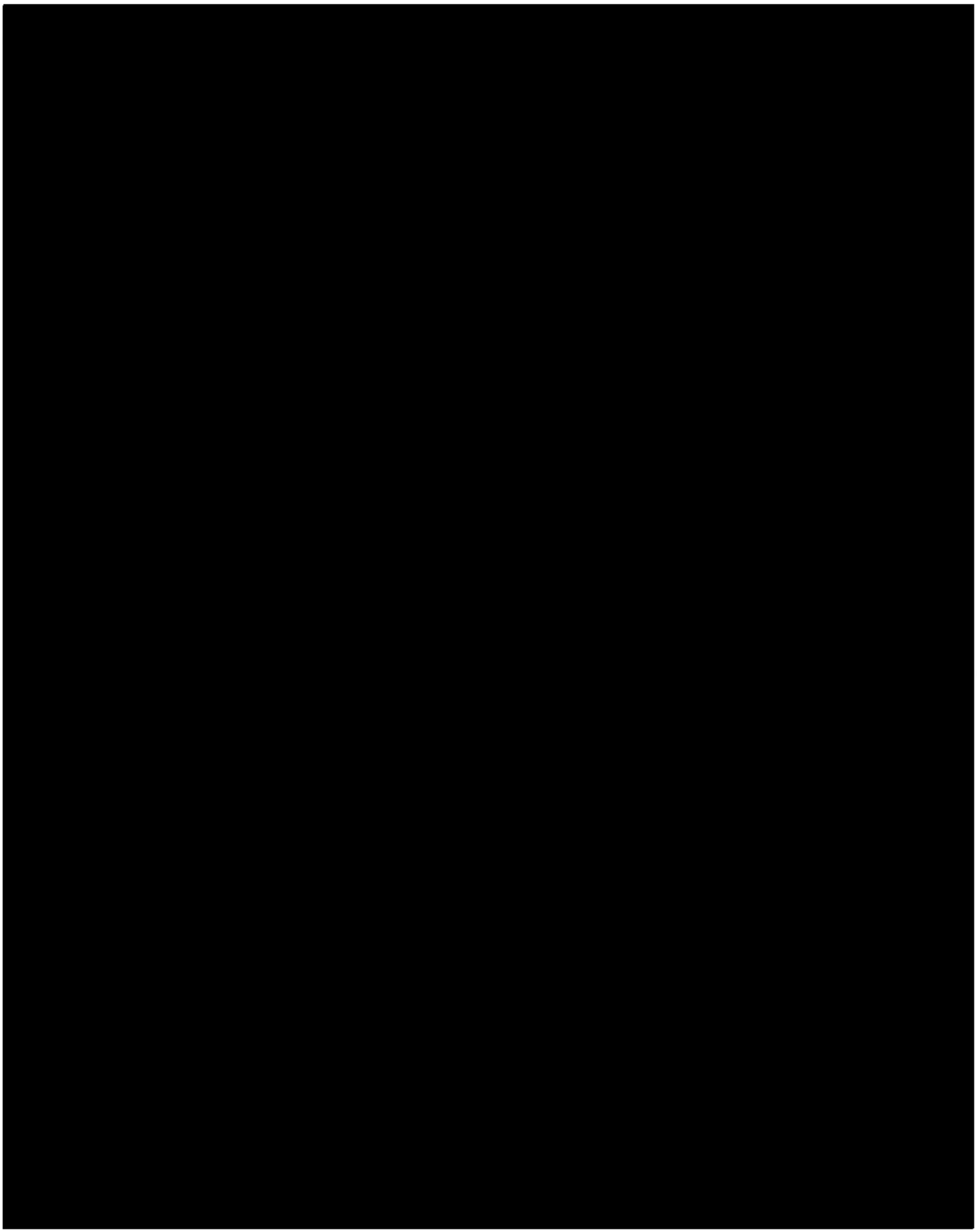


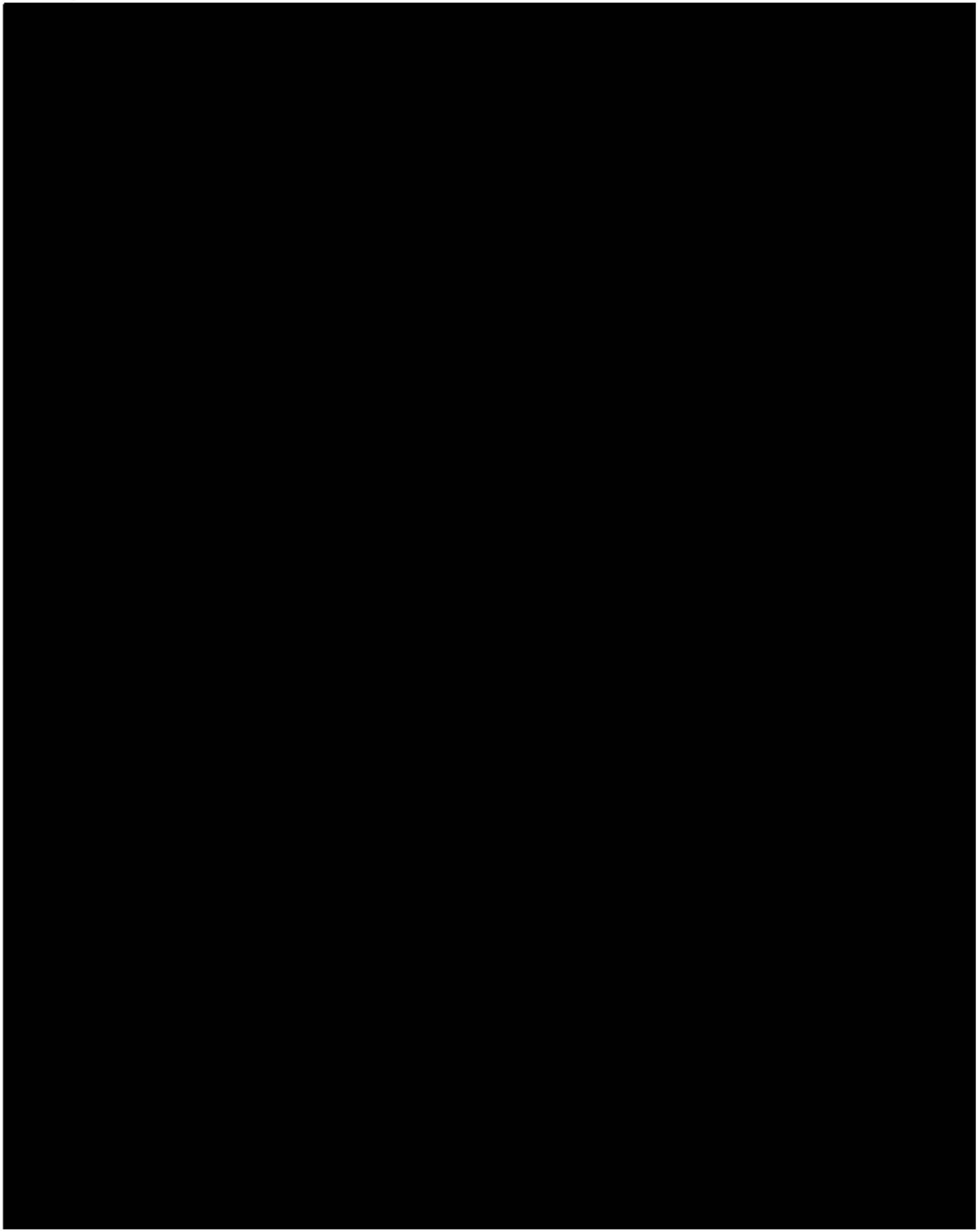


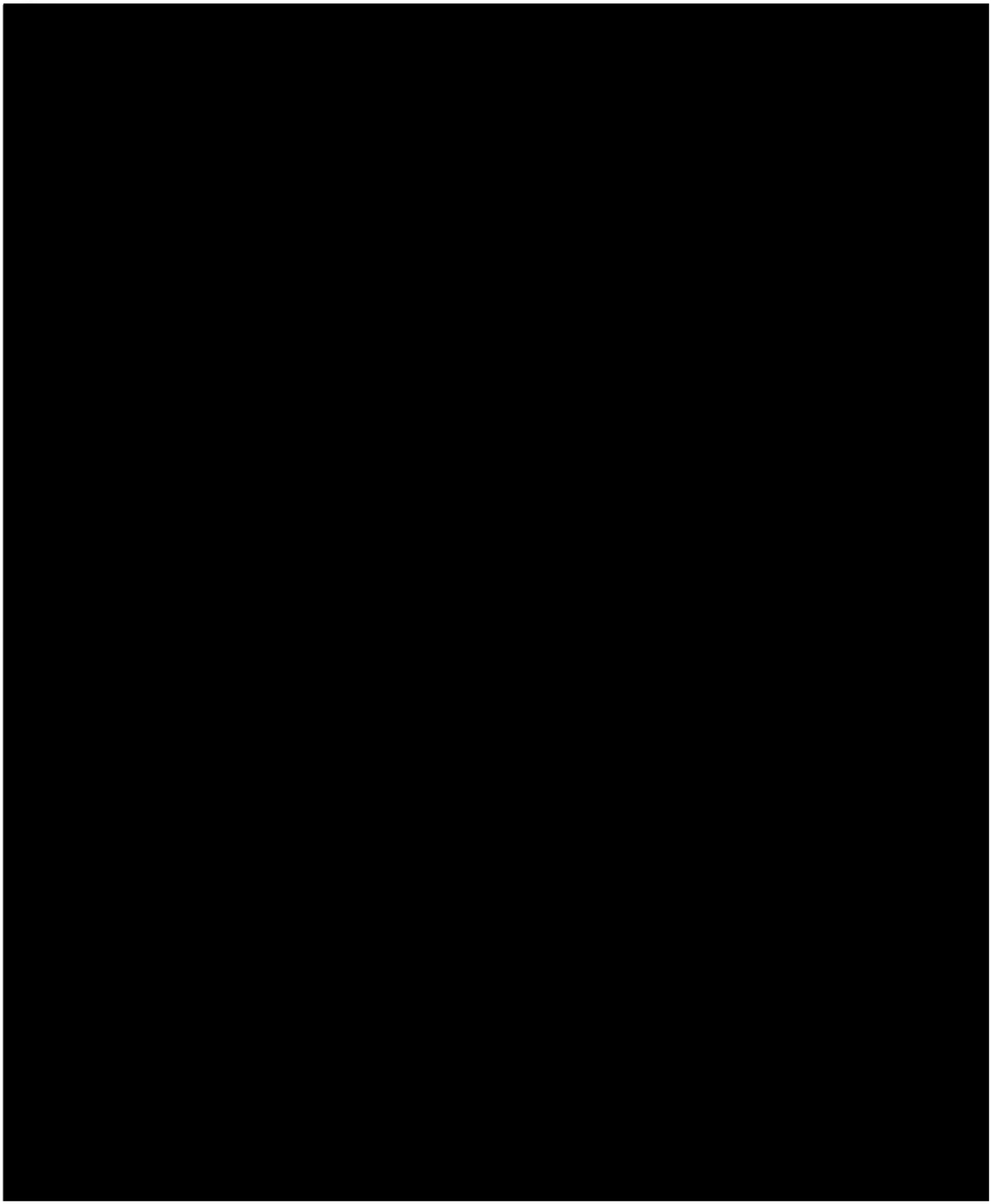


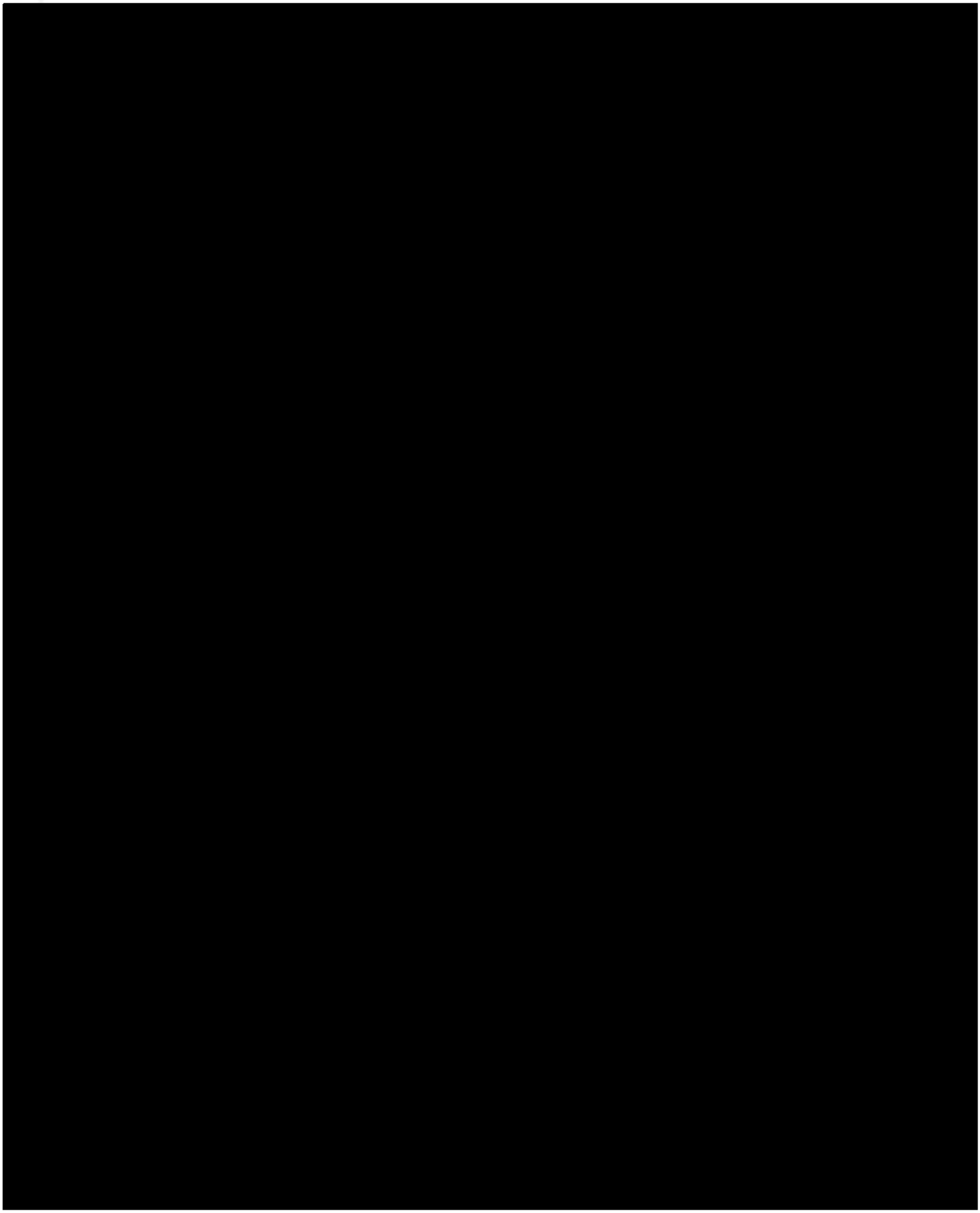


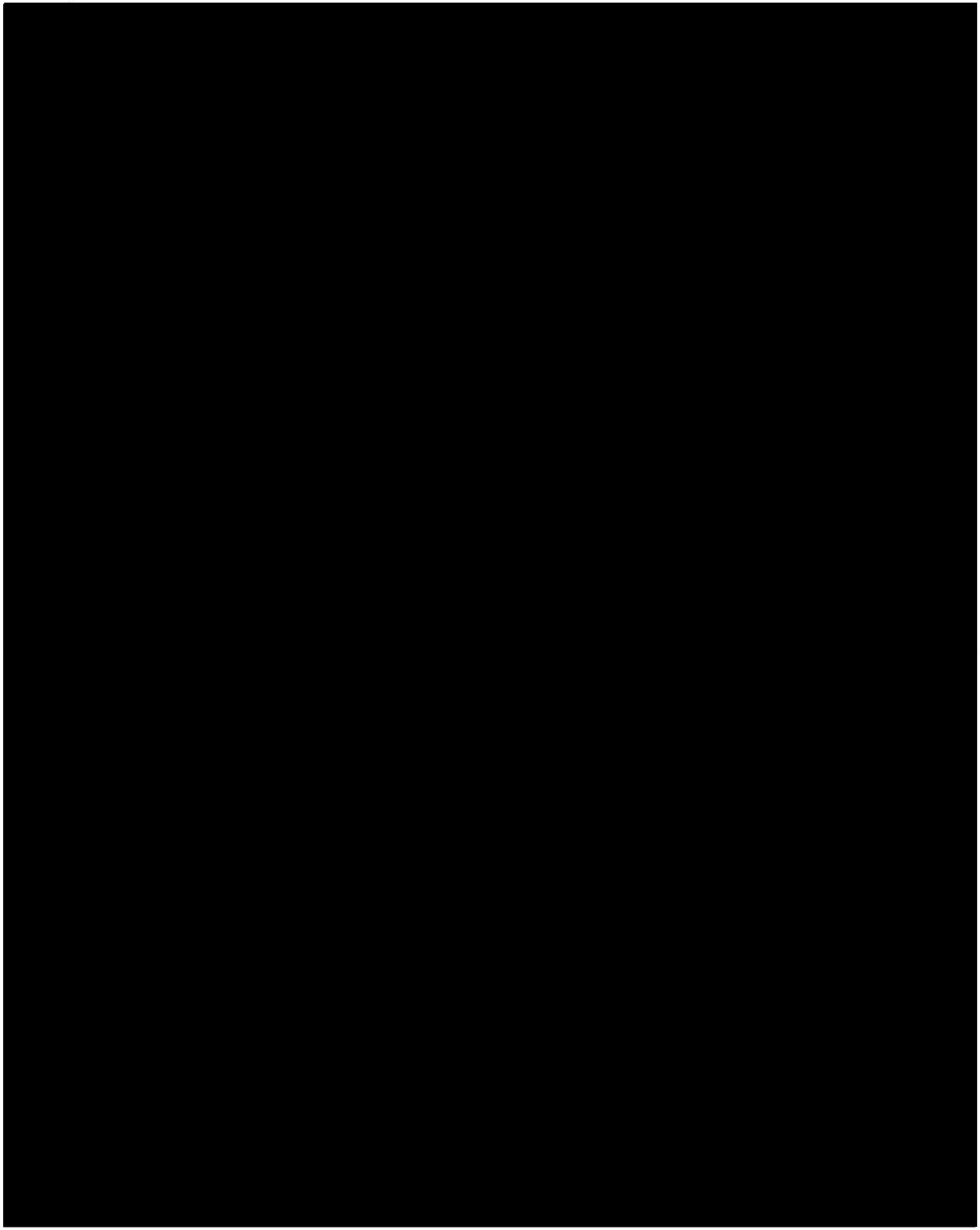


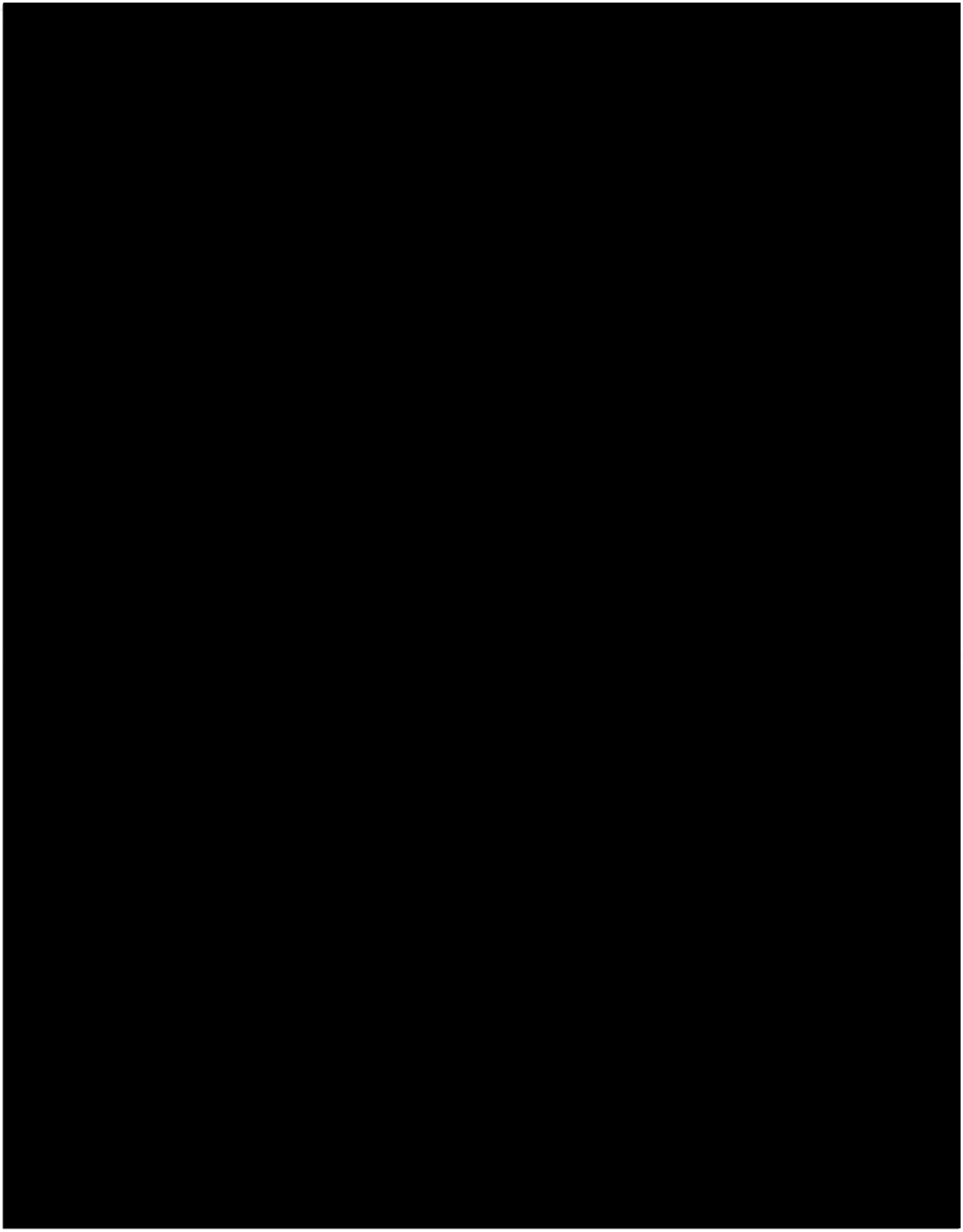


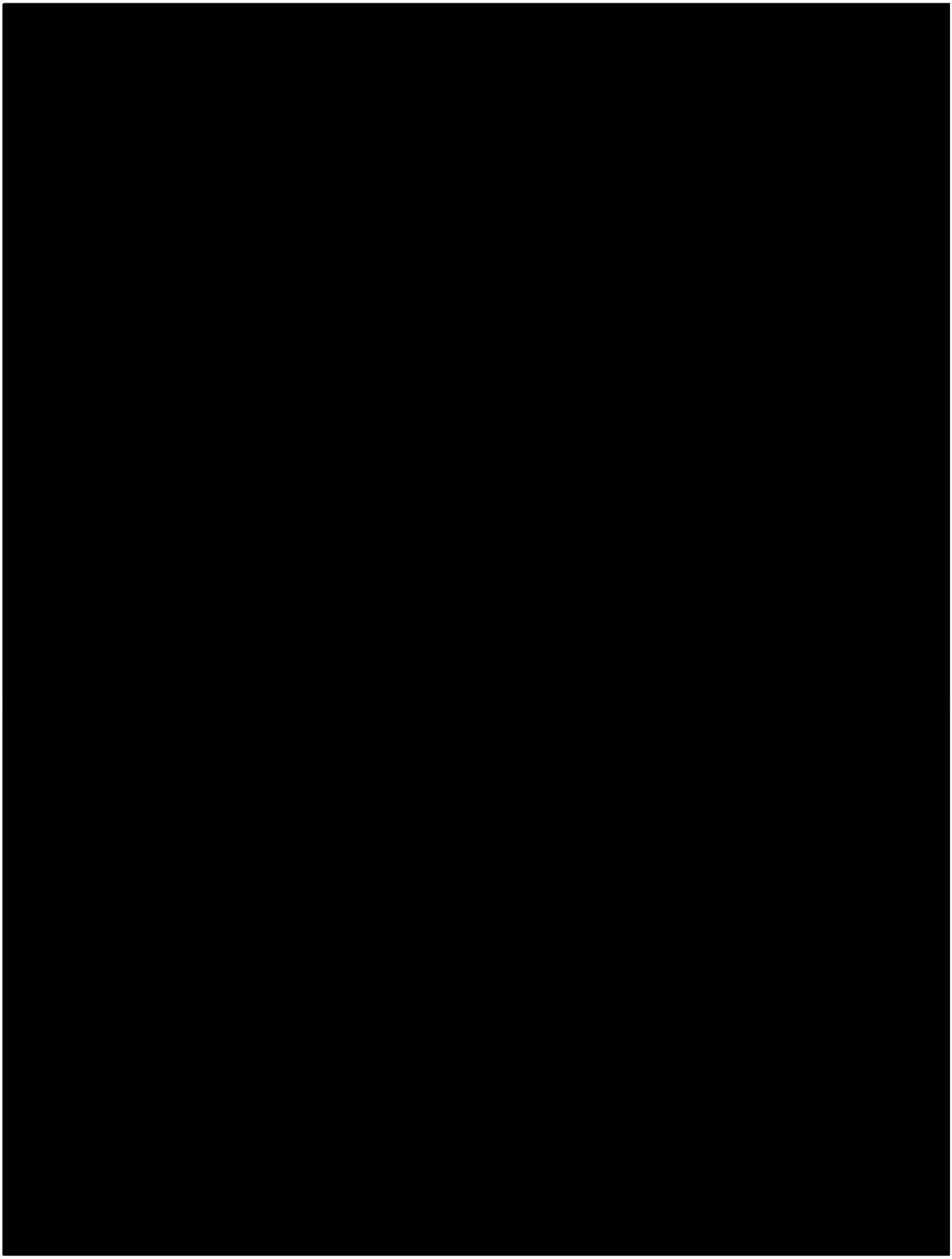


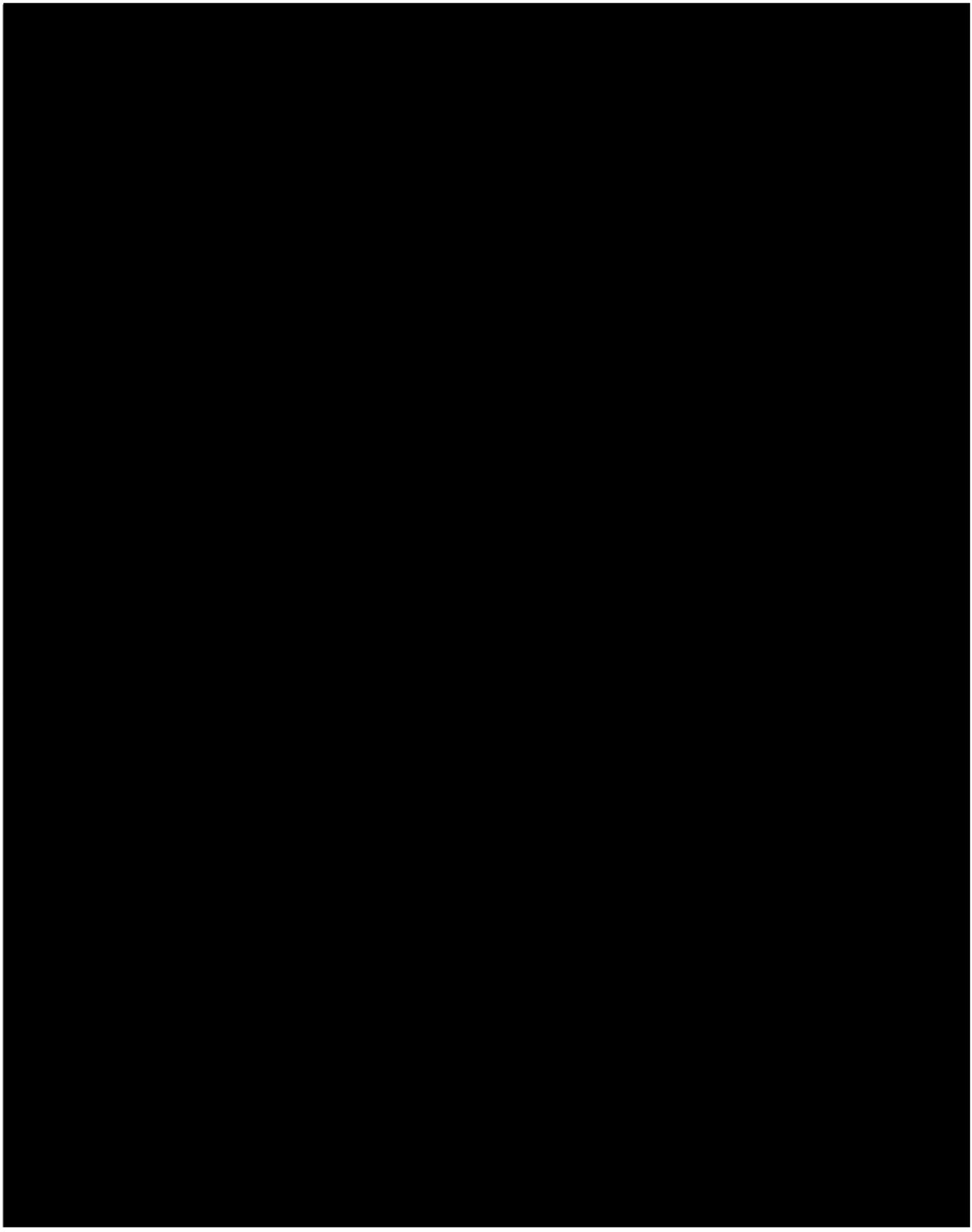


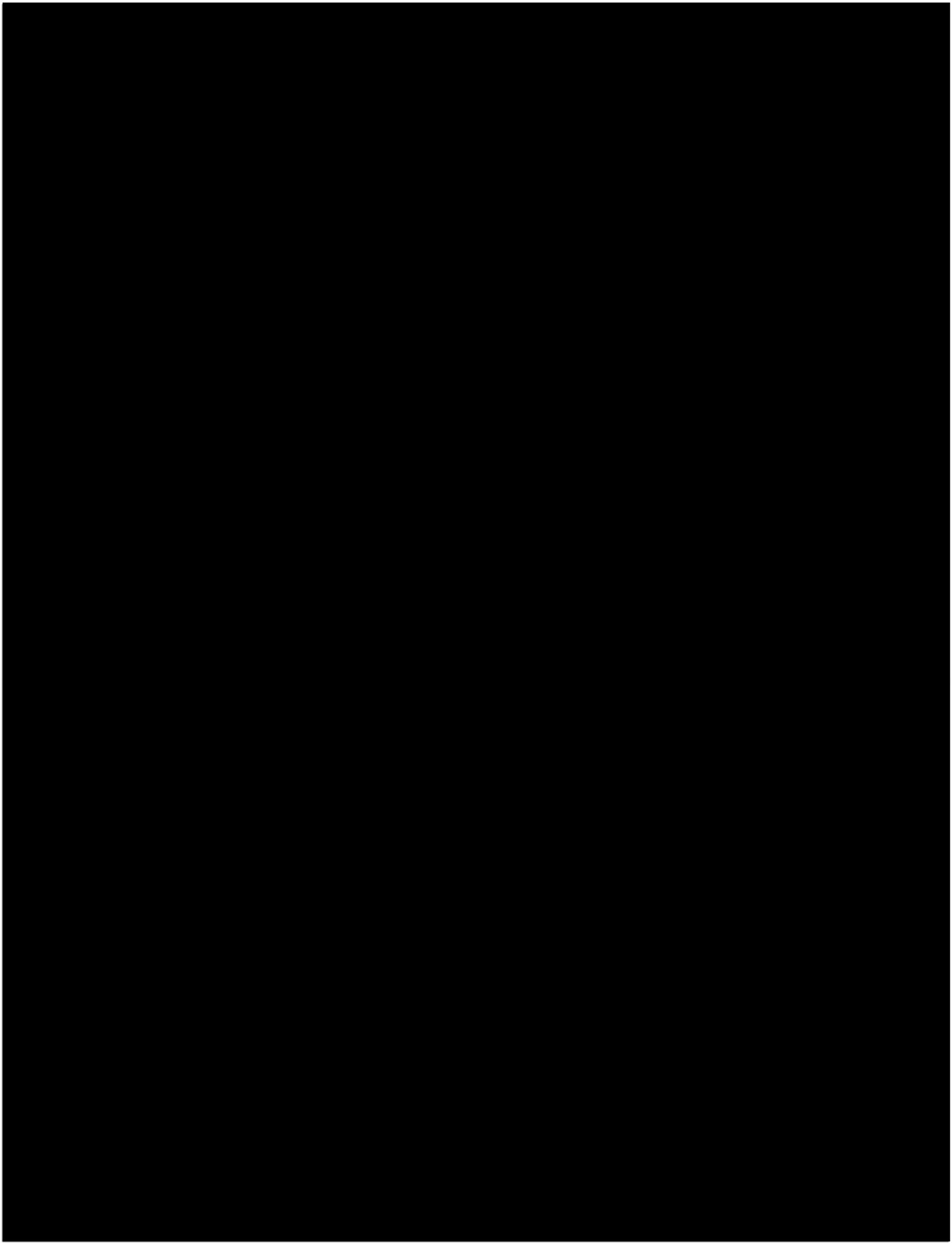


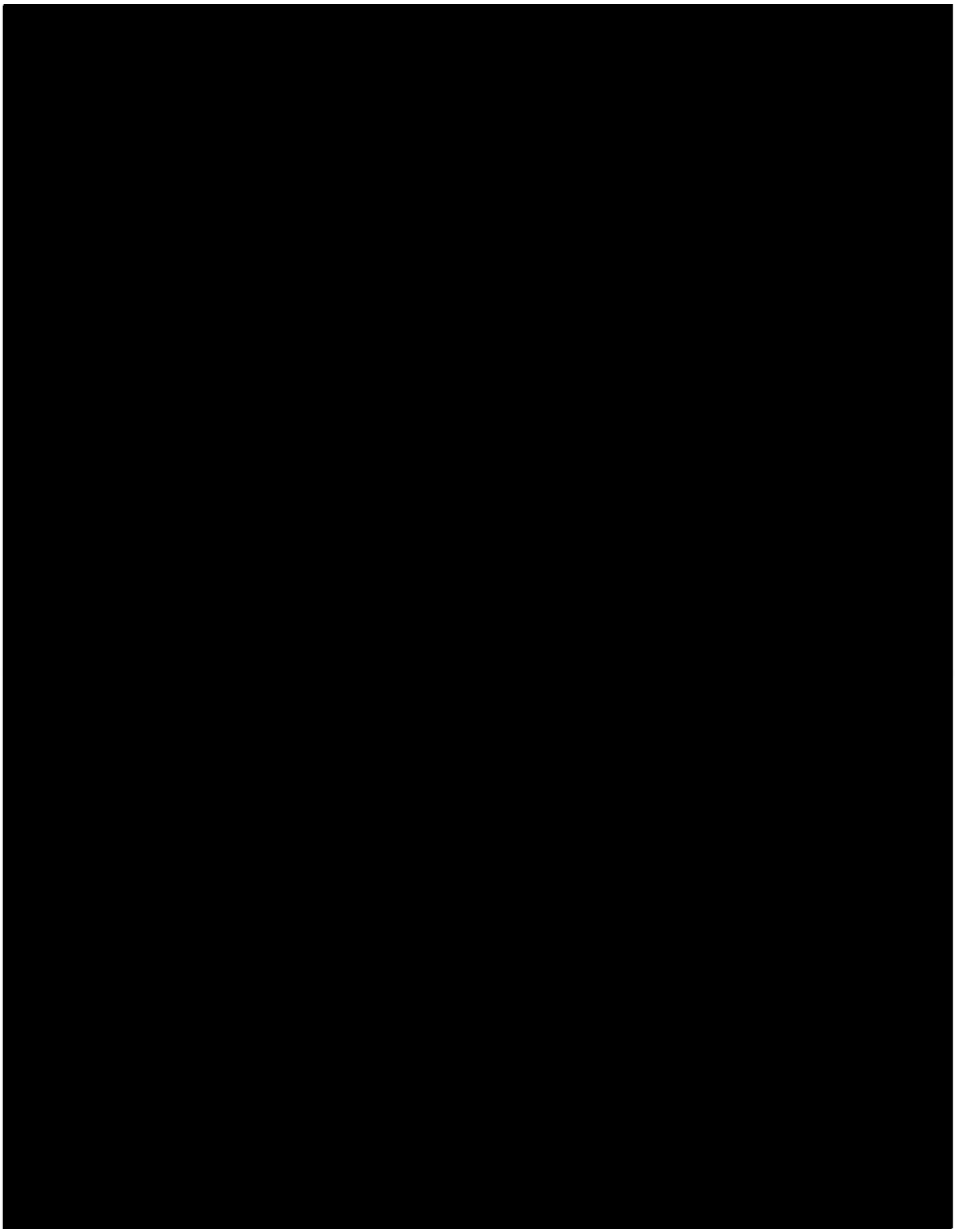


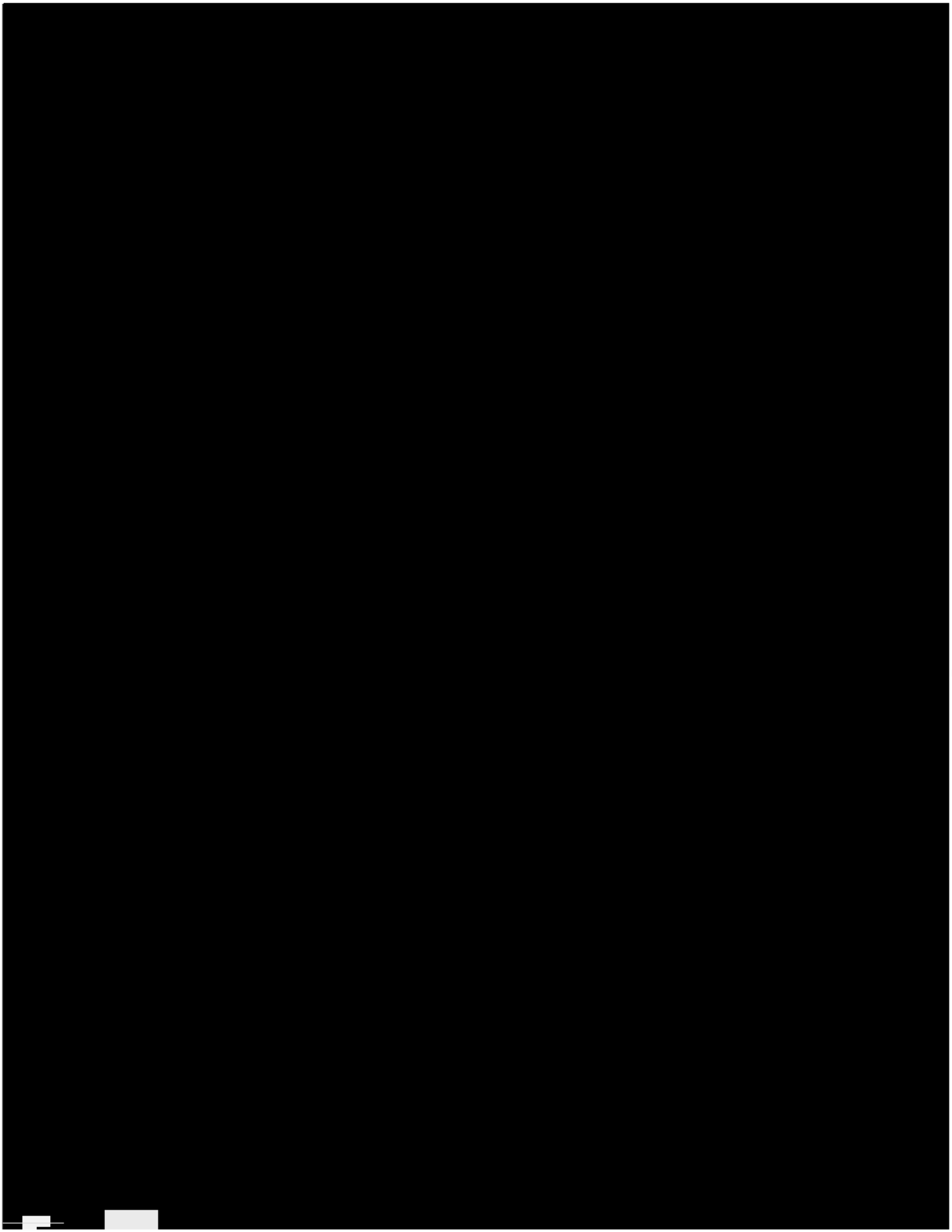


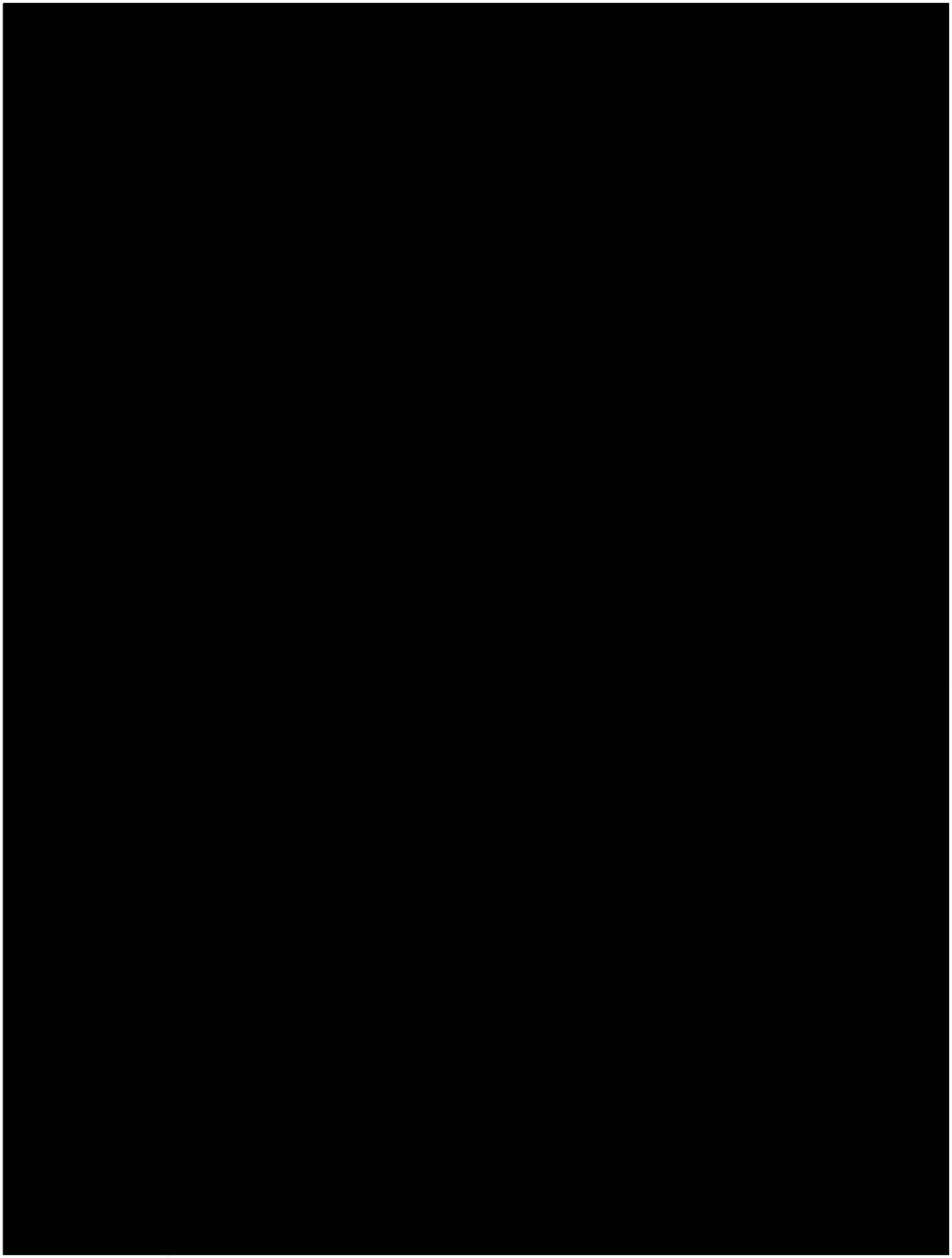


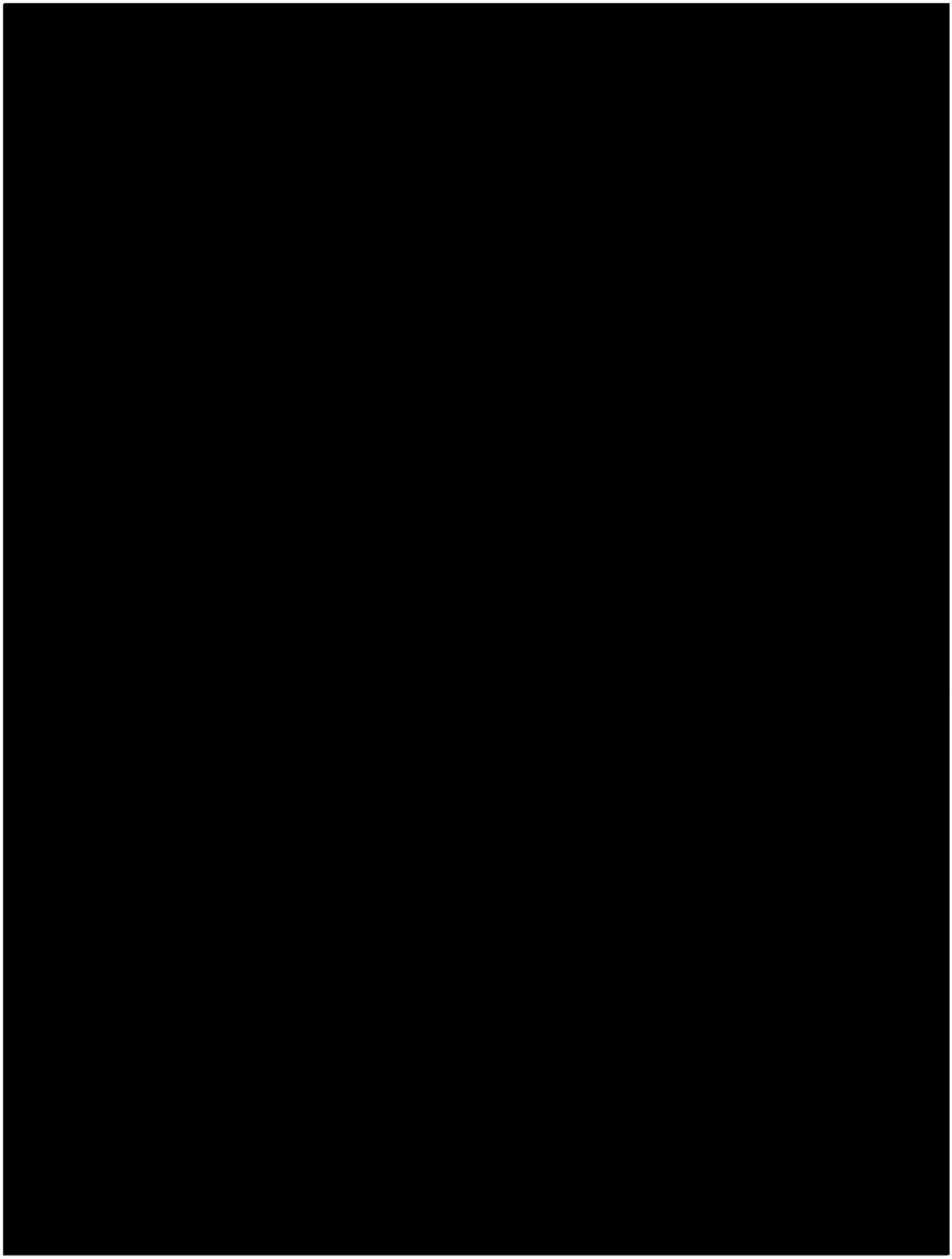












Field Contact

CONTACT INFORMATION

Agency	Case #
BROWARD COUNTY SHERIFF`S OFFICE	17-1706-001375

Contact ID	Date / Time	Reason
121294	06/21/2017 21:58	CONTACT

Location	Tract
6200 HOLMBERG RD, PARKLAND	

Officer	Supervisor
SWADKINS, B.	

PERSON INFORMATION

Name	SSN
Cruz, Nikolas Jacob	

Race	Sex	DOB	Age	DL #/State
W	M	09/24/1998	18	[redacted]

Address	Telephone #
8442 LAKEVIEW TRL PARKLAND, FL 33076	954-821-1007

Property In Possession

Weapon In Possession

Admitted Record

VEHICLE INFORMATION

License Plate # / State	Vehicle Type	Vehicle Year	Make	Model	Color
		0			

PHYSICAL CHARACTERISTICS

REMARKS

Nick was riding his bike without lights.

CRIME ANALYSIS

#21

17-1706-001375

EOG-03897

Report From Broward County Sheriff's Office
(Copy Printed From The FINDER Data Sharing System On 2/14/2018)

Report Number:	171706001375	Report Date:	06/ 21 / 2017 21:58:00	Reporting Officer:	SWADKINS , BRIAN
Incident Date	06/ 21 / 2017 21:58:00	Incident Location Type			
Description:					
Address	6200 HOLMBERG RD , PARKLAND , FL 33067				
Report Reason:	Field Contact				
Report Status:					
Report Comments:	+				

Other Details

Document Details

Creation Date	06/ 21 / 2017	Last Modified Date:	
Source Organization:	Broward County Sheriff's Office	Effective Date:	
Received Date:			

Person 1

Person Type					
Name (Last, First, Middle):	CRUZ , NIKOLAS JACOB		SSN	[redacted]	
Sex:	MALE	Race:	WHITE	DOB	09/ 24/ 1998
Height (In Inches):	67	Weight (In Pounds):	120	Eye Color:	BROWN
Hair Color:	Black	Skin Tone	LIGHT	Teeth:	VERY WHITE
Hair Appearance	STRAIGHT	Speech Description:	OW		

Primary Contact Information

Mailing Address	8442 LAKEVIEW TRL , PARKLAND , FL 33076				
Phone:	Number	Phone Type	Location Type	Comments	
	9548211007		Home		

Driver's Licence

Number:	[redacted]	Issued Date		Expiration Date:	
Jurisdiction Code:	FL				

Employment

Employer Name:	DOUGLAS HIGH SCHOOL	Occupation	11TH GRADE
Employment Contact Information:			
Contact Person:			
Name (Last, First, Middle):			

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L1717110100000039
Signal: 14 *M*14-INFORMATION
Address: 8442 LAKEVIEW TRL
Caller: [redacted]
Caller Address: [redacted]
Dispatch Time: 20:56:48
Primary Unit: 17A4

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1702
Date: 11/01/17

Arrival Time: 20:57:48
Primary: BS11251 / Alfred Gehres

Operator Console Summary

Time: 20:54:49.000 Console: S05 Operator: Sandra Gallegos
CALLER ADV HER COUSIN JUST PASSED AWAY TODAY AND LEFT BEHIND A 19YOM NICK CRUZ WHO IS [redacted] AND OWNS S/0 RIFFLES AND 17YOM ZACHARY CRUZ WHO HAS [redacted] COMPL IS REQ AN OFFICER RESPOND OUT TO THERE HOME AND TAKE AWAY THE S/0

Time: 20:55:32.000 Console: S05 Operator: Sandra Gallegos
ADV THEY ARE NOT HOME AND NOW STAYING W/ A FRIEND UNK 1020

Time: 21:24:01.000 Console: [redacted] Operator:
SPOKE WITH [redacted] WHO ADVISED HER COUSIN PASSED AWAY AND THAT HER SONS ARE [redacted] SHE ALSO ADVISED THAT A CLOSE FAMILY FRIEND WHO LIVES THERE HAS ALREADY ACCEPTED TO TAKE THE RIFLES AND HOLD ONTO THEM. HE KNOWS THE ADULT CHILDREN AND GOES HUNTING WITH THEM. THE CHILDREN WILL BE PLACED WITH SOMEONE WHO IS ON THE WILL.

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#22

17-1711-000039

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17171130000001602
Signal: 13I 13I-SUSPICIOUS INCIDENT
Address: 6166 NW 80TH TER
Caller: [redacted]
Caller Address:
Dispatch Time: 12:20:20
Primary Unit: 17B2

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/30/17
Arrival Time: 12:20:24
Primary: BS09714 / Guntis Treijs

Operator Console Summary

Time: 12:01:06.000 Console: N20 Operator: Dion Lebert
1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...

Time: 12:03:13.000 Console: Error Operator:
HOLDING FOR 17B2 PER 17D2

Time: 12:36:22.000 Console: Error Operator:
CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

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#23

17 #11-000602

FOG-03900

DRAFT

INTERVIEW WITH [redacted]
Q= DETECTIVE KAMI FLOYD
A= MRS. [redacted]

Q This is a taped statement taken by Detective Kami Floyd, I.D. 17022. This statement is going to be in reference to case number 171802000525 which is an incident that occurred at Stoneman Douglas High School on February the 14th, 2018. I'm on the phone now with [redacted]. Her date of birth is [redacted].

[redacted], do you understand that I'm a detective and that I'm investigating a criminal case?

A Yes, I do.

Q Okay. As such, I'm duly authorized to take taped sworn statements. Everything you tell me in this statement must be the truth and to the best of your knowledge. Do you understand?

A Yes.

Q Please raise your right hand. Do you solemnly swear to tell the truth, the whole truth, and nothing but the truth, so help you God?

A I certainly do.

Q Okay. [redacted], do you understand what perjury means?

A Yes, I do.

Q Okay. Basically, I'm considering you under oath at this point. Please tell the truth and everything to the best of your knowledge, okay?

A Oh, yeah. Definitely.

Q All right. Awesome.

A (Indiscernible).

Q On November 30th, 2017 at 12:01, a 9-1-1 call was made and it says that it was from [redacted] at the phone number of [redacted]. Is that you?

A Yes, ma'am.

Q Okay. And do you remember making that call?

A Yes.

Q Okay. Awesome. I'm just gonna give the notes real quick of what that call was about. It says complainant referenced a subject named Nikolas Cruz (ph) collecting guns and knives and advised that he is going to one day kill himself and wants to go into the Army and kill himself. Advised that she's afraid that someone is going to get hurt and this might be Columbine in the making. Advised subject has multiple guns and the subject is no longer living at the listed address. The subject has several social media accounts. She's requesting police assistance. For additional information -- and it's -- okay, you advised that the subject, Nikolas, is living with his friend, Billy. Nikolas told [redacted] that he wants to join the Service and kill people. She advised she resides in [redacted] Nikolas caused a disturbance in Lake Worth where he was last residing two days ago. Nikolas is [redacted] It is unknown where he is currently

located. According to caller, Nikolas owns weapons and ammunition that he keeps at his friend's house. Is -- are those the things that you said in the 9-1-1 call?

A Yes, they are. And that's how I know it to be -- I knew it to be at that time.

Q Okay. And did anything specifically lead you to make that 9-1-1 call?

A Yes. He was -- he was posting -- that's another thing I gave your department was his Instagram account, and I asked that they would please look at them because it showed him, you know, pointing a gun. It showed him -- he looked like ISIS. And he always liked to walk around like that. He thought he was in the military.

Q What exactly were the --

A I don't know who saw it, but --

Q You saw the Instagram posts?

A I saw -- yeah, all four of them. There's more. There was four of them.

Q Okay. How many?

A Like at the time when I -- when I talked to Parkland there were only three that I knew of.

Q Okay. So when you -- when you made this call there were three Instagram posts that you knew of.

A Yes.

Q Okay. And what were they of? What do you remember seeing?

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EOG-03903

A Well, one of them was in the backyard with the gun and he had it on the fence. I don't know whose house he was at but he was pointing it out towards the backyard. I know it wasn't his yard in Parkland where he lived originally with his mother and his brother because she didn't have a wooden fence back there. So he had the gun pointed that way.

Q Okay.

A And that one account he really wasn't -- he didn't have anything on it. But the account that I was so concerned about was that he was wearing a Army hat that -- almost like a skull cap and something, a mask over his face. I'm sure you've seen these. And there were guns -- a gun there and he did have one gun with the orange tip, which I know is not a real gun. But he treated it as such because he used to walk around the neighborhood and he would have this gun. And I'd say, "Lynda (ph),"-- his mother -- I said, "Lynda, he can't walk around with it. He's gonna get killed." I said, "Somebody's gonna think that --"

Q When you saw these posts and you called 9-1-1, was his mother still alive?

A She died November 1st. But a --

Q Okay. So when you made the 9-1-1, call she had already been passed?

A Yes. Yes.

Q Okay. And when you made the 9-1-1 call, were you able to say where he was living?

A Well, I said -- well, I believe I did. I told them he was living at one time with [redacted]; that woman who took him and his brother in. And she did nothing but help

him and the Instagram conversation I had with him was -- he had Instagrammed me telling me he didn't like [redacted]. She was making him pay for things. He thought she should spend all her money on him and he shouldn't have to do anything like that. And I just Instagrammed him back saying -- him back -- just saying that she's a wonderful person for doing what she's doing. She's honest. I said, "She'll help you. Do what she tells you to do and you'll be fine."

Q Okay.

A But talking to Nikolas, he doesn't really comprehend a lot of things. He -- like he wouldn't know what the word -- let's see -- "conjure up", or he wouldn't know certain words that -- Lynda had to talk to him like he was in, you know, a very -- elementary school. That's how he, you know, would talk and listen. He wouldn't understand the full conversation.

Q Okay. Let me ask you this. After you called and made this 9-1-1 call -- when you made it -- did anyone contact you back?

A No.

Q So you never spoke with any police officers; Parkland officers, deputies?

A Oh, wait. Wait. Wait. Wait. When I made the -- yeah, I did. I called Parkland police. That's what this is about.

Q That's what this is about. Okay.

A 'Cause I -- yes. And this is why I thought they'd really help me because I -- yes. I had a call and they told me I couldn't speak to a detective right away. I had to talk to a

police officer and they'll call me back. I said, "Okay, fine." So someone called me back and it turns out -- I don't know if his name was Chase (ph). I have these papers written up in my apartment in [redacted]. I had somebody give me the information the other day so I could transfer it to you guys. And so I'm not positive about his name, but next to the name I wrote the word "Spanish". And he was one of the guys who would go to the house all the time, like I'm sure you know how many times I'm talking about, and be there with Lynda. And he even said to me, he says, "Well, Lynda --" I told him it was Nikolas Cruz. And I told him, I says, "I know you used to go there about Zachary Cruz (ph)." And he said, "Lynda?" I said, "Yes, when she passed." "She died?" I said, "Yes, she passed away November 1st." And he was flab -- he was amazed that she had passed away. I said -- so I was thinking now, wow, this guy knows where I'm coming from. He knows I'm not blowing smoke.

Q Right.

A Because I told him, I says, "You know yourself. All you gotta do is look at him." And my whole thing is that his lights are on, but nobody's home.

Q Okay.

A And I thought, wow, this guy knows what's going on. He's gonna do something. And that's how I felt. And then nothing happened. Nothing happened. Then I found out that he was going to kill people. And I just said, "This has gotta stop." So I called the FBI.

Q Okay. Let me ask you this. Did that -- who was it that you spoke with? It was a Parkland police officer? Is that correct?

A Yes.

Q Okay.

A Yes. I couldn't even give -- is Scott his name? His right name? I don't think. But I should, you know, with all these reports going through the house, one of them has to pop out, maybe Chase. I don't know if it's a first name, last name, or what.

Q Right. I'm sure.

A I was just hoping --

Q I'm sure they can -- I'm sure they can find that. My question to you is what was his -- before you guys hung up, what was his response to you? What did he say he was going to do? Or did he ask you to do anything else?

A Well, he said, "Thank you very much." And I believe he said, "If we have any questions, can we call you back?" But now I'm so confused that I don't know --

Q That's okay.

A -- if it was the FBI that said that to me, or he did.

Q Okay. And it was a long time ago. So it's, you know, we're not expecting you to remember everything word for word.

A Right.

Q You're doing this off of your memory. So my other question is I know that there was a confusion as to where Zachary and Nikolas were living.

A Okay. They lived by --

Q Do you recall speaking with anybody from Lake Worth or Palm Beach County?

142 A Yeah, [redacted]. The girl that --

143 Q No, I mean any law enforcement agencies? Did you ever call --

144 A No. No.

145 Q -- anybody from --

146 A I -- I don't have the paperwork with me. I think I had a call -- before I
147 got to the Parkland Police Department I did call Lake Worth and asked for a detective. I didn't
148 know who to talk to. And I tell them this is in regards to Parkland and they tell me to call
149 Parkland Police. Which is -- I believe that's what I did.

150 Q Okay.

151 A And they told me I couldn't talk to anybody until somebody called me
152 back and --

153 Q Okay. So you called Lake Worth prior to calling Parkland?

154 A Yes, just to find out if I could talk with somebody.

155 Q Okay.

156 A And then they told me to call Parkland.

157 Q And they told you to call Parkland? Okay.

158 A Right.

159 Q Okay. And then that's when you spoke with the deputy, or the police
160 officer from Parkland, and he said, "If we have any questions, can I call you back?"

161 A He (indiscernible). I believe so, yes.

Q Okay. No problem. And then how long afterwards would you say that you made the report to the FBI?

A Well I'm, you know, I'm really confused about that. I -- like I said, I got this information written out. I don't think they gave it all to me when I called my apartment [*sic*]. But I was under the impression I called the FBI -- it was after Thanksgiving but before Christmas. So if I called you on the 30th of November I had to call them in December.

Q Okay.

A I don't remember. But that report that came on the TV said January 5th. And I didn't remember waiting that long to call the FBI.

Q Okay. Well -- and it's hard with dates, so we understand that. Okay.

A But I was really frustrated and upset about this whole situation before it ever happened.

Q Right. And I -- so I just wanna clarify, and correct me if I'm wrong.

A Mm-hmm.

Q I'm understanding that the reason why you initially made this phone call and you became concerned is because the three postings you observed on an Instagram account, correct?

A Well, the one posting in particular.

Q Right.

A With all the ISIS stuff. And the fact that he wanted to kill himself. I thought (indiscernible).

Q Did he say he wanted to kill himself on the Instagram?

A He posted it. He put it on and took it off.

Q Okay. And that was prior to your phone call.

A Yes. And when I heard that I, you know, started an Instagram account 'cause I didn't even know what the heck Instagram was.

Q Gotcha.

A But I saw the account and I said this is terr -- you know, he can't -- this can't go on. Something's gonna happen. But I've been saying this since he was ten years old. So -- so then I called the FBI when I found out he was saying he wanted to kill people. I said, "Oh, wow." And I told somebody, one of them, I said, "This is gonna be Columbine all over again."

Q Mm-hmm.

A And now I hate to say it. I mean, his mother was a friend of mine for almost sixty years. We met as little girls. And if you look at the guy who did Columbine -- you know, he killed his mother and everything in that -- I'm putting Nikolas next to him. Like they pass as relatives.

Q So let me ask you this. Okay.

A (Indiscernible).

Q So you said that you knew -- you knew Lynda since you guys were little kids.

A We were nine and ten when we --

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EOG-03910

Q Okay. So when she had Nikolas and Zachary, did you ever meet them in person?

A Yeah.

Q Okay. How well would you say you knew them?

A They were like nephews.

Q Okay.

A I knew them very well. I would vacation with them and talk with them. After Roger had died -- I was there when Roger was alive and then shortly after -- and then when he died, I would spend like two weeks with her. At different times my daughter and I would go there. And, as a matter of fact, when they were infants my daughter was in Florida and she's the only one that they would allow to babysit for the kids.

Q Okay.

A But she, you know -- and then I hear a report saying that Nikolas was two years old and Zachary was two months old. That's not correct.

Q Okay.

A Lynda was in the hospital when Nikolas was born and she picked Zachary up in Ocala at prison.

Q Okay. The calls that we talked about; you spoke -- you called Lake Worth, you called Parkland PD, and you called the FBI. Are these -- are these the only calls that you made in reference to your concerns?

A Yes.

EOG-03911

Q Okay. So three telephone calls, correct?

A Yes.

Q Okay. And has everything you've told me been the truth?

A Yes.

Q Okay. Is there anything else you wanted to add?

A To my knowledge. I don't know what I can add. I mean, I just know that [redacted] being persecuted for no reason. I know Zachary's in a facility right now which is probably the best thing that ever happened. And it's just -- what's bothering me is all these false reports. And I understand it's not coming from you and it's not coming from the FBI, it's just very frustrating.

Q I understand. I understand. It is for us, too.

A I know. I know. I know. I just feel so bad for the parents 'cause they don't know the truth.

Q Me, too.

A They don't know the truth. I keep thinking --

Q Okay. I'm gonna --[redacted], I'm gonna go ahead and stop this recording, okay?

A Yes, ma'am.

Q Okay.

(End).

Reviewed By_____

245 Transcribed February 22, 2018
TEI/rm

My name is Sergeant Jonathan Brown of the Broward County Sheriff's Office Criminal Investigations Division Homicide Unit. Today's date is Friday, February 16, 2018 and the time is now 1416 hours. This statement is being taken at 2601 West Broward Boulevard, Ft. Lauderdale, Florida in the Criminal Investigations Division of the public safety building in one of the interview rooms. Also with me is Detective Melissa Wallach, her CCN is 17289. This is in reference to case #17-1802-000525 and it's about an incident—it's a shooting at Stoneman Douglas High School at 5901 N.W. Pine Island Road in Parkland, Florida, it occurred on February 14, 2018 around 0221 hours. It involves the suspect, Nikolas J. Cruz, white male, date of birth 09/24/98 and several victims---deceased victims. Today we're going to be interviewing Guntis Treijs, his CCN is 9714.

DRAFT

Q. And Guntis please raise your right hand. Do you swear and affirm the statement you're about to give is going to be the truth, the whole truth, nothing but the truth, so help you God?
A. I do.

Q. Okay, state your full name.
A. My last name is Treijs, first name Guntis.

Q. Okay, spell your last name.
A. Last name is spelled T-R-E-I-J-S.

Q. And your first name?
A. G-U-N-T-I-S.

Q. And your CCN?
A. It is 9714.

Q. And where do you work Guntis?
A. I work in district 17, Parkland.

Q. Okay.
A. Road patrol.

Q. Okay, who do you work for?
A. Um...my immediate supervisor currently is Sergeant Smith---Andy Smith.

Q. What agency?
A. I work for Broward Sheriff's Office.

Q. Okay and how long have you worked for us?
A. I've been hired 1999.

Q. Okay.
A. August 30th.

Q. Where have you worked this whole time?
A. Um...first I was employed with the Child Protection Investigation section and um...transfer into academy in 2002 after which I was assigned to various districts, district 9, district 13 um....Broward College, Cooper City and finally to Parkland.

Q. Parkland?
A. Yes, sir.

Q. Okay and when did you get to Parkland, do you remember?
A. Um...yes, I was transferred 2 ½ years ago in October that would 15.

Q. Okay and what was your job when you worked in Parkland?
A. Parkland I was always part of road patrol.

Q. Road patrol?
A. Yes, sir.

Q. And you were what um...marked—you had a marked unit?
A. I um...as a road patrol deputy I patrol assigned areas and um...I answer calls for service, I drive a marked unit and I—I work in a—in a BSO issued uniform.

Q. Okay, how do you receive your calls?
A. Calls—calls are—are received through radio via dispatch; also through computer as well.

Q. Okay. All right um...I'm going to have you take a look—first of all I want you to understand that this is a grand um...encompassing investigation about what happened in Stoneman Douglas the other day. It—there's a lot of material that we're investigating and we're going all the way back and a lot of people are being interview okay. Basically what we're doing is we're trying to figure out what happened okay. Um....documents and facts figure out what happened along the way um...in regards to Nikolas Cruz so that's where we're going---
A. Yes.

Q. --okay um...I just want you to understand and appreciate what this is all about before we go on. Um...we—we pulled up a C.A.D. report I want you to take a look at it okay. Um...right there.
A. Okay.

Q. Okay—all right, for the record this is a C.A.D. report that was generated from a call for service on November 30, 2017 at 1201 hours um...the caller—location of the call 6166 N.W. 80th Terrace in Parkland it was classified as a suspicious incident and it was dispatched to Deputy Treijs Guntis and I'm going to read it for the record.

"Complainant ref. to subject named Nikolas Cruz collecting guns and knives and advising he's going to one day going to kill himself and he wants to go to the Army and kill himself. Advised that she is afraid that someone is going to get hurt and this might be Columbine in the making, advised subject has multiple signal zero guns, now advised that the subject is no longer living at the above 10-20, advised that the subject has several social media accounts, request P.D. assist for additional 10-43, holding for 7B2 per 7D2, caller [redacted] advised that subject Nikolas is living with his friend Billie, Nikolas told [redacted] also stated that he wants to join the service and kill people, caller advised that she resides in [redacted], Nikolas caused disturbance in Lake Worth where he was last residence two days ago, Nikolas is [redacted] it is unknown where Nikolas or currently located. According to the caller Nikolas owns weapons and ammunition that he keeps in his friend's house."

Okay end of the narrative. Okay, Guntis do you remember this call for service?

A. Yes, I made the phone call back to a caller who was—who is out of state.

Q. Okay, do you remember who that was?

A. Um... [redacted], that was the person I spoke with on the phone.

Q. Okay, so you were dispatched this call?

A. I was—it was a phone call to call back the complainant 'cuz she's out of state.

Q. Okay, so it was dispatched to you with a phone number to call the complainant?

A. To call the complainant, yes.

Q. And where did you call the complainant?

A. I call at the number that is in the—in the computer call, I—I called back that number from my personal phone.

Q. From your personal phone?

A. Yes.

Q. Okay and who do you remember talking to?

A. I spoke with a female I—I remember she—she had an accent I couldn't detect what accent but spoke with an accent then I remember it was rather poor connection because I had a flip phone at that time.

Q. Okay.

A. Um...

Q. Do you remember her name?
A. [redacted] the person I spoke with.

Q. Okay, what did she tell you that you remember?
A. Um...she was—she was concerned about—she's a relative I remember she said that—I asked her when has she seen him and she said she hasn't seen him in years but—

Q. "Him" being who?
A. Um....Cruz.

Q. Okay, Nikolas Cruz?
A. Nikolas Cruz, yes.

Q. Okay.
A. Who was a resident and some point of Parkland but she said that he has moved since.

Q. What was her relationship with Nikolas Cruz that you can remember?
A. As I can remember she was a relative.

Q. And you---do you know which one?
A. I um...

Q. Do you remember what relative—what type of relative?
A. I think she was either—she was a cousin or a mother—she was a mother's—mother's relative of his adopted mother's relative.

Q. Okay. All right um...what do you remember her telling you?
A. Telling that he—that he has weapons and he wants to join the military and he wants to kill people and---but then I asked her several times is there a way that she knows where he is and—and she said that last was um...where he was was Lake Worth---

Q. Okay.
A. ---but no specifically where Lake Worth---

Q. Okay.
A. --Lake Worth, Florida.

Q. So she didn't know where he lived?
A. She didn't know where he lived and—and I asked her 'cuz—I said—and then I also asked for date of birth and she didn't know the date of birth so I---the Cruz where—that's a

rather common name. That's just um...I—I didn't know exactly where he would have been at this time.

Q. Okay, did she provide any specific information about a date of an incident he was going to create?
A. No, there was no specifics. She was concerned about his—him and the statements he made to her but there was nothing specific as far—as far as something I could follow up, he didn't make—she---she talked to him I never talked to Cruz.

Q. Okay.
A. What she related---related to me was that he has weapons and he wants to join military and—and that he also is um..[redacted] so---

Q. Okay, did she provide any paperwork or follow up or any literature or emails or anything like that that describe a threat that she's talking about?
A. No, it was just—it was just a phone conversation and—

Q. Okay.
A. --it was—again there was somewhat of a language barrier 'cuz I—

Q. Okay.
A. --she had to repeat herself several times and—

Q. No, let me ask you did she offer any type of proof or evidence? Did she say she can get it for you or that—that is available or I'll send it to you?
A. No, no evidence that she could provide.

Q. Okay and was she able to provide you any type of specific threat as to a certain location or a certain scenario?
A. No, no specific threat and no—no location for—for Cruz.

Q. Okay, in your opinion what did you feel um....she was trying to communicate?
A. She was commu—what—she was relating the message that he owns weapons and that um....that he's joining military.

Q. How did you interpret all of this?
A. I interpret that as a um....concerned rel—concerned relative but who—according to her the last location was somewhere else and I directed her to contact—to contact where he might be—might be living at this time but she didn't know where he lived.

Q. And what—where was that at?
A. Um...Lake Worth but there was no specific location.

Q. Okay.
A. So that's the next county over.

Q. Did you direct her to make a report with the---
A. I—I told her that Lake Worth is---yes.

Q. To make a—a report with another county?
A. I told her to contact Lake Worth.

Q. Okay, did she say she was going to do that?
A. I don't remember that.

Q. Okay, so what else happened?
A. Um....that was the phone conversation; that was the extent of it.

Q. Okay, did she give you any time reference as to when she last spoke to him?
A. Um...I believe was recently.

Q. No, when—when she had spoke to Nikolas. Did she say anything regarding, oh, I talked to him the other day or any type of communication she he had had with Nikolas?
A. Um...there was a phone—I don't know exactly when she spoke recently.

Q. Okay, so how is she validating her concern is what I'm trying to figure out? How did she know if she's in [redacted] and he's down here how is she getting this information?
A. Um....they spoke on the phone, he—he and her spoke on the phone (inaudible).

Q. And we don't know how recent that was at the time?
A. It was I believe maybe days, it was recent.

Q. Okay. All right, what else did you do once you received this information?
A. Well, I—I checked the—on OSSI but I think the—the spelling of Nikolas that I used somewhat different. There were so many of them and I couldn't pinpoint what—what location or where would—

Q. Okay.
A. --he would be.

Q. Now, if you would have found Nikolas in OSSI what would that have given you?
A. It would have given me a reference point where he—if he's got a current address or—but she indicated that he—or has moved from Parkland---

Q. Okay.
A. --during conversation.

Q. And if OSSI would have told you the address and it would have been in Parkland or anywhere else what would you have been able to do?
A. I would be able to do a follow up, make face to face with him, I would---

Q. And what would you do?
A. ---I would assess case and condition and follow up on this con—um...weapons issue and—and his mental state.

Q. Okay, talk to me about making contact with him, assessing him and let's just say you thought there was a condition and there was a threat and you were able to back it up by actually seeing firearms or whatever what would you have done then?
A. If—if those were valid concerns and---and that would be—if he met criteria for Baker Act that would be a Baker Act situation.

Q. Okay.
A. Where I would secure firearms.

Q. Let's just say you didn't have a Baker Act situation and you felt he was a threat what could you have done and what would you have done?
A. Um....contact my supervisor first of all and also um...some type of crisis intervention with him.

Q. Okay, would you—
A. Therapy—therapy or um....or even—I would still consider Baker Acting that's if he met the criteria.

Q. Would you have done a police report?
A. Yes, I would have done a written—written report as oppose to um...

Q. And what would you have done with that report?
A. That would um...I would forward to um...for a follow up.

Q. Okay. All right um....so you weren't able to do anything because of the OSSI look up was too broad and—
A. That's a—that's a very common name what popped up and---

Q. And nothing popped up on your query?
A. But it was—it was just Cruz there's multiple Cruz'.

Q. Okay, were you able to look anywhere else for information about his location or who he was?
A. Um...they would---

Q. Did you remember looking it up?
A. I did not see any other reports with that name associated.

Q. Okay, separating OSSI did you go into any other databases to find out what happened?
A. I don't remember.

Q. You don't remember could you have?
A. I—I could have looked up and (inaudible)—

Q. Would you normally have done that?
A. If—if—yes, that would be additional—

Q. Okay.
A. --except she didn't have a date of birth for him.

Q. Okay. All right, let's just say you found out he lived in Parkland—
A. Um-huh.

Q. --and you went to his house and he wasn't home what—what would you have done normally?
A. Normally I would have come back later or pass it on to the next shift to—for a—to go back to the residence—

Q. Okay.
A. --and speak to neighbors see if they know where he lives or has he—

Q. Okay, so you didn't have any other information um…from [redacted] Was she able to give you any other information that you can remember?
A. No, no additional information.

Q. Okay, what did you have to follow up on with this call?
A. At that point I—I just said—I exhausted all what she gave—she—the—the leads that I had at that point.

Q. Okay, do you know who Nikolas Cruz is?
A. I do now, yes, sir.

Q. Now, let's go back a bit at the time of this call did you know who Nikolas was at the time?
A. At that point I just had a name.

Q. A name okay how about um…a Zachary, you ever came across a Zachary Cruz?
A. That's a—after the fact I learned that that's his brother but—

Q. Okay.
A. --at that point, no, I did not.

Q. You didn't know who Zachary was?
A. No.

Q. Okay, do you remembering handling any calls with a Nikolas or a Zachary Cruz in Parkland?
A. Um...yes.

Q. No, no, prior to this incident. Prior to this call we just discussed do you remember having an incident with these guys?
A. Um...prior to that yes with the—there was one incident I don't recall exactly how long ago.

Q. With who?
A. With the—with the stepmother and Cruz.

Q. Which Cruz?
A. Nikolas Cruz.

Q. Okay and how long ago prior to this call was that, do you remember?
A. Um...I just remember I was in midnights then so it had to be maybe a year ago.

Q. Okay, at the time of this call did you remember Nikolas Cruz or—
A. I---

Q. --or are you remembering it now reflecting back?
A. After now putting it together, yes, I—I see that—that—

Q. Okay.
A. --that could be the same person that—

Q. But at the time that you received the call from [redacted] and spoke to [redacted] which was on November 30, 2017 did you recall having dealings with Nikolas Cruz in any call?
A. No, at that point I did not I---

Q. Okay, this is now after the fact.
A. After the fact.

Q. Okay. All right, if you would have recognized dealing with Nikolas Cruz at the time of this call on---in November of last year what would you have done?

A. I would have been able to verify the correct spelling of the first name which is different than normally spelled. I would have been able to pull up the report and—and—and seen his—and found his date of birth from there from my old report.

Q. Okay.
A. That would have given me additional information.

Q. Okay, what happened with that call that you can remember now reflecting back, the original call that you had involving Nikolas Cruz? What—what happened there?
A. Um....that report was—I—I don't report on it, I did not make an arrest at all.

UNRELATED TELEPHONE CALL:
Yeah, I'm on a statement right now, goodbye.

Q. Sorry about that. Go ahead.
A. Um...that's a domestic if I remember correctly that I was on—

Q. And who---
A. --with the stepmother and---

Q. Who did it involve?
A. It involved her two stepsons.

Q. Nikolas and Zachary?
A. Right.

Q. What happened there?
A. He was a um....a---some incident involving where he wanted to walk the dog and his stepmother didn't want to let him out at night.

Q. Okay, now are you remembering this now because you looked it up and you realized, oh, I remember that and the reports and you just now looked it up or did you remember that at all during the time of this incident?
A. At that time I had no recollection.

Q. Okay, so---
A. I did not put two and two together.

Q. Okay, so as of now you researched it and realized—
A. I haven't looked at the report but I---

Q. Okay, but you recall?
A. And I was—yes.

Q. Okay, so he had an incident with a dog?
A. Yes.

Q. What—continue I just wanted—continue that, what was the incident with the dog?
A. The incident was where he wanted to walk the dog and—and um…his stepmother took the leash—grab the leash and—and he released it and it snapped back and that was the extent of it and there was no—it wasn't—that wasn't—it was a written report with no arrest.

Q. Okay and who initiated that report, who was---
A. It was dispatched from BSO dispatch, I was dispatched to the residence.

Q. What I'm saying is who called the police?
A. Um…I believe the stepmother.

Q. And do you know what her name was, do you remember?
A. I don't remember I just looked at the report.

Q. Okay, were there any injuries?
A. There were no injuries---

Q. Okay.
A. --whatsoever.

Q. All right, were there any weapons involved in that call?
A. Not at all.

Q. Did you learn anything about Nikolas Cruz at that time?
A. Um…just that he's a—I believe he was under house-arrest or his—his mother—stepmother mentioned that he's not supposed to be out at night 'cuz he—part some condition of um….

Q. Okay, how long ago was that call that you remember? Give me a general area/timeframe.
A. Um…a year ago.

Q. Okay and where was that at? Do you remember the general area?
A. Um….Townpark.

Q. Townpark okay. Did you ever go inside that house that day?
A. Yes, I was in the house and—

Q. What did you see when you went in there?

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A. I saw the stepmother sitting on a um…big chair by the TV and—and I believe Nikolas was somewhere there---

Q. Okay.
A. --in the living room.

Q. And where was Zachary at?
A. Um…I think he was upstairs I—I spoke with him briefly and he said he didn't—didn't notice anything.

Q. Okay, did you go upstairs?
A. Yes, I spoke---'cuz there was somebody else upstairs I spoke with him.

Q. Okay, did you go into any of the bedrooms that you can remember?
A. I think—I think one was—that was a bedroom that I walked in.

Q. And who—whose bedroom was that?
A. I just saw the other child there I don't know whose bedroom was it.

Q. Okay, did you notice anything out of the ordinary inside this residence?
A. No, no, it was well kept and um….

Q. Okay, did you come across any firearms or any weapons?
A. Not at all, I did not see any.

Q. Okay, if at the time you would have had firearms at that scene where you felt something was abnormal and there was some type of threat you needed to deal with what would you have done?
A. I would secure the scene first by---by securing the weapons.

Q. Okay and for what purpose?
A. Um…for—for safety—for safekeeping and---

Q. All right, so at that call you didn't um….see anything that jumped out at you and as far as a—a violent subject who was---had potential violence?
A. No, they were both calm, they were both sitting, he just said he wanted to walk the dog and—and he said his mom said no.

Q. Was there an arrest made?
A. No, there was no arrest.

Q. Was there a backup deputy?
A. Yes, there was a backup deputy.

Q. Who was that?
A. Deputy Barone I remember him being there.

Q. Okay.
A. There might have been one more.

Q. Okay, so you did a report.
A. Yes, I wrote the written report.

Q. Okay, why would you write a written report in this incident?
A. Because it—it involved actual incident that occurred in our jurisdiction and it was—it was a call for service and I responded and I—I did an investigation that's why I wrote the report.

Q. Okay um....let's go back to um...these—this call here where you got an anonymous—actually a complaint from [redacted] in [redacted]. How many of these types of call do you get um....per year do you think? Just give me a rough number.
A. Um...not too many I can't put a number, an exact number, may be (inaudible)---

Q. Okay.
A. We get calls from out of state sometimes but the um....

Q. Okay.
A. ..and I don't have an exact number.

Q. Do you know who Deputy Scott Peterson is?
A. Yes, I know him.

Q. Um....have you ever called him and given him information about any type of threat or anything concerning students at a school in whatever capacity?
A. I've done it. I've---I've investigated threats at the schools, yes, and I—

Q. Okay.
A. --um....

Q. And what did you do with that information?
A. That information I—I've written a written reports and it was—they were forwarded by a sergeant to um...those—the school resource officers.

Q. Okay and what do you know that he does with the information?
A. Um...he contacts principal and the—the principal makes a determination whether to keep the school open or close it for the following day. We've had threats I the past and---

Q. Okay.
A. --I've investigated those.

Q. Are you under the impression that is being followed up on these leads that you send to Scott Peterson?
A. Absolutely they are—they are taken very seriously. On one of the occasions Sergeant Nord and I spent half a night, we were tracking down where the threats came from and we found the juvenile, we went from house to house and—

Q. Okay.
A. --we followed up leads and—and resolved it and it—it was all documented and the school—the school board was notified about it.

Q. Okay, do you remember if you contacted um...Scott Peterson on this particular call that you can remember?
A. Not on this call I don't remember calling.

Q. Okay and do you remember providing Scott Peterson with any information about Nikolas Cruz at any time that you can recall?
A. Um....that I don't remember 'cuz he's---apparently there's prior calls with him and---

Q. Okay um...
A. --Deputy Peterson knows—knows many students so---

Q. Did you do any follow up with this call after you hung up with [redacted]?
A. I did a documentation 'cuz there was—

Q. Okay, so you have these C.A.D. notes. Did you make entry into the C.A.D. notes?
A. I made entries for C.A.D. notes and—indicating that—that um...Cruz is not in Parkland and he's in Lake Worth last known location.

Q. And those are on your C.A.D. now?
A. I'm sorry?

Q. They're on your C.A.D. They're not on here?
A. No these are—that's pretty much what I—I wrote some of those, there's notes some are—

Q. These are yours?
A. --some are mine, yes.

Q. Okay.
A. After that when I entered—when I finished the call—

Q. Okay.
A. --about this location and last known location.

Q. Do you feel that you had any information to move on?
A. No, this—this was no—no date of birth and it was out of state, a general concern about somebody who wants to join the military but who's [redacted] and—and owns weapons and--and who is most likely in Palm Beach County at this time that's—that's what I understood from the caller.

Q. Okay, is there anything else you'd like to add to this statement?
A. No, sir.

Q. Okay, today's date is February 16th um...it's 2:43 p.m. and this is going to conclude this statement.

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L1717113000001602
Signal: 13I 13I-SUSPICIOUS INCIDENT
Address: 6166 NW 80TH TER
Caller: [redacted]
Caller Address:
Dispatch Time: 12:20:20
Primary Unit: 17B2

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/30/17

Arrival Time: 12:20:24
Primary: BS09714 / Guntis Treijs

Operator Console Summary

Time: 12:01:06.000 Console: N20 Operator: Dion Lebert
1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...

Time: 12:03:13.000 Console: Error Operator:
HOLDING FOR 17B2 PER 17D2

Time: 12:36:22.000 Console: Error Operator:
CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

Generated: 2/24/2018 6:18:16 PM

#23

17 #11-000602

DRAFT

INTERVIEW WITH [redacted]
Q= DETECTIVE KAMI FLOYD
A= [redacted]

Q This is a taped statement taken by Detective Kami Floyd, I.D. 17022. This statement is going to be in reference to case number 171802000525 which is an incident that occurred at Stoneman Douglas High School on February the 14th, 2018. I'm on the phone now with [redacted]. Her date of birth is [redacted], [redacted] [redacted].

[redacted], do you understand that I'm a detective and that I'm investigating a criminal case?

A Yes, I do.

Q Okay. As such, I'm duly authorized to take taped sworn statements. Everything you tell me in this statement must be the truth and to the best of your knowledge. Do you understand?

A Yes.

Q Please raise your right hand. Do you solemnly swear to tell the truth, the whole truth, and nothing but the truth, so help you God?

A I certainly do.

Q Okay. [redacted], do you understand what perjury means?

A Yes, I do.

Q Okay. Basically, I'm considering you under oath at this point. Please tell the truth and everything to the best of your knowledge, okay?

A Oh, yeah. Definitely.

Q All right. Awesome.

A (Indiscernible).

Q On November 30th, 2017 at 12:01, a 9-1-1 call was made and it says that it was from [redacted] at the phone number of [redacted]. Is that you?

A Yes, ma'am.

Q Okay. And do you remember making that call?

A Yes.

Q Okay. Awesome. I'm just gonna give the notes real quick of what that call was about. It says complainant referenced a subject named Nikolas Cruz (ph) collecting guns and knives and advised that he is going to one day kill himself and wants to go into the Army and kill himself. Advised that she's afraid that someone is going to get hurt and this might be Columbine in the making. Advised subject has multiple guns and the subject is no longer living at the listed address. The subject has several social media accounts. She's requesting police assistance. For additional information -- and it's -- okay, you advised that the subject, Nikolas, is living with his friend, Billy. Nikolas told [redacted] that he wants to join the Service and kill people. She advised she resides in [redacted]. Nikolas caused a disturbance in Lake Worth where he was last residing two days ago. Nikolas is [redacted] It is unknown where he is currently

located. According to caller, Nikolas owns weapons and ammunition that he keeps at his friend's house. Is -- are those the things that you said in the 9-1-1 call?

A Yes, they are. And that's how I know it to be -- I knew it to be at that time.

Q Okay. And did anything specifically lead you to make that 9-1-1 call?

A Yes. He was -- he was posting -- that's another thing I gave your department was his Instagram account, and I asked that they would please look at them because it showed him, you know, pointing a gun. It showed him -- he looked like ISIS. And he always liked to walk around like that. He thought he was in the military.

Q What exactly were the --

A I don't know who saw it, but --

Q You saw the Instagram posts?

A I saw -- yeah, all four of them. There's more. There was four of them.

Q Okay. How many?

A Like at the time when I -- when I talked to Parkland there were only three that I knew of.

Q Okay. So when you -- when you made this call there were three Instagram posts that you knew of.

A Yes.

Q Okay. And what were they of? What do you remember seeing?

A Well, one of them was in the backyard with the gun and he had it on the fence. I don't know whose house he was at but he was pointing it out towards the backyard. I know it wasn't his yard in Parkland where he lived originally with his mother and his brother because she didn't have a wooden fence back there. So he had the gun pointed that way.

Q Okay.

A And that one account he really wasn't -- he didn't have anything on it. But the account that I was so concerned about was that he was wearing a Army hat that -- almost like a skull cap and something, a mask over his face. I'm sure you've seen these. And there were guns -- a gun there and he did have one gun with the orange tip, which I know is not a real gun. But he treated it as such because he used to walk around the neighborhood and he would have this gun. And I'd say, "Lynda (ph),"-- his mother -- I said, "Lynda, he can't walk around with it. He's gonna get killed." I said, "Somebody's gonna think that --"

Q When you saw these posts and you called 9-1-1, was his mother still alive?

A She died November 1st. But a --

Q Okay. So when you made the 9-1-1, call she had already been passed?

A Yes. Yes.

Q Okay. And when you made the 9-1-1 call, were you able to say where he was living?

A Well, I said -- well, I believe I did. I told them he was living at one time with [redacted]; that woman who took him and his brother in. And she did nothing but help

EOG-03933

him and the Instagram conversation I had with him was -- he had Instagrammed me telling me he didn't like [redacted]. She was making him pay for things. He thought she should spend all her money on him and he shouldn't have to do anything like that. And I just Instagrammed him back saying -- him back -- just saying that she's a wonderful person for doing what she's doing. She's honest. I said, "She'll help you. Do what she tells you to do and you'll be fine."

Q Okay.

A But talking to Nikolas, he doesn't really comprehend a lot of things. He -- like he wouldn't know what the word -- let's see -- "conjure up", or he wouldn't know certain words that -- Lynda had to talk to him like he was in, you know, a very -- elementary school. That's how he, you know, would talk and listen. He wouldn't understand the full conversation.

Q Okay. Let me ask you this. After you called and made this 9-1-1 call -- when you made it -- did anyone contact you back?

A No.

Q So you never spoke with any police officers; Parkland officers, deputies?

A Oh, wait. Wait. Wait. Wait. When I made the -- yeah, I did. I called Parkland police. That's what this is about.

Q That's what this is about. Okay.

A 'Cause I -- yes. And this is why I thought they'd really help me because I -- yes. I had a call and they told me I couldn't speak to a detective right away. I had to talk to a

EOG-03934

police officer and they'll call me back. I said, "Okay, fine." So someone called me back and it turns out -- I don't know if his name was Chase (ph). I have these papers written up in my apartment in [redacted]. I had somebody give me the information the other day so I could transfer it to you guys. And so I'm not positive about his name, but next to the name I wrote the word "Spanish". And he was one of the guys who would go to the house all the time, like I'm sure you know how many times I'm talking about, and be there with Lynda. And he even said to me, he says, "Well, Lynda --" I told him it was Nikolas Cruz. And I told him, I says, "I know you used to go there about Zachary Cruz (ph)." And he said, "Lynda?" I said, "Yes, when she passed." "She died?" I said, "Yes, she passed away November 1st." And he was flab -- he was amazed that she had passed away. I said -- so I was thinking now, wow, this guy knows where I'm coming from. He knows I'm not blowing smoke.

Q Right.

A Because I told him, I says, "You know yourself. All you gotta do is look at him." And my whole thing is that his lights are on, but nobody's home.

Q Okay.

A And I thought, wow, this guy knows what's going on. He's gonna do something. And that's how I felt. And then nothing happened. Nothing happened. Then I found out that he was going to kill people. And I just said, "This has gotta stop." So I called the FBI.

Q Okay. Let me ask you this. Did that -- who was it that you spoke with? It was a Parkland police officer? Is that correct?

A Yes.

Q Okay.

A Yes. I couldn't even give -- is Scott his name? His right name? I don't think. But I should, you know, with all these reports going through the house, one of them has to pop out, maybe Chase. I don't know if it's a first name, last name, or what.

Q Right. I'm sure.

A I was just hoping --

Q I'm sure they can -- I'm sure they can find that. My question to you is what was his -- before you guys hung up, what was his response to you? What did he say he was going to do? Or did he ask you to do anything else?

A Well, he said, "Thank you very much." And I believe he said, "If we have any questions, can we call you back?" But now I'm so confused that I don't know --

Q That's okay.

A -- if it was the FBI that said that to me, or he did.

Q Okay. And it was a long time ago. So it's, you know, we're not expecting you to remember everything word for word.

A Right.

Q You're doing this off of your memory. So my other question is I know that there was a confusion as to where Zachary and Nikolas were living.

A Okay. They lived by --

Q Do you recall speaking with anybody from Lake Worth or Palm Beach County?

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EOG-03936

142 A Yeah, [redacted]. The girl that --

143 Q No, I mean any law enforcement agencies? Did you ever call --

144 A No. No.

145 Q -- anybody from --

146 A I -- I don't have the paperwork with me. I think I had a call -- before I
147 got to the Parkland Police Department I did call Lake Worth and asked for a detective. I didn't
148 know who to talk to. And I tell them this is in regards to Parkland and they tell me to call
149 Parkland Police. Which is -- I believe that's what I did.

150 Q Okay.

151 A And they told me I couldn't talk to anybody until somebody called me
152 back and --

153 Q Okay. So you called Lake Worth prior to calling Parkland?

154 A Yes, just to find out if I could talk with somebody.

155 Q Okay.

156 A And then they told me to call Parkland.

157 Q And they told you to call Parkland? Okay.

158 A Right.

159 Q Okay. And then that's when you spoke with the deputy, or the police
160 officer from Parkland, and he said, "If we have any questions, can I call you back?"

161 A He (indiscernible). I believe so, yes.

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EOG-03937

Q Okay. No problem. And then how long afterwards would you say that you made the report to the FBI?

A Well I'm, you know, I'm really confused about that. I -- like I said, I got this information written out. I don't think they gave it all to me when I called my apartment [*sic*]. But I was under the impression I called the FBI -- it was after Thanksgiving but before Christmas. So if I called you on the 30th of November I had to call them in December.

Q Okay.

A I don't remember. But that report that came on the TV said January 5th. And I didn't remember waiting that long to call the FBI.

Q Okay. Well -- and it's hard with dates, so we understand that. Okay.

A But I was really frustrated and upset about this whole situation before it ever happened.

Q Right. And I -- so I just wanna clarify, and correct me if I'm wrong.

A Mm-hmm.

Q I'm understanding that the reason why you initially made this phone call and you became concerned is because the three postings you observed on an Instagram account, correct?

A Well, the one posting in particular.

Q Right.

A With all the ISIS stuff. And the fact that he wanted to kill himself. I thought (indiscernible).

EOG-03938

Q Did he say he wanted to kill himself on the Instagram?

A He posted it. He put it on and took it off.

Q Okay. And that was prior to your phone call.

A Yes. And when I heard that I, you know, started an Instagram account 'cause I didn't even know what the heck Instagram was.

Q Gotcha.

A But I saw the account and I said this is terr -- you know, he can't -- this can't go on. Something's gonna happen. But I've been saying this since he was ten years old. So -- so then I called the FBI when I found out he was saying he wanted to kill people. I said, "Oh, wow." And I told somebody, one of them, I said, "This is gonna be Columbine all over again."

Q Mm-hmm.

A And now I hate to say it. I mean, his mother was a friend of mine for almost sixty years. We met as little girls. And if you look at the guy who did Columbine -- you know, he killed his mother and everything in that -- I'm putting Nikolas next to him. Like they pass as relatives.

Q So let me ask you this. Okay.

A (Indiscernible).

Q So you said that you knew -- you knew Lynda since you guys were little kids.

A We were nine and ten when we --

EOG-03939

Q Okay. So when she had Nikolas and Zachary, did you ever meet them in person?

A Yeah.

Q Okay. How well would you say you knew them?

A They were like nephews.

Q Okay.

A I knew them very well. I would vacation with them and talk with them. After Roger had died -- I was there when Roger was alive and then shortly after -- and then when he died, I would spend like two weeks with her. At different times my daughter and I would go there. And, as a matter of fact, when they were infants my daughter was in Florida and she's the only one that they would allow to babysit for the kids.

Q Okay.

A But she, you know -- and then I hear a report saying that Nikolas was two years old and Zachary was two months old. That's not correct.

Q Okay.

A Lynda was in the hospital when Nikolas was born and she picked Zachary up in Ocala at prison.

Q Okay. The calls that we talked about; you spoke -- you called Lake Worth, you called Parkland PD, and you called the FBI. Are these -- are these the only calls that you made in reference to your concerns?

A Yes.

Q Okay. So three telephone calls, correct?

A Yes.

Q Okay. And has everything you've told me been the truth?

A Yes.

Q Okay. Is there anything else you wanted to add?

A To my knowledge. I don't know what I can add. I mean, I just know that [redacted] being persecuted for no reason. I know Zachary's in a facility right now which is probably the best thing that ever happened. And it's just -- what's bothering me is all these false reports. And I understand it's not coming from you and it's not coming from the FBI, it's just very frustrating.

Q I understand. I understand. It is for us, too.

A I know. I know. I know. I just feel so bad for the parents 'cause they don't know the truth.

Q Me, too.

A They don't know the truth. I keep thinking --

Q Okay. I'm gonna -- [redacted] I'm gonna go ahead and stop this recording, okay?

A Yes, ma'am.

Q Okay.

(End).

Reviewed By_____

245 Transcribed February 22, 2018
TEI/rm

My name is Sergeant Jonathan Brown of the Broward County Sheriff's Office Criminal Investigations Division Homicide Unit. Today's date is Friday, February 16, 2018 and the time is now 1416 hours. This statement is being taken at 2601 West Broward Boulevard, Ft. Lauderdale, Florida in the Criminal Investigations Division of the public safety building in one of the interview rooms. Also with me is Detective Melissa Wallach, her CCN is 17289. This is in reference to case #17-1802-000525 and it's about an incident—it's a shooting at Stoneman Douglas High School at 5901 N.W. Pine Island Road in Parkland, Florida, it occurred on February 14, 2018 around 0221 hours. It involves the suspect, Nikolas J. Cruz, white male, date of birth 09/24/98 and several victims---deceased victims. Today we're going to be interviewing Guntis Treijs, his CCN is 9714.

DRAFT

Q. And Guntis please raise your right hand. Do you swear and affirm the statement you're about to give is going to be the truth, the whole truth, nothing but the truth, so help you God?
A. I do.

Q. Okay, state your full name.
A. My last name is Treijs, first name Guntis.

Q. Okay, spell your last name.
A. Last name is spelled T-R-E-I-J-S.

Q. And your first name?
A. G-U-N-T-I-S.

Q. And your CCN?
A. It is 9714.

Q. And where do you work Guntis?
A. I work in district 17, Parkland.

Q. Okay.
A. Road patrol.

Q. Okay, who do you work for?
A. Um...my immediate supervisor currently is Sergeant Smith---Andy Smith.

Q. What agency?
A. I work for Broward Sheriff's Office.

Q. Okay and how long have you worked for us?
A. I've been hired 1999.

Q. Okay.
A. August 30th.

Q. Where have you worked this whole time?
A. Um…first I was employed with the Child Protection Investigation section and um…transfer into academy in 2002 after which I was assigned to various districts, district 9, district 13 um….Broward College, Cooper City and finally to Parkland.

Q. Parkland?
A. Yes, sir.

Q. Okay and when did you get to Parkland, do you remember?
A. Um…yes, I was transferred 2 ½ years ago in October that would 15.

Q. Okay and what was your job when you worked in Parkland?
A. Parkland I was always part of road patrol.

Q. Road patrol?
A. Yes, sir.

Q. And you were what um…marked—you had a marked unit?
A. I um…as a road patrol deputy I patrol assigned areas and um…I answer calls for service, I drive a marked unit and I—I work in a—in a BSO issued uniform.

Q. Okay, how do you receive your calls?
A. Calls—calls are—are received through radio via dispatch; also through computer as well.

Q. Okay. All right um…I'm going to have you take a look—first of all I want you to understand that this is a grand um…encompassing investigation about what happened in Stoneman Douglas the other day. It—there's a lot of material that we're investigating and we're going all the way back and a lot of people are being interview okay. Basically what we're doing is we're trying to figure out what happened okay. Um….documents and facts figure out what happened along the way um…in regards to Nikolas Cruz so that's where we're going---
A. Yes.

Q. --okay um…I just want you to understand and appreciate what this is all about before we go on. Um…we—we pulled up a C.A.D. report I want you to take a look at it okay. Um…right there.
A. Okay.

Q. Okay—all right, for the record this is a C.A.D. report that was generated from a call for service on November 30, 2017 at 1201 hours um...the caller—location of the call 6166 N.W. 80th Terrace in Parkland it was classified as a suspicious incident and it was dispatched to Deputy Treijs Guntis and I'm going to read it for the record.

"Complainant ref. to subject named Nikolas Cruz collecting guns and knives and advising he's going to one day going to kill himself and he wants to go to the Army and kill himself. Advised that she is afraid that someone is going to get hurt and this might be Columbine in the making, advised subject has multiple signal zero guns, now advised that the subject is no longer living at the above 10-20, advised that the subject has several social media accounts, request P.D. assist for additional 10-43, holding for 7B2 per 7D2, caller [redacted] advised that subject Nikolas is living with his friend Billie, Nikolas told [redacted] also stated that he wants to join the service and kill people, caller advised that she resides in [redacted], Nikolas caused disturbance in Lake Worth where he was last residence two days ago, Nikolas is [redacted] it is unknown where Nikolas or currently located. According to the caller Nikolas owns weapons and ammunition that he keeps in his friend's house."

Okay end of the narrative. Okay, Guntis do you remember this call for service?

A. Yes, I made the phone call back to a caller who was—who is out of state.

Q. Okay, do you remember who that was?

A. Um... [redacted], that was the person I spoke with on the phone.

Q. Okay, so you were dispatched this call?

A. I was—it was a phone call to call back the complainant 'cuz she's out of state.

Q. Okay, so it was dispatched to you with a phone number to call the complainant?

A. To call the complainant, yes.

Q. And where did you call the complainant?

A. I call at the number that is in the—in the computer call, I—I called back that number from my personal phone.

Q. From your personal phone?

A. Yes.

Q. Okay and who do you remember talking to?

A. I spoke with a female I—I remember she—she had an accent I couldn't detect what accent but spoke with an accent then I remember it was rather poor connection because I had a flip phone at that time.

Q. Okay.

A. Um...

Q. Do you remember her name?
A. [redacted] the person I spoke with.

Q. Okay, what did she tell you that you remember?
A. Um...she was—she was concerned about—she's a relative I remember she said that—I asked her when has she seen him and she said she hasn't seen him in years but—

Q. "Him" being who?
A. Um....Cruz.

Q. Okay, Nikolas Cruz?
A. Nikolas Cruz, yes.

Q. Okay.
A. Who was a resident and some point of Parkland but she said that he has moved since.

Q. What was her relationship with Nikolas Cruz that you can remember?
A. As I can remember she was a relative.

Q. And you---do you know which one?
A. I um...

Q. Do you remember what relative—what type of relative?
A. I think she was either—she was a cousin or a mother—she was a mother's—mother's relative of his adopted mother's relative.

Q. Okay. All right um...what do you remember her telling you?
A. Telling that he—that he has weapons and he wants to join the military and he wants to kill people and---but then I asked her several times is there a way that she knows where he is and—and she said that last was um...where he was was Lake Worth---

Q. Okay.
A. ---but no specifically where Lake Worth---

Q. Okay.
A. --Lake Worth, Florida.

Q. So she didn't know where he lived?
A. She didn't know where he lived and—and I asked her 'cuz—I said—and then I also asked for date of birth and she didn't know the date of birth so I---the Cruz where—that's a

rather common name. That's just um...I—I didn't know exactly where he would have been at this time.

Q. Okay, did she provide any specific information about a date of an incident he was going to create?
A. No, there was no specifics. She was concerned about his—him and the statements he made to her but there was nothing specific as far—as far as something I could follow up, he didn't make—she---she talked to him I never talked to Cruz.

Q. Okay.
A. What she related---related to me was that he has weapons and he wants to join military and—and that he also is um.. [redacted] so---

Q. Okay, did she provide any paperwork or follow up or any literature or emails or anything like that that describe a threat that she's talking about?
A. No, it was just—it was just a phone conversation and—

Q. Okay.
A. --it was—again there was somewhat of a language barrier 'cuz I—

Q. Okay.
A. --she had to repeat herself several times and—

Q. No, let me ask you did she offer any type of proof or evidence? Did she say she can get it for you or that—that is available or I'll send it to you?
A. No, no evidence that she could provide.

Q. Okay and was she able to provide you any type of specific threat as to a certain location or a certain scenario?
A. No, no specific threat and no—no location for—for Cruz.

Q. Okay, in your opinion what did you feel um....she was trying to communicate?
A. She was commu—what—she was relating the message that he owns weapons and that um....that he's joining military.

Q. How did you interpret all of this?
A. I interpret that as a um....concerned rel—concerned relative but who—according to her the last location was somewhere else and I directed her to contact—to contact where he might be—might be living at this time but she didn't know where he lived.

Q. And what—where was that at?
A. Um...Lake Worth but there was no specific location.

Q. Okay.
A. So that's the next county over.

Q. Did you direct her to make a report with the---
A. I—I told her that Lake Worth is---yes.

Q. To make a—a report with another county?
A. I told her to contact Lake Worth.

Q. Okay, did she say she was going to do that?
A. I don't remember that.

Q. Okay, so what else happened?
A. Um....that was the phone conversation; that was the extent of it.

Q. Okay, did she give you any time reference as to when she last spoke to him?
A. Um...I believe was recently.

Q. No, when—when she had spoke to Nikolas. Did she say anything regarding, oh, I talked to him the other day or any type of communication she he had had with Nikolas?
A. Um...there was a phone—I don't know exactly when she spoke recently.

Q. Okay, so how is she validating her concern is what I'm trying to figure out? How did she know if she's in [redacted] and he's down here how is she getting this information?
A. Um....they spoke on the phone, he—he and her spoke on the phone (inaudible).

Q. And we don't know how recent that was at the time?
A. It was I believe maybe days, it was recent.

Q. Okay. All right, what else did you do once you received this information?
A. Well, I—I checked the—on OSSI but I think the—the spelling of Nikolas that I used somewhat different. There were so many of them and I couldn't pinpoint what—what location or where would—

Q. Okay.
A. --he would be.

Q. Now, if you would have found Nikolas in OSSI what would that have given you?
A. It would have given me a reference point where he—if he's got a current address or—but she indicated that he—or has moved from Parkland---

Q. Okay.
A. --during conversation.

Q. And if OSSI would have told you the address and it would have been in Parkland or anywhere else what would you have been able to do?
A. I would be able to do a follow up, make face to face with him, I would---

Q. And what would you do?
A. ---I would assess case and condition and follow up on this con—um...weapons issue and—and his mental state.

Q. Okay, talk to me about making contact with him, assessing him and let's just say you thought there was a condition and there was a threat and you were able to back it up by actually seeing firearms or whatever what would you have done then?
A. If—if those were valid concerns and---and that would be—if he met criteria for Baker Act that would be a Baker Act situation.

Q. Okay.
A. Where I would secure firearms.

Q. Let's just say you didn't have a Baker Act situation and you felt he was a threat what could you have done and what would you have done?
A. Um....contact my supervisor first of all and also um...some type of crisis intervention with him.

Q. Okay, would you—
A. Therapy—therapy or um....or even—I would still consider Baker Acting that's if he met the criteria.

Q. Would you have done a police report?
A. Yes, I would have done a written—written report as oppose to um...

Q. And what would you have done with that report?
A. That would um...I would forward to um...for a follow up.

Q. Okay. All right um....so you weren't able to do anything because of the OSSI look up was too broad and—
A. That's a—that's a very common name what popped up and---

Q. And nothing popped up on your query?
A. But it was—it was just Cruz there's multiple Cruz'.

Q. Okay, were you able to look anywhere else for information about his location or who he was?
A. Um...they would---

Q. Did you remember looking it up?
A. I did not see any other reports with that name associated.

Q. Okay, separating OSSI did you go into any other databases to find out what happened?
A. I don't remember.

Q. You don't remember could you have?
A. I—I could have looked up and (inaudible)---

Q. Would you normally have done that?
A. If—if—yes, that would be additional---

Q. Okay.
A. --except she didn't have a date of birth for him.

Q. Okay. All right, let's just say you found out he lived in Parkland—
A. Um-huh.

Q. --and you went to his house and he wasn't home what—what would you have done normally?
A. Normally I would have come back later or pass it on to the next shift to—for a—to go back to the residence---

Q. Okay.
A. --and speak to neighbors see if they know where he lives or has he—

Q. Okay, so you didn't have any other information um...from [redacted] Was she able to give you any other information that you can remember?
A. No, no additional information.

Q. Okay, what did you have to follow up on with this call?
A. At that point I—I just said—I exhausted all what she gave—she—the—the leads that I had at that point.

Q. Okay, do you know who Nikolas Cruz is?
A. I do now, yes, sir.

Q. Now, let's go back a bit at the time of this call did you know who Nikolas was at the time?
A. At that point I just had a name.

Q. A name okay how about um...a Zachary, you ever came across a Zachary Cruz?
A. That's a---after the fact I learned that that's his brother but—

Q. Okay.
A. --at that point, no, I did not.

Q. You didn't know who Zachary was?
A. No.

Q. Okay, do you remembering handling any calls with a Nikolas or a Zachary Cruz in Parkland?
A. Um...yes.

Q. No, no, prior to this incident. Prior to this call we just discussed do you remember having an incident with these guys?
A. Um...prior to that yes with the—there was one incident I don't recall exactly how long ago.

Q. With who?
A. With the—with the stepmother and Cruz.

Q. Which Cruz?
A. Nikolas Cruz.

Q. Okay and how long ago prior to this call was that, do you remember?
A. Um...I just remember I was in midnights then so it had to be maybe a year ago.

Q. Okay, at the time of this call did you remember Nikolas Cruz or—
A. I---

Q. --or are you remembering it now reflecting back?
A. After now putting it together, yes, I—I see that—that—

Q. Okay.
A. --that could be the same person that—

Q. But at the time that you received the call from [redacted] and spoke to [redacted] which was on November 30, 2017 did you recall having dealings with Nikolas Cruz in any call?
A. No, at that point I did not I---

Q. Okay, this is now after the fact.
A. After the fact.

Q. Okay. All right, if you would have recognized dealing with Nikolas Cruz at the time of this call on---in November of last year what would you have done?

A. I would have been able to verify the correct spelling of the first name which is different than normally spelled. I would have been able to pull up the report and—and—and seen his—and found his date of birth from there from my old report.

Q. Okay.
A. That would have given me additional information.

Q. Okay, what happened with that call that you can remember now reflecting back, the original call that you had involving Nikolas Cruz? What—what happened there?
A. Um....that report was—I—I don't report on it, I did not make an arrest at all.

UNRELATED TELEPHONE CALL:
Yeah, I'm on a statement right now, goodbye.

Q. Sorry about that. Go ahead.
A. Um...that's a domestic if I remember correctly that I was on—

Q. And who---
A. --with the stepmother and---

Q. Who did it involve?
A. It involved her two stepsons.

Q. Nikolas and Zachary?
A. Right.

Q. What happened there?
A. He was a um....a---some incident involving where he wanted to walk the dog and his stepmother didn't want to let him out at night.

Q. Okay, now are you remembering this now because you looked it up and you realized, oh, I remember that and the reports and you just now looked it up or did you remember that at all during the time of this incident?
A. At that time I had no recollection.

Q. Okay, so---
A. I did not put two and two together.

Q. Okay, so as of now you researched it and realized—
A. I haven't looked at the report but I---

Q. Okay, but you recall?
A. And I was—yes.

Q. Okay, so he had an incident with a dog?
A. Yes.

Q. What—continue I just wanted—continue that, what was the incident with the dog?
A. The incident was where he wanted to walk the dog and—and um…his stepmother took the leash—grab the leash and—and he released it and it snapped back and that was the extent of it and there was no—it wasn't—that wasn't—it was a written report with no arrest.

Q. Okay and who initiated that report, who was---
A. It was dispatched from BSO dispatch, I was dispatched to the residence.

Q. What I'm saying is who called the police?
A. Um…I believe the stepmother.

Q. And do you know what her name was, do you remember?
A. I don't remember I just looked at the report.

Q. Okay, were there any injuries?
A. There were no injuries---

Q. Okay.
A. --whatsoever.

Q. All right, were there any weapons involved in that call?
A. Not at all.

Q. Did you learn anything about Nikolas Cruz at that time?
A. Um…just that he's a—I believe he was under house-arrest or his—his mother—stepmother mentioned that he's not supposed to be out at night 'cuz he—part some condition of um….

Q. Okay, how long ago was that call that you remember? Give me a general area/timeframe.
A. Um…a year ago.

Q. Okay and where was that at? Do you remember the general area?
A. Um….Townpark.

Q. Townpark okay. Did you ever go inside that house that day?
A. Yes, I was in the house and---

Q. What did you see when you went in there?

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A. I saw the stepmother sitting on a um...big chair by the TV and—and I believe Nikolas was somewhere there---

Q. Okay.
A. –in the living room.

Q. And where was Zachary at?
A. Um...I think he was upstairs I—I spoke with him briefly and he said he didn't—didn't notice anything.

Q. Okay, did you go upstairs?
A. Yes, I spoke---'cuz there was somebody else upstairs I spoke with him.

Q. Okay, did you go into any of the bedrooms that you can remember?
A. I think—I think one was—that was a bedroom that I walked in.

Q. And who—whose bedroom was that?
A. I just saw the other child there I don't know whose bedroom was it.

Q. Okay, did you notice anything out of the ordinary inside this residence?
A. No, no, it was well kept and um....

Q. Okay, did you come across any firearms or any weapons?
A. Not at all, I did not see any.

Q. Okay, if at the time you would have had firearms at that scene where you felt something was abnormal and there was some type of threat you needed to deal with what would you have done?
A. I would secure the scene first by---by securing the weapons.

Q. Okay and for what purpose?
A. Um...for—for safety—for safekeeping and---

Q. All right, so at that call you didn't um....see anything that jumped out at you and as far as a—a violent subject who was---had potential violence?
A. No, they were both calm, they were both sitting, he just said he wanted to walk the dog and—and he said his mom said no.

Q. Was there an arrest made?
A. No, there was no arrest.

Q. Was there a backup deputy?
A. Yes, there was a backup deputy.

Q. Who was that?
A. Deputy Barone I remember him being there.

Q. Okay.
A. There might have been one more.

Q. Okay, so you did a report.
A. Yes, I wrote the written report.

Q. Okay, why would you write a written report in this incident?
A. Because it—it involved actual incident that occurred in our jurisdiction and it was—it was a call for service and I responded and I—I did an investigation that's why I wrote the report.

Q. Okay um....let's go back to um...these—this call here where you got an anonymous---actually a complaint from [redacted] in [redacted]. How many of these types of call do you get um....per year do you think? Just give me a rough number.
A. Um...not too many I can't put a number, an exact number, may be (inaudible)---

Q. Okay.
A. We get calls from out of state sometimes but the um....

Q. Okay.
A. ..and I don't have an exact number.

Q. Do you know who Deputy Scott Peterson is?
A. Yes, I know him.

Q. Um....have you ever called him and given him information about any type of threat or anything concerning students at a school in whatever capacity?
A. I've done it. I've---I've investigated threats at the schools, yes, and I—

Q. Okay.
A. --um....

Q. And what did you do with that information?
A. That information I—I've written a written reports and it was—they were forwarded by a sergeant to um...those—the school resource officers.

Q. Okay and what do you know that he does with the information?
A. Um...he contacts principal and the—the principal makes a determination whether to keep the school open or close it for the following day. We've had threats I the past and—

Q. Okay.
A. --I've investigated those.

Q. Are you under the impression that is being followed up on these leads that you send to Scott Peterson?
A. Absolutely they are—they are taken very seriously. On one of the occasions Sergeant Nord and I spent half a night, we were tracking down where the threats came from and we found the juvenile, we went from house to house and—

Q. Okay.
A. --we followed up leads and—and resolved it and it—it was all documented and the school—the school board was notified about it.

Q. Okay, do you remember if you contacted um...Scott Peterson on this particular call that you can remember?
A. Not on this call I don't remember calling.

Q. Okay and do you remember providing Scott Peterson with any information about Nikolas Cruz at any time that you can recall?
A. Um....that I don't remember 'cuz he's---apparently there's prior calls with him and---

Q. Okay um...
A. --Deputy Peterson knows—knows many students so---

Q. Did you do any follow up with this call after you hung up with [redacted]?
A. I did a documentation 'cuz there was—

Q. Okay, so you have these C.A.D. notes. Did you make entry into the C.A.D. notes?
A. I made entries for C.A.D. notes and—indicating that—that um...Cruz is not in Parkland and he's in Lake Worth last known location.

Q. And those are on your C.A.D. now?
A. I'm sorry?

Q. They're on your C.A.D. They're not on here?
A. No these are—that's pretty much what I—I wrote some of those, there's notes some are—

Q. These are yours?
A. --some are mine, yes.

Q. Okay.
A. After that when I entered—when I finished the call---

Q. Okay.
A. --about this location and last known location.

Q. Do you feel that you had any information to move on?
A. No, this—this was no—no date of birth and it was out of state, a general concern about somebody who wants to join the military but who's [redacted] and—and owns weapons and--and who is most likely in Palm Beach County at this time that's—that's what I understood from the caller.

Q. Okay, is there anything else you'd like to add to this statement?
A. No, sir.

Q. Okay, today's date is February 16th um...it's 2:43 p.m. and this is going to conclude this statement.

Citizen Contact **IA No: CC2018-0140** **Received: Feb 23, 2018 15:57**

Report No (O.S.S.I. Format XX-XXXX-XXXXXX):

Employees involved:

Deputy Sheriff - DLE Edward J Eason [/10558]

Employee current info:

Department: Law Enforcement
Facility: Court Services - Security
Division/District: Courthouse Security

Snapshot - Employee information at time of incident:

CCN: 10558
Department: Law Enforcement
Facility: Operations Administration
Division/District: Operations Administration
Unit: Operations Administration
Rank/title: Deputy Sheriff - DLE
Age: 42 Years of employment: 17 Years with unit:
Off duty: No Off duty employed: No

Deputy Sheriff - DLE Guntis Treijs [/9714]

Employee current info:

Department: Law Enforcement
Facility: Parkland
Division/District: Parkland District

Snapshot - Employee information at time of incident:

CCN: 9714
Department: Law Enforcement
Facility: Parkland
Division/District: Parkland District
Unit: Parkland District
Rank/title: Deputy Sheriff - DLE
Age: 53 Years of employment: 18 Years with unit:
Off duty: Unk Off duty employed: Unk

Summary:

On February 21, 2018, Lieutenant Barry Lindquist, CCN 13979, Executive Officer to the Division of Internal Affairs, assigned me to review past calls/incidents involving Nikolas Cruz, 9/24/1998. The review was to ascertain if any BSO policy was violated.

A memo was prepared in reference to the review [See Attached]. As a result, two employees were identified as possibly violating policy. See below:

Subject employee 1: Deputy Edward Eason, CCN 10558
Violation of SPM 2.4; Meeting BSO Standards, to wit: DLE SOP 3.6.1(B), Reporting Requirements.
Narrative: On February 5, 2016, Deputy Eason responded to [redacted], in reference to a complaint made by a third party that Nikolas Cruz planned to shoot up the school [17-1602-000212]. Per the complainant, Nikolas Cruz had posted a picture on Instagram of him in possession of a firearm. This was reported to be a one month time delay and it did not specify

which school. Per CAD entry, Deputy Eason made contact with an anonymous female who reported that Nikolas Cruz from Douglas Highschool has knives and a BB gun in his Instagram photos. Deputy Eason wrote that no threats were noted and he forwarded the information to the SRD Deputy Scot Peterson, CCN 4308. On February 17, 2018, Detectives Kami Floyd, CCN 17022, and Bruce Link, CCN 10154, obtained a sworn statement from the caller [redacted]. She advised that her son saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." Per [redacted], Deputy Eason had contacted Ms. Cruz who stated the Nikolas Cruz did not have anything like that on his Instagram page. [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show Deputy Eason. Deputy Eason coded the call "Bravo" and did not prepare an incident report.

Subject employee 2: Deputy Guntis Treijs, CCN 9714
Violation of SPM 2.4; Meeting BSO Standards, to wit: DLE SOP 3.6.1(B), Reporting Requirements.
Narrative: On November 30, 2017, Deputy Treijs was instructed by dispatch to make telephone contact with a person in [redacted] in reference to Nikolas Cruz collecting guns and knives and advising that he is going to one day kill himself. The caller indicated that she is afraid that someone is going to get hurt and this might be "Columbine" in the making. The caller indicated that Nikolas Cruz has multiple guns and has several social media accounts. Deputy Treijs entered into the CAD notes that the caller advised him the Nikolas Cruz is living with a friend and that he told the caller that he wants to join the service and "kill people." He authored that Nikolas Cruz is [redacted] and it is unknown where Nikolas Cruz is currently located. On February 9, 2018, Detective Kami Floyd, CCN 17022, obtained a telephone statement from the caller [redacted] who explained that on Nikolas Cruz' Instagram she observed Nikolas Cruz with a gun on a fence in a backyard and another post stating he wanted to kill himself. After not receiving any further information from Treijs, [redacted] contacted the FBI with her information. Deputy Treijs coded the call "Bravo" indicating that [redacted] was not specific in her details and could not provide any proof of what she was informing him about. Deputy Treijs stated that he informed [redacted] to contact the Lake Worth Police Department to file a police report since it was believed that was the last place Nikolas Cruz was seen.

Entered by Barry Lindquist, February 27, 2018.

Recommend upgrade this CC into two separate IA Cases, assigned to IA.

The allegations summarized under Subject employee 1, assign to Sgt. Oliva.

The allegations summarized under Subject employee 2, assign to Sgt. Holmes.

When/where:

Date/time occurred: Nov 30 2017 12:20

Incident location: 6166 80th Terrace NW Parkland FL 33076
County: 1703

Linked files:

SUBJECT EASON (pdf)
SUBJECT TREIJS (pdf)
Evidencecom (Witness Statements) ()
MEMO AND SUPPORTING DOCS (pdf)
SUPPORTING DOCS CONT (pdf)

Associated Report No (O.S.S.I. Format XX-XXXX-XXXXXX)s:

IA2018-0041 Eason
IA2018-0042 Treijs

Status/assignment information:

Status: Completed Priority: High

Opened: 02/21/2018 Assigned: 03/01/2018 Due: Completed: 03/01/2018

Disposition: Closed - Reclassified

Unit assigned: Internal Affairs
Handled at field/unit level: No
Investigator assign: Sgt Chris Cathcart
Supervisor assign: Lt Barry Lindquist
Source of information: BSO Initiated

Organizational component(s):

Department: Law Enforcement
Facility: Operations Administration
Division/District: Operations Administration
Unit: Operations Administration

Entered by: Sgt Chris Cathcart on Feb 23, 2018 at 15:57

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17160205000212
Signal: -- Signal Not Set --
Address: [redacted]
Caller: [redacted]
Caller Address:
Dispatch Time: 11:45:12
Primary Unit: 17B3

Prio./Disp.: 4 / B
Agency: BSO - Parkland
Zone: 1703
Date: 02/05/16

Arrival Time: 11:51:00
Primary: 10558 / EASON, EDWARD

Operator Console Summary

Time: 11:44:50 Console: PP04 Operator: Ramos, George
Incident Initiated By: Ramos, George

Time: 11:44:50.000 Console: PP04 Operator: Ramos, George
Primary Event: MAIN Opened: 16/02/05 11:44
Incident Initiated By: BS/RAMOS, GEORGE
COMP'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF JUV WITH GUNS//ADV THIS HAPPEN ABOUT A MONTH AGO// ADV SUBJ WAS EXPELLED FROM WESTLAKE MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSS A HIGHSCHOOL UNK NAME OF IT//ADV NEIGHBOR LIVES 3 HOUSES DOWN FROM HER 10-20 ON THE OPPOSITE

Time: 11:44:51.000 Console: PP04 Operator: Ramos, George
SIDE// COMP IS NOT HOME AT THIS TIME// HAVE UNIT 10-45 HER

Time: 11:45:12.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Dispatched ---> [redacted] - 14
Primary Unit CHANGED To: 17/17B3
17/17B3 - Inc Type ---> Type Change: 14 13I

Time: 11:46:28.000 Console: CK13 Operator: Benson, Jamie L
17/17B3 - Enroute ---> 1019/LL --- 13I

Time: 11:51:00.000 Console: 00 Operator: Eason, Edward
17/17B3 - Arrived ---> 1019/LL --- 13I

Time: 12:43:24.000 Console: 00 Operator: Eason, Edward
FEMALE WHO WANTED TO REMAIN ANON REPORTED A KID NAMED NIKOLAS CRUZ FROM DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS. NO THREATS NOTED AND INFO FORWARDED TO SRD PETERSON AT SCHOOL.
17/17B3 - Available ---> 13I
17/17B3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:
Disposition CHANGED To: B

#18

Time: 12:43:24.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 16/02/05 12:43

17-1602000212

Time: 12:43:24.000 Console: PP04 Operator: Ramos, George
Disposition #1 Changed From: B: To: B:NO WRITTEN REPORT

Time: 12:50:00.000 Console: 00 Operator: Eason, Edward
PHOTOS WERE POSTED OVER A MONTH AGO.

Generated: 2/24/2018 4:12:48 PM

(TALKING IN THE BACKGROUND).

Alright, my name is Sergeant Jonathan Brown, the Broward County Sheriff's Office, Homicide Division of the ah Criminal Investigations Division at 2601 West Broward Boulevard, Ft. Lauderdale, Florida. Today's date is February 16th ah 2018. The time is now 1400 hours. The statement is being taken at the Public Safety Building. This is reference to case number 17-1802-000525. Ah it's a School Shooting that occurred on February 14th, 2018 around 0221 hours. Ahm the address of the school it's ah 5901 Northwest Pine Island Road, Stoneman Douglas High School in Parkland, Florida 33076. Ah this is not directly related to the incident, but it is a historical ah investigative ah findings ah statement. My CCN is 11100.

Q. Ahm Deputy state your name?
A. Edward Eason, E A S O N.

Q. And your CCN?
A. 10558.

Q. And where do you work, sir?
A. Ah City of Parkland, BSO.

Q. How long have you worked there?
A. There approximately five years.

Q. Okay, how long have you worked for BSO?
A. I am in my eighteenth year.

Q. (Nineteen) years, okay. What's your job at ah Parkland?
A. Currently road patrol.

Q. Okay, well what has your job been while you've been in Parkland?
A. Ah I've had road patrol and I've worked in ah as an SRO periodically.

Q. As an SRO?
A. Yes.

Q. Okay, when is the last time you were an SRO?
A. This year the beginning of this school year for the first maybe two months

EOG-03962

at West Glades Middle school.

Q. At West Glades?
A. Yes.

Q. Okay, ahm back in 2016, February 5th to be exact where were you working?
A. Um I believe Parkland. I spent a little time in Deerfield ah but I believe Parkland at that time.

Q. Okay, what what did you do then?
A. In Deerfield?

Q. No, in Parkland?
A. Oh in Parkland at that time probably road patrol.

Q. Road patrol?
A. Yes.

Q. And did you wear a uniform?
A. I did.

Q. Okay, did you drive a marked unit?
A. Yes.

Q. Okay, did you – how did you ah get, how did you get dispatched your calls at that time?
A. Over the radio.

Q. Over the radio, okay. Did you, also, get (unintelligible) to your computer?
A. Yes.

Q. Okay, what's that system called? Do you -
A. The CADD.

Q. Yeah, a lot of things I'm gonna ask you, and -
A. Yeah.

Q. it it seems simple, but we have to go over the process trust me. This this investigation is is is far reaching. It's it's very very in-depth and encompasses a lot. Okay, as you know it's regarding the shooting of the seventeen ah people at the school.
A. Yes.

Q. So, ahm the purpose for for this investigation and this statement actually is

EOG-03963

to go back and figure out what happened. Okay, going all the way back alright?
A. Uh huh.

Q. Ahm everybody's getting talked to, okay. Ahm do you actually remember a specific call, and I'm gonna let you read this that you received. Ahm take the time, and I got the CADD Event Report in front of me. It's ahm dated February 5th, 2016 around 11:44 ahm is when the the call came out. Take a look at it. Tell me if you remember it. Um -
A. I do not.

Q. You don't remember this?
A. I don't remember it.

Q. You don't remember this call to service to you at all?
A. No over two years ago I I don't remember.

Q. Okay, and this didn't refresh your memory?
A. No.

Q. Okay, alright, how many calls do you usually get a day in Parkland?
A. That could be personally could be anywhere between between calls and back-up for calls anywhere between one and twelve to fifteen.

Q. Okay, do you know ah the SRD at Stoneman Douglas?
A. I do.

Q. Who is it?
A. Scott Peterson.

Q. Okay, and how long have you known him?
A. Since coming to Parkland about five years, approximately five years.

Q. Okay, have you ever come into contact with him on any ah calls that you received?
A. Yes.

Q. Okay, do you have, do you remember which calls or what the situations were?
A. Ahm I remember a couple of times where there were fights at the school, and ahm -

Q. Okay.
A. had to Baker Act a child. And I went and backed him up on calls.

EOG-03964

Q. Okay.
A. And I was out on this shooting call too. But previously ahm many calls. Road Patrol gets many calls in, involving the school. And we usually contact him immediately if there is a call regarding the the school.

Q. Okay.
A. To let him know, and then he handles it at the school.

Q. Okay, ahm could this have been one of the situations? I'm I'm gonna read the narrative real quick., and then there there is a section on here where it says ah the info was forwarded to ah SRD Peterson at the school on the same day at 12:43:24 ahm and that was ah about an hour after the call came out. The call came out at 11:44. So, is is this a common kind of call?
A. Yes.

Q. Okay, I'm, I'm gonna read it just so we're on the same page with this. Ahm the incident was ah initiated by ah BS Ramos George ah on February 5th, 2016, 11:44:50 hours com., com's son which refers to complainant's son told her that neighbor's son said on Instagram that he was 2016, February 2000 – excuse me, February 5th, 2016, 11:44:50 going to shoot the school and there is pictures of juvenile with guns. This happened about a month ago. Advised subject was expelled from West Lake Middle school and now goes to another school. Ahm possibly a high school unknown. As of February 5th, 2016, it's advised that neighbor lives three houses down from her 1020 on the opposite ah 2016, February 5th. Ah please forgive me. These read very very very rough. Ahm the side complainant is not home at the time. Have a unit 1045 her. Ah female wanted to remain anonymous. Reported a kid name Nicholas Cruz ah Douglas High school has knives and beebee gun in his Instagram photos. No threats noted, and info was forwarded to SRD Peterson at school. Okay, ahm you get a lot of these where where people are calling to complain or make or provide information about a student or an incident related to the school?
A. Yes on social media, regarding social media, yes.

Q. Okay, can you remember how, about how many of these you've ever received?
A. I received directly or indirectly dozens over the years ahm quite a few.

Q. Okay, and ah what's your practice once you get this and it relates to a school? What's your practice?
A. Ah we usually we call the SRO. We give him the information. Ah like anything he does the investigation to his school which he wants to do. He's very ah, he's very into do anything that (unintelligible) with that school

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he wants to do.

Q. Referring to this SRD Scott Peterson?
A. Yes, Scott Peterson.

Q. Okay.
A. So, ahm in that case I don't recall this one, but I would have called him, notified him, give him the information ahm with the complainant. But I believe it said they wanted to be anonymous -

Q. Okay.
A. (unintelligible). Ah -

Q. Right.
A. give him the information and then he takes it from there.

Q. Okay, so (unintelligible) you don't remember this particular call?
A. No, I don't.

Q. Okay, so what do you know that he does with it?
A. Well, I imagine ah investigation with ah the school and him. Ah, you know, I mean, you you know your school. You know your students. You have a history with them. You might have a file. You might, you know, and they know more what's going on in their school. That's why we let them know, and they -

Q. Okay.
A. handle it with The School Board.

Q. When you let them know how how do you do that?
A. Ah it could phone call. Ah usually it's a phone call. If I can get a hold of him immediately and let him know.

Q. Okay.
A. I usually do that while I'm on the call.

Q. Have you ever emailed ah any SRD to include ah Peterson?
A. I have.

Q. Okay, do you remember if you emailed him in this situation?
A. I do not remember.

Q. Okay, what's his response to you that he – what he actually does?
A. Ah he wants the information. He's usually on it. Ahm like I said, he has a

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good ah relationship with the students and staff there ahm and is usually on it. He wants the information ahm and then he'll take it from there.

Q. Okay, have you ever met or do you know of a Nicholas Cruz?
A. No.

Q. Okay, you've never had any dealings with him?
A. No, not that I know of.

Q. Not that you know of?
A. No.

Q. Okay, alright, do you remember, I know you don't' remember this call, but do you remember talking to anybody about this call and and actually calling back?
A. I I don't remember anything about the call.

Q. Okay, okay, do you know – have you ever done follow-up to a call like after you gave it to ah SRD Peterson? Have you ever gone and did additional things or would you do anything additional?
A. It's rare, ah but if he ever needed me to do something off campus, I would do it.

Q. Okay, and has he ever reached out for you to do that?
A. No.

Q. Okay, alright. Ahm do you have anything else you'd like to add to this ah statement?
A. I don't.

Q. Okay, I appreciate you coming in. Ahm has has this statement been voluntary?
A. Yes.

Q. Okay, ahm have you been coerced or ah persuaded or do you feel ahm (dicted?) in any way into this statement or giving this statement?
A. No.

Q. Okay, alright, this is gonna conclude the statement. The time is 1412 hours.

EOG-03967

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L1717113000001602
Signal: 13I 13I-SUSPICIOUS INCIDENT
Address: 6166 NW 80TH TER
Caller: [redacted]
Caller Address:
Dispatch Time: 12:20:20
Primary Unit: 17B2

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/30/17
Arrival Time: 12:20:24
Primary: BS09714 / Guntis Treijs

Operator Console Summary

Time: 12:01:06.000 Console: N20 Operator: Dion Lebert
1045 COMP REF TO SUBJ NAMED NIKOLAS CRUZ COLLECTING GUNS AND KNIVES AND ADV THAT HE IS GOING TO ONE DAY GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF....ADV THAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING....ADV SUBJ HAS MULTIPLE S/0 GUNS.... NOW ADV THAT THE SUBJ IS NO LONGER LIVING AT THE ABOVE 1020....ADV THAT SUBJ HAS SEVERAL SOCIAL MEDIA ACCOUNTS...REQ PD ASSIST FOR ADDL 1043...

Time: 12:03:13.000 Console: Error Operator:
HOLDING FOR 17B2 PER 17D2

Time: 12:36:22.000 Console: Error Operator:
CALLER [redacted] ADVIDED THAT SUBJECT NICOLAS IS LIVING WITH HIS FRIEND BILLY. NICOLAS TOLD [redacted] ALSO STATED THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted]. NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. NICOLAS IS [redacted] IT IS UNKNOWN WHERE NICKOLAS IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, NICOLAS OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND'S HOUSE.

Generated: 2/24/2018 6:18:16 PM

#23

17 #11-000602

DRAFT

INTERVIEW WITH [redacted]
Q= DETECTIVE KAMI FLOYD
A= [redacted]

Q This is a taped statement taken by Detective Kami Floyd, I.D. 17022. This statement is going to be in reference to case number 171802000525 which is an incident that occurred at Stoneman Douglas High School on February the 14th, 2018. I'm on the phone now with [redacted] Her date of birth is [redacted], [redacted]. [redacted], do you understand that I'm a detective and that I'm investigating a criminal case?

A Yes, I do.

Q Okay. As such, I'm duly authorized to take taped sworn statements. Everything you tell me in this statement must be the truth and to the best of your knowledge. Do you understand?

A Yes.

Q Please raise your right hand. Do you solemnly swear to tell the truth, the whole truth, and nothing but the truth, so help you God?

A I certainly do.

Q Okay. [redacted], do you understand what perjury means?

A Yes, I do.

Q Okay. Basically, I'm considering you under oath at this point. Please tell the truth and everything to the best of your knowledge, okay?

A Oh, yeah. Definitely.

Q All right. Awesome.

A (Indiscernible).

Q On November 30th, 2017 at 12:01, a 9-1-1 call was made and it says that it was from [redacted] at the phone number of [redacted]. Is that you?

A Yes, ma'am.

Q Okay. And do you remember making that call?

A Yes.

Q Okay. Awesome. I'm just gonna give the notes real quick of what that call was about. It says complainant referenced a subject named Nikolas Cruz (ph) collecting guns and knives and advised that he is going to one day kill himself and wants to go into the Army and kill himself. Advised that she's afraid that someone is going to get hurt and this might be Columbine in the making. Advised subject has multiple guns and the subject is no longer living at the listed address. The subject has several social media accounts. She's requesting police assistance. For additional information -- and it's -- okay, you advised that the subject, Nikolas, is living with his friend, Billy. Nikolas told [redacted] that he wants to join the Service and kill people. She advised she resides in [redacted] Nikolas caused a disturbance in Lake Worth where he was last residing two days ago. Nikolas is [redacted] It is unknown where he is currently

located. According to caller, Nikolas owns weapons and ammunition that he keeps at his friend's house. Is -- are those the things that you said in the 9-1-1 call?

A Yes, they are. And that's how I know it to be -- I knew it to be at that time.

Q Okay. And did anything specifically lead you to make that 9-1-1 call?

A Yes. He was -- he was posting -- that's another thing I gave your department was his Instagram account, and I asked that they would please look at them because it showed him, you know, pointing a gun. It showed him -- he looked like ISIS. And he always liked to walk around like that. He thought he was in the military.

Q What exactly were the --

A I don't know who saw it, but --

Q You saw the Instagram posts?

A I saw -- yeah, all four of them. There's more. There was four of them.

Q Okay. How many?

A Like at the time when I -- when I talked to Parkland there were only three that I knew of.

Q Okay. So when you -- when you made this call there were three Instagram posts that you knew of.

A Yes.

Q Okay. And what were they of? What do you remember seeing?

A Well, one of them was in the backyard with the gun and he had it on the fence. I don't know whose house he was at but he was pointing it out towards the backyard. I know it wasn't his yard in Parkland where he lived originally with his mother and his brother because she didn't have a wooden fence back there. So he had the gun pointed that way.

Q Okay.

A And that one account he really wasn't -- he didn't have anything on it. But the account that I was so concerned about was that he was wearing a Army hat that -- almost like a skull cap and something, a mask over his face. I'm sure you've seen these. And there were guns -- a gun there and he did have one gun with the orange tip, which I know is not a real gun. But he treated it as such because he used to walk around the neighborhood and he would have this gun. And I'd say, "Lynda (ph),"-- his mother -- I said, "Lynda, he can't walk around with it. He's gonna get killed." I said, "Somebody's gonna think that --"

Q When you saw these posts and you called 9-1-1, was his mother still alive?

A She died November 1st. But a --

Q Okay. So when you made the 9-1-1, call she had already been passed?

A Yes. Yes.

Q Okay. And when you made the 9-1-1 call, were you able to say where he was living?

A Well, I said -- well, I believe I did. I told them he was living at one time with [redacted] that woman who took him and his brother in. And she did nothing but help

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him and the Instagram conversation I had with him was -- he had Instagrammed me telling me he didn't like [redacted]. She was making him pay for things. He thought she should spend all her money on him and he shouldn't have to do anything like that. And I just Instagrammed him back saying -- him back -- just saying that she's a wonderful person for doing what she's doing. She's honest. I said, "She'll help you. Do what she tells you to do and you'll be fine."

Q Okay.

A But talking to Nikolas, he doesn't really comprehend a lot of things. He -- like he wouldn't know what the word -- let's see -- "conjure up", or he wouldn't know certain words that -- Lynda had to talk to him like he was in, you know, a very -- elementary school. That's how he, you know, would talk and listen. He wouldn't understand the full conversation.

Q Okay. Let me ask you this. After you called and made this 9-1-1 call -- when you made it -- did anyone contact you back?

A No.

Q So you never spoke with any police officers; Parkland officers, deputies?

A Oh, wait. Wait. Wait. Wait. When I made the -- yeah, I did. I called Parkland police. That's what this is about.

Q That's what this is about. Okay.

A 'Cause I -- yes. And this is why I thought they'd really help me because I -- yes. I had a call and they told me I couldn't speak to a detective right away. I had to talk to a

police officer and they'll call me back. I said, "Okay, fine." So someone called me back and it turns out -- I don't know if his name was Chase (ph). I have these papers written up in my apartment in [redacted]. I had somebody give me the information the other day so I could transfer it to you guys. And so I'm not positive about his name, but next to the name I wrote the word "Spanish". And he was one of the guys who would go to the house all the time, like I'm sure you know how many times I'm talking about, and be there with Lynda. And he even said to me, he says, "Well, Lynda --" I told him it was Nikolas Cruz. And I told him, I says, "I know you used to go there about Zachary Cruz (ph)." And he said, "Lynda?" I said, "Yes, when she passed." "She died?" I said, "Yes, she passed away November 1st." And he was flab -- he was amazed that she had passed away. I said -- so I was thinking now, wow, this guy knows where I'm coming from. He knows I'm not blowing smoke.

Q Right.

A Because I told him, I says, "You know yourself. All you gotta do is look at him." And my whole thing is that his lights are on, but nobody's home.

Q Okay.

A And I thought, wow, this guy knows what's going on. He's gonna do something. And that's how I felt. And then nothing happened. Nothing happened. Then I found out that he was going to kill people. And I just said, "This has gotta stop." So I called the FBI.

Q Okay. Let me ask you this. Did that -- who was it that you spoke with? It was a Parkland police officer? Is that correct?

A Yes.

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Q Okay.

A Yes. I couldn't even give -- is Scott his name? His right name? I don't think. But I should, you know, with all these reports going through the house, one of them has to pop out, maybe Chase. I don't know if it's a first name, last name, or what.

Q Right. I'm sure.

A I was just hoping --

Q I'm sure they can -- I'm sure they can find that. My question to you is what was his -- before you guys hung up, what was his response to you? What did he say he was going to do? Or did he ask you to do anything else?

A Well, he said, "Thank you very much." And I believe he said, "If we have any questions, can we call you back?" But now I'm so confused that I don't know --

Q That's okay.

A -- if it was the FBI that said that to me, or he did.

Q Okay. And it was a long time ago. So it's, you know, we're not expecting you to remember everything word for word.

A Right.

Q You're doing this off of your memory. So my other question is I know that there was a confusion as to where Zachary and Nikolas were living.

A Okay. They lived by --

Q Do you recall speaking with anybody from Lake Worth or Palm Beach County?

142 A Yeah, [redacted] The girl that --

143 Q No, I mean any law enforcement agencies? Did you ever call --

144 A No. No.

145 Q -- anybody from --

146 A I -- I don't have the paperwork with me. I think I had a call -- before I
147 got to the Parkland Police Department I did call Lake Worth and asked for a detective. I didn't
148 know who to talk to. And I tell them this is in regards to Parkland and they tell me to call
149 Parkland Police. Which is -- I believe that's what I did.

150 Q Okay.

151 A And they told me I couldn't talk to anybody until somebody called me
152 back and --

153 Q Okay. So you called Lake Worth prior to calling Parkland?

154 A Yes, just to find out if I could talk with somebody.

155 Q Okay.

156 A And then they told me to call Parkland.

157 Q And they told you to call Parkland? Okay.

158 A Right.

159 Q Okay. And then that's when you spoke with the deputy, or the police
160 officer from Parkland, and he said, "If we have any questions, can I call you back?"

161 A He (indiscernible). I believe so, yes.

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Q Okay. No problem. And then how long afterwards would you say that you made the report to the FBI?

A Well I'm, you know, I'm really confused about that. I -- like I said, I got this information written out. I don't think they gave it all to me when I called my apartment [*sic*]. But I was under the impression I called the FBI -- it was after Thanksgiving but before Christmas. So if I called you on the 30th of November I had to call them in December.

Q Okay.

A I don't remember. But that report that came on the TV said January 5th. And I didn't remember waiting that long to call the FBI.

Q Okay. Well -- and it's hard with dates, so we understand that. Okay.

A But I was really frustrated and upset about this whole situation before it ever happened.

Q Right. And I -- so I just wanna clarify, and correct me if I'm wrong.

A Mm-hmm.

Q I'm understanding that the reason why you initially made this phone call and you became concerned is because the three postings you observed on an Instagram account, correct?

A Well, the one posting in particular.

Q Right.

A With all the ISIS stuff. And the fact that he wanted to kill himself. I thought (indiscernible).

Q Did he say he wanted to kill himself on the Instagram?

A He posted it. He put it on and took it off.

Q Okay. And that was prior to your phone call.

A Yes. And when I heard that I, you know, started an Instagram account 'cause I didn't even know what the heck Instagram was.

Q Gotcha.

A But I saw the account and I said this is terr -- you know, he can't -- this can't go on. Something's gonna happen. But I've been saying this since he was ten years old. So -- so then I called the FBI when I found out he was saying he wanted to kill people. I said, "Oh, wow." And I told somebody, one of them, I said, "This is gonna be Columbine all over again."

Q Mm-hmm.

A And now I hate to say it. I mean, his mother was a friend of mine for almost sixty years. We met as little girls. And if you look at the guy who did Columbine -- you know, he killed his mother and everything in that -- I'm putting Nikolas next to him. Like they pass as relatives.

Q So let me ask you this. Okay.

A (Indiscernible).

Q So you said that you knew -- you knew Lynda since you guys were little kids.

A We were nine and ten when we --

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Q Okay. So when she had Nikolas and Zachary, did you ever meet them in person?

A Yeah.

Q Okay. How well would you say you knew them?

A They were like nephews.

Q Okay.

A I knew them very well. I would vacation with them and talk with them. After Roger had died -- I was there when Roger was alive and then shortly after -- and then when he died, I would spend like two weeks with her. At different times my daughter and I would go there. And, as a matter of fact, when they were infants my daughter was in Florida and she's the only one that they would allow to babysit for the kids.

Q Okay.

A But she, you know -- and then I hear a report saying that Nikolas was two years old and Zachary was two months old. That's not correct.

Q Okay.

A Lynda was in the hospital when Nikolas was born and she picked Zachary up in Ocala at prison.

Q Okay. The calls that we talked about; you spoke -- you called Lake Worth, you called Parkland PD, and you called the FBI. Are these -- are these the only calls that you made in reference to your concerns?

A Yes.

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Q Okay. So three telephone calls, correct?

A Yes.

Q Okay. And has everything you've told me been the truth?

A Yes.

Q Okay. Is there anything else you wanted to add?

A To my knowledge. I don't know what I can add. I mean, I just know that [redacted] being persecuted for no reason. I know Zachary's in a facility right now which is probably the best thing that ever happened. And it's just -- what's bothering me is all these false reports. And I understand it's not coming from you and it's not coming from the FBI, it's just very frustrating.

Q I understand. I understand. It is for us, too.

A I know. I know. I know. I just feel so bad for the parents 'cause they don't know the truth.

Q Me, too.

A They don't know the truth. I keep thinking --

Q Okay. I'm gonna -- [redacted] I'm gonna go ahead and stop this recording, okay?

A Yes, ma'am.

Q Okay.

(End).

Reviewed By_____

245 Transcribed February 22, 2018
TEI/rm

EOG-03981

My name is Sergeant Jonathan Brown of the Broward County Sheriff's Office Criminal Investigations Division Homicide Unit. Today's date is Friday, February 16, 2018 and the time is now 1416 hours. This statement is being taken at 2601 West Broward Boulevard, Ft. Lauderdale, Florida in the Criminal Investigations Division of the public safety building in one of the interview rooms. Also with me is Detective Melissa Wallach, her CCN is 17289. This is in reference to case #17-1802-000525 and it's about an incident—it's a shooting at Stoneman Douglas High School at 5901 N.W. Pine Island Road in Parkland, Florida, it occurred on February 14, 2018 around 0221 hours. It involves the suspect, Nikolas J. Cruz, white male, date of birth 09/24/98 and several victims---deceased victims. Today we're going to be interviewing Guntis Treijs, his CCN is 9714.

DRAFT

Q. And Guntis please raise your right hand. Do you swear and affirm the statement you're about to give is going to be the truth, the whole truth, nothing but the truth, so help you God?
A. I do.

Q. Okay, state your full name.
A. My last name is Treijs, first name Guntis.

Q. Okay, spell your last name.
A. Last name is spelled T-R-E-I-J-S.

Q. And your first name?
A. G-U-N-T-I-S.

Q. And your CCN?
A. It is 9714.

Q. And where do you work Guntis?
A. I work in district 17, Parkland.

Q. Okay.
A. Road patrol.

Q. Okay, who do you work for?
A. Um...my immediate supervisor currently is Sergeant Smith---Andy Smith.

Q. What agency?
A. I work for Broward Sheriff's Office.

Q. Okay and how long have you worked for us?
A. I've been hired 1999.

Q. Okay.
A. August 30th.

Q. Where have you worked this whole time?
A. Um…first I was employed with the Child Protection Investigation section and um…transfer into academy in 2002 after which I was assigned to various districts, district 9, district 13 um….Broward College, Cooper City and finally to Parkland.

Q. Parkland?
A. Yes, sir.

Q. Okay and when did you get to Parkland, do you remember?
A. Um…yes, I was transferred 2 ½ years ago in October that would 15.

Q. Okay and what was your job when you worked in Parkland?
A. Parkland I was always part of road patrol.

Q. Road patrol?
A. Yes, sir.

Q. And you were what um…marked—you had a marked unit?
A. I um…as a road patrol deputy I patrol assigned areas and um…I answer calls for service, I drive a marked unit and I—I work in a—in a BSO issued uniform.

Q. Okay, how do you receive your calls?
A. Calls—calls are—are received through radio via dispatch; also through computer as well.

Q. Okay. All right um…I'm going to have you take a look—first of all I want you to understand that this is a grand um…encompassing investigation about what happened in Stoneman Douglas the other day. It—there's a lot of material that we're investigating and we're going all the way back and a lot of people are being interview okay. Basically what we're doing is we're trying to figure out what happened okay. Um….documents and facts figure out what happened along the way um…in regards to Nikolas Cruz so that's where we're going---
A. Yes.

Q. --okay um…I just want you to understand and appreciate what this is all about before we go on. Um…we—we pulled up a C.A.D. report I want you to take a look at it okay. Um…right there.
A. Okay.

Q. Okay—all right, for the record this is a C.A.D. report that was generated from a call for service on November 30, 2017 at 1201 hours um...the caller—location of the call 6166 N.W. 80th Terrace in Parkland it was classified as a suspicious incident and it was dispatched to Deputy Treijs Guntis and I'm going to read it for the record.

"Complainant ref. to subject named Nikolas Cruz collecting guns and knives and advising he's going to one day going to kill himself and he wants to go to the Army and kill himself. Advised that she is afraid that someone is going to get hurt and this might be Columbine in the making, advised subject has multiple signal zero guns, now advised that the subject is no longer living at the above 10-20, advised that the subject has several social media accounts, request P.D. assist for additional 10-43, holding for 7B2 per 7D2, caller [redacted] advised that subject Nikolas is living with his friend Billie, Nikolas told [redacted] also stated that he wants to join the service and kill people, caller advised that she resides in [redacted], Nikolas caused disturbance in Lake Worth where he was last residence two days ago, Nikolas is [redacted] it is unknown where Nikolas or currently located. According to the caller Nikolas owns weapons and ammunition that he keeps in his friend's house."

Okay end of the narrative. Okay, Guntis do you remember this call for service?

A. Yes, I made the phone call back to a caller who was—who is out of state.

Q. Okay, do you remember who that was?

A. Um... [redacted] that was the person I spoke with on the phone.

Q. Okay, so you were dispatched this call?

A. I was—it was a phone call to call back the complainant 'cuz she's out of state.

Q. Okay, so it was dispatched to you with a phone number to call the complainant?

A. To call the complainant, yes.

Q. And where did you call the complainant?

A. I call at the number that is in the—in the computer call, I—I called back that number from my personal phone.

Q. From your personal phone?

A. Yes.

Q. Okay and who do you remember talking to?

A. I spoke with a female I—I remember she—she had an accent I couldn't detect what accent but spoke with an accent then I remember it was rather poor connection because I had a flip phone at that time.

Q. Okay.

A. Um...

Q. Do you remember her name?
A. [redacted] the person I spoke with.

Q. Okay, what did she tell you that you remember?
A. Um...she was—she was concerned about—she's a relative I remember she said that—I asked her when has she seen him and she said she hasn't seen him in years but—

Q. "Him" being who?
A. Um....Cruz.

Q. Okay, Nikolas Cruz?
A. Nikolas Cruz, yes.

Q. Okay.
A. Who was a resident and some point of Parkland but she said that he has moved since.

Q. What was her relationship with Nikolas Cruz that you can remember?
A. As I can remember she was a relative.

Q. And you---do you know which one?
A. I um...

Q. Do you remember what relative—what type of relative?
A. I think she was either—she was a cousin or a mother—she was a mother's—mother's relative of his adopted mother's relative.

Q. Okay. All right um...what do you remember her telling you?
A. Telling that he—that he has weapons and he wants to join the military and he wants to kill people and---but then I asked her several times is there a way that she knows where he is and—and she said that last was um...where he was was Lake Worth---

Q. Okay.
A. ---but no specifically where Lake Worth---

Q. Okay.
A. --Lake Worth, Florida.

Q. So she didn't know where he lived?
A. She didn't know where he lived and—and I asked her 'cuz—I said—and then I also asked for date of birth and she didn't know the date of birth so I---the Cruz where—that's a

rather common name. That's just um...I—I didn't know exactly where he would have been at this time.

Q. Okay, did she provide any specific information about a date of an incident he was going to create?
A. No, there was no specifics. She was concerned about his—him and the statements he made to her but there was nothing specific as far—as far as something I could follow up, he didn't make—she---she talked to him I never talked to Cruz.

Q. Okay.
A. What she related---related to me was that he has weapons and he wants to join military and—and that he also is um..[redacted]so---

Q. Okay, did she provide any paperwork or follow up or any literature or emails or anything like that that describe a threat that she's talking about?
A. No, it was just—it was just a phone conversation and—

Q. Okay.
A. --it was—again there was somewhat of a language barrier 'cuz I—

Q. Okay.
A. --she had to repeat herself several times and—

Q. No, let me ask you did she offer any type of proof or evidence? Did she say she can get it for you or that—that is available or I'll send it to you?
A. No, no evidence that she could provide.

Q. Okay and was she able to provide you any type of specific threat as to a certain location or a certain scenario?
A. No, no specific threat and no—no location for—for Cruz.

Q. Okay, in your opinion what did you feel um....she was trying to communicate?
A. She was commu—what—she was relating the message that he owns weapons and that um....that he's joining military.

Q. How did you interpret all of this?
A. I interpret that as a um....concerned rel—concerned relative but who—according to her the last location was somewhere else and I directed her to contact—to contact where he might be—might be living at this time but she didn't know where he lived.

Q. And what—where was that at?
A. Um...Lake Worth but there was no specific location.

Q. Okay.
A. So that's the next county over.

Q. Did you direct her to make a report with the---
A. I—I told her that Lake Worth is---yes.

Q. To make a—a report with another county?
A. I told her to contact Lake Worth.

Q. Okay, did she say she was going to do that?
A. I don't remember that.

Q. Okay, so what else happened?
A. Um....that was the phone conversation; that was the extent of it.

Q. Okay, did she give you any time reference as to when she last spoke to him?
A. Um...I believe was recently.

Q. No, when—when she had spoke to Nikolas. Did she say anything regarding, oh, I talked to him the other day or any type of communication she he had had with Nikolas?
A. Um...there was a phone—I don't know exactly when she spoke recently.

Q. Okay, so how is she validating her concern is what I'm trying to figure out? How did she know if she's in [redacted] and he's down here how is she getting this information?
A. Um....they spoke on the phone, he—he and her spoke on the phone (inaudible).

Q. And we don't know how recent that was at the time?
A. It was I believe maybe days, it was recent.

Q. Okay. All right, what else did you do once you received this information?
A. Well, I—I checked the—on OSSI but I think the—the spelling of Nikolas that I used somewhat different. There were so many of them and I couldn't pinpoint what—what location or where would—

Q. Okay.
A. --he would be.

Q. Now, if you would have found Nikolas in OSSI what would that have given you?
A. It would have given me a reference point where he—if he's got a current address or—but she indicated that he—or has moved from Parkland---

Q. Okay.
A. --during conversation.

Q. And if OSSI would have told you the address and it would have been in Parkland or anywhere else what would you have been able to do?
A. I would be able to do a follow up, make face to face with him, I would---

Q. And what would you do?
A. ---I would assess case and condition and follow up on this con—um...weapons issue and—and his mental state.

Q. Okay, talk to me about making contact with him, assessing him and let's just say you thought there was a condition and there was a threat and you were able to back it up by actually seeing firearms or whatever what would you have done then?
A. If—if those were valid concerns and---and that would be—if he met criteria for Baker Act that would be a Baker Act situation.

Q. Okay.
A. Where I would secure firearms.

Q. Let's just say you didn't have a Baker Act situation and you felt he was a threat what could you have done and what would you have done?
A. Um....contact my supervisor first of all and also um...some type of crisis intervention with him.

Q. Okay, would you—
A. Therapy—therapy or um....or even—I would still consider Baker Acting that's if he met the criteria.

Q. Would you have done a police report?
A. Yes, I would have done a written—written report as oppose to um...

Q. And what would you have done with that report?
A. That would um...I would forward to um...for a follow up.

Q. Okay. All right um....so you weren't able to do anything because of the OSSI look up was too broad and—
A. That's a—that's a very common name what popped up and---

Q. And nothing popped up on your query?
A. But it was—it was just Cruz there's multiple Cruz'.

Q. Okay, were you able to look anywhere else for information about his location or who he was?
A. Um...they would---

EOG-03988

Q. Did you remember looking it up?
A. I did not see any other reports with that name associated.

Q. Okay, separating OSSI did you go into any other databases to find out what happened?
A. I don't remember.

Q. You don't remember could you have?
A. I—I could have looked up and (inaudible)—

Q. Would you normally have done that?
A. If—if—yes, that would be additional—

Q. Okay.
A. --except she didn't have a date of birth for him.

Q. Okay. All right, let's just say you found out he lived in Parkland—
A. Um-huh.

Q. --and you went to his house and he wasn't home what—what would you have done normally?
A. Normally I would have come back later or pass it on to the next shift to—for a—to go back to the residence---

Q. Okay.
A. --and speak to neighbors see if they know where he lives or has he—

Q. Okay, so you didn't have any other information um...from [redacted] Was she able to give you any other information that you can remember?
A. No, no additional information.

Q. Okay, what did you have to follow up on with this call?
A. At that point I—I just said—I exhausted all what she gave—she—the—the leads that I had at that point.

Q. Okay, do you know who Nikolas Cruz is?
A. I do now, yes, sir.

Q. Now, let's go back a bit at the time of this call did you know who Nikolas was at the time?
A. At that point I just had a name.

Q. A name okay how about um...a Zachary, you ever came across a Zachary Cruz?
A. That's a---after the fact I learned that that's his brother but—

Q. Okay.
A. --at that point, no, I did not.

Q. You didn't know who Zachary was?
A. No.

Q. Okay, do you remembering handling any calls with a Nikolas or a Zachary Cruz in Parkland?
A. Um...yes.

Q. No, no, prior to this incident. Prior to this call we just discussed do you remember having an incident with these guys?
A. Um...prior to that yes with the—there was one incident I don't recall exactly how long ago.

Q. With who?
A. With the—with the stepmother and Cruz.

Q. Which Cruz?
A. Nikolas Cruz.

Q. Okay and how long ago prior to this call was that, do you remember?
A. Um...I just remember I was in midnights then so it had to be maybe a year ago.

Q. Okay, at the time of this call did you remember Nikolas Cruz or—
A. I---

Q. --or are you remembering it now reflecting back?
A. After now putting it together, yes, I—I see that—that—

Q. Okay.
A. --that could be the same person that—

Q. But at the time that you received the call from [redacted] and spoke to [redacted] which was on November 30, 2017 did you recall having dealings with Nikolas Cruz in any call?
A. No, at that point I did not I---

Q. Okay, this is now after the fact.
A. After the fact.

Q. Okay. All right, if you would have recognized dealing with Nikolas Cruz at the time of this call on---in November of last year what would you have done?

A. I would have been able to verify the correct spelling of the first name which is different than normally spelled. I would have been able to pull up the report and—and—and seen his—and found his date of birth from there from my old report.

Q. Okay.
A. That would have given me additional information.

Q. Okay, what happened with that call that you can remember now reflecting back, the original call that you had involving Nikolas Cruz? What—what happened there?
A. Um....that report was—I—I don't report on it, I did not make an arrest at all.

UNRELATED TELEPHONE CALL:
Yeah, I'm on a statement right now, goodbye.

Q. Sorry about that. Go ahead.
A. Um...that's a domestic if I remember correctly that I was on—

Q. And who---
A. --with the stepmother and---

Q. Who did it involve?
A. It involved her two stepsons.

Q. Nikolas and Zachary?
A. Right.

Q. What happened there?
A. He was a um....a---some incident involving where he wanted to walk the dog and his stepmother didn't want to let him out at night.

Q. Okay, now are you remembering this now because you looked it up and you realized, oh, I remember that and the reports and you just now looked it up or did you remember that at all during the time of this incident?
A. At that time I had no recollection.

Q. Okay, so---
A. I did not put two and two together.

Q. Okay, so as of now you researched it and realized—
A. I haven't looked at the report but I---

Q. Okay, but you recall?
A. And I was—yes.

EOG-03991

Q. Okay, so he had an incident with a dog?
A. Yes.

Q. What—continue I just wanted—continue that, what was the incident with the dog?
A. The incident was where he wanted to walk the dog and—and um...his stepmother took the leash—grab the leash and—and he released it and it snapped back and that was the extent of it and there was no—it wasn't—that wasn't—it was a written report with no arrest.

Q. Okay and who initiated that report, who was---
A. It was dispatched from BSO dispatch, I was dispatched to the residence.

Q. What I'm saying is who called the police?
A. Um...I believe the stepmother.

Q. And do you know what her name was, do you remember?
A. I don't remember I just looked at the report.

Q. Okay, were there any injuries?
A. There were no injuries---

Q. Okay.
A. --whatsoever.

Q. All right, were there any weapons involved in that call?
A. Not at all.

Q. Did you learn anything about Nikolas Cruz at that time?
A. Um...just that he's a—I believe he was under house-arrest or his—his mother—stepmother mentioned that he's not supposed to be out at night 'cuz he—part some condition of um....

Q. Okay, how long ago was that call that you remember? Give me a general area/timeframe.
A. Um...a year ago.

Q. Okay and where was that at? Do you remember the general area?
A. Um....Townpark.

Q. Townpark okay. Did you ever go inside that house that day?
A. Yes, I was in the house and—

Q. What did you see when you went in there?

EOG-03992

A. I saw the stepmother sitting on a um...big chair by the TV and—and I believe Nikolas was somewhere there---

Q. Okay.
A. --in the living room.

Q. And where was Zachary at?
A. Um...I think he was upstairs I—I spoke with him briefly and he said he didn't—didn't notice anything.

Q. Okay, did you go upstairs?
A. Yes, I spoke---'cuz there was somebody else upstairs I spoke with him.

Q. Okay, did you go into any of the bedrooms that you can remember?
A. I think—I think one was—that was a bedroom that I walked in.

Q. And who—whose bedroom was that?
A. I just saw the other child there I don't know whose bedroom was it.

Q. Okay, did you notice anything out of the ordinary inside this residence?
A. No, no, it was well kept and um....

Q. Okay, did you come across any firearms or any weapons?
A. Not at all, I did not see any.

Q. Okay, if at the time you would have had firearms at that scene where you felt something was abnormal and there was some type of threat you needed to deal with what would you have done?
A. I would secure the scene first by---by securing the weapons.

Q. Okay and for what purpose?
A. Um...for—for safety—for safekeeping and—

Q. All right, so at that call you didn't um....see anything that jumped out at you and as far as a—a violent subject who was---had potential violence?
A. No, they were both calm, they were both sitting, he just said he wanted to walk the dog and—and he said his mom said no.

Q. Was there an arrest made?
A. No, there was no arrest.

Q. Was there a backup deputy?
A. Yes, there was a backup deputy.

Q. Who was that?
A. Deputy Barone I remember him being there.

Q. Okay.
A. There might have been one more.

Q. Okay, so you did a report.
A. Yes, I wrote the written report.

Q. Okay, why would you write a written report in this incident?
A. Because it—it involved actual incident that occurred in our jurisdiction and it was—it was a call for service and I responded and I—I did an investigation that's why I wrote the report.

Q. Okay um....let's go back to um...these—this call here where you got an anonymous---actually a complaint from [redacted] in [redacted]. How many of these types of call do you get um....per year do you think? Just give me a rough number.
A. Um...not too many I can't put a number, an exact number, may be (inaudible)---

Q. Okay.
A. We get calls from out of state sometimes but the um....

Q. Okay.
A. ..and I don't have an exact number.

Q. Do you know who Deputy Scott Peterson is?
A. Yes, I know him.

Q. Um....have you ever called him and given him information about any type of threat or anything concerning students at a school in whatever capacity?
A. I've done it. I've---I've investigated threats at the schools, yes, and I—

Q. Okay.
A. --um....

Q. And what did you do with that information?
A. That information I—I've written a written reports and it was—they were forwarded by a sergeant to um...those—the school resource officers.

Q. Okay and what do you know that he does with the information?
A. Um...he contacts principal and the—the principal makes a determination whether to keep the school open or close it for the following day. We've had threats I the past and---

Q. Okay.
A. --I've investigated those.

Q. Are you under the impression that is being followed up on these leads that you send to Scott Peterson?
A. Absolutely they are—they are taken very seriously. On one of the occasions Sergeant Nord and I spent half a night, we were tracking down where the threats came from and we found the juvenile, we went from house to house and—

Q. Okay.
A. --we followed up leads and—and resolved it and it—it was all documented and the school—the school board was notified about it.

Q. Okay, do you remember if you contacted um...Scott Peterson on this particular call that you can remember?
A. Not on this call I don't remember calling.

Q. Okay and do you remember providing Scott Peterson with any information about Nikolas Cruz at any time that you can recall?
A. Um....that I don't remember 'cuz he's---apparently there's prior calls with him and—

Q. Okay um...
A. --Deputy Peterson knows—knows many students so---

Q. Did you do any follow up with this call after you hung up with [redacted]?
A. I did a documentation 'cuz there was—

Q. Okay, so you have these C.A.D. notes. Did you make entry into the C.A.D. notes?
A. I made entries for C.A.D. notes and—indicating that—that um...Cruz is not in Parkland and he's in Lake Worth last known location.

Q. And those are on your C.A.D. now?
A. I'm sorry?

Q. They're on your C.A.D. They're not on here?
A. No these are—that's pretty much what I—I wrote some of those, there's notes some are—

Q. These are yours?
A. --some are mine, yes.

Q. Okay.
A. After that when I entered—when I finished the call---

Q. Okay.
A. --about this location and last known location.

Q. Do you feel that you had any information to move on?
A. No, this—this was no—no date of birth and it was out of state, a general concern about somebody who wants to join the military but who's [redacted] and—and owns weapons and--and who is most likely in Palm Beach County at this time that's—that's what I understood from the caller.

Q. Okay, is there anything else you'd like to add to this statement?
A. No, sir.

Q. Okay, today's date is February 16th um...it's 2:43 p.m. and this is going to conclude this statement.

Sheriff Scott Israel

INTERNAL MEMO

Date: March 1, 2018

To: Colonel John Dale, CCN 16920
Department of Professional Standards

From: Sergeant Christopher Cathcart, CCN 11979
Division of Internal Affairs

Via: Chain of Command

Subject: **NIKOLAS CRUZ CALL REVIEW**

On February 21, 2018, Lieutenant Barry Lindquist, CCN 13979, Executive Officer to the Division of Internal Affairs, assigned me to review past calls/incidents involving Nikolas Cruz, dob 9/24/1998. The review was to ascertain if any BSO policy was violated or if employees could have improved their response and resolution.

This review composed of 48 calls for service placed to BSO that possibly involved Nikolas Cruz. These calls ranged in date from 2008 to 2017. Further provided was a follow-up conducted by the BSO Homicide Unit to include sworn recorded statements. ***NOTE:*** Ms. Cruz [adopted mother of Nikolas Cruz and Zachary Cruz] is deceased.

Incident 1: November 8, 2008. Case number PD08-11-00165. Handled by Deputy Robert Kenny [Retired], CCN 6250. Location of [redacted]. Dispatched as a Signal-67 [code for medical].

Synopsis: Per CAD, [redacted], and Nikolas Cruz were playing in the driveway when [redacted] threw a rock at Nikolas Cruz, because Nikolas Cruz rode his bike over sticks that [redacted] was playing with. Nikolas Cruz then threw a rock at [redacted], which caused a very small laceration to [redacted] forehead.

Follow up: Deputy Kenny's daily log entry was consistent with the above information. Deputy Kenny re-classified the call to a Signal-37 [code for juvenile] and coded the call "Bravo" for no written report.

On February 17, 2018, Detectives Kami Floyd, CCN 17022, and Bruce Link, CCN 10154, obtained a sworn taped statement from [redacted] [mother of [redacted]]. [redacted] recalls this incident and stated that [redacted] and Nikolas Cruz were outside playing when Nikolas Cruz threw a rock at [redacted] out of anger. [redacted] stated that [redacted] and Nikolas Cruz were so young [10 years old at the time], that she did not wish to prosecute. According to [redacted],

EOG-03997

Nikolas Cruz, and his brother Zachary Cruz, had anger issues and at some point she stopped allowing her children to play with them.

No apparent policy violation noted.

Incident 2: March 23, 2011. Case number PD11-03-00624. Handled by Deputy George Wentland, CCN 10042. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Caller [Ms. Linda Cruz (deceased)], wished to report her son, Zachary Cruz [11 y/o] missing. Last seen approximately 45 minutes prior. The caller indicated that she checked the neighborhood with negative results.

Follow up: Per CAD, Deputy Wentland issued a BOLO to the Coral Springs Police Department. Approximately 11 minutes after arriving at the location, Zachary Cruz was located and returned home. Deputy Wentland's daily log entry was consistent with the above information. Deputy Wentland re-classified the call to a Signal-68 [code for police service] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 3: August 30, 2011. Case number PD11-08-00765. Handled by Deputy Philip Khaleel, CCN 13543. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-20 [common code for mentally disturbed person].

Synopsis: Per CAD, Ms. Cruz called indicating her son [11 y/o; based upon age, this would be Zachary Cruz] was hitting glass doors with pool equipment and turning over furniture.

Follow up: Deputy Khaleel's daily log indicated that Zachary Cruz was acting irrationally at home because he wanted a video game that she had denied him. Deputy Khaleel wrote that the juvenile was calm on scene. Situation resolved. Deputy Khaleel re-classified the call to a Signal-22 [code for disturbance] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 4: September 26, 2011. Case number PD11-09-00702. Handled by Deputy James Snell, CCN 10059. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz called indicating her 11 year old son [based upon age, this would be Zachary Cruz] was being violent, and throwing items. Ms. Cruz stated that her son did not hit her and requested only one unit respond.

Follow up: Deputy Snell's daily log entry was consistent with the above information. Deputy Snell indicated that it is an ongoing problem with Ms. Cruz and her two sons. He wrote that he spoke to Zachary Cruz and recommended parenting skills to Ms. Cruz. The call remained a Signal-38. Deputy Snell coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

EOG-03998

Incident 5: November 12, 2011. Case number PD11-11-00380. Handled by Deputy Jeffrey Smith, CCN 13556. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38(0) [code for domestic disturbance with a weapon].

Synopsis: Per CAD, Ms. Cruz stated that her 11 y/o son [based upon age, this would be Zachary Cruz] has a bat and is banging the furniture. Ms. Cruz indicated that her son also hit her and that he attends [redacted]

Follow up: Per CAD, Deputy Smith indicated that upon his arrival Zachary Cruz left via the back door. Zachary Cruz was located and brought back to the residence.

Deputy Smith's daily log entry indicated that Zachary Cruz was acting out due to medication imbalance. Deputy Smith wrote that both parties were interviewed and that Zachary Cruz was calm and cooperative. He wrote that Zachary Cruz was non-violent and no further action was taken. Deputy Smith re-classified the call to a Signal-22 [code for disturbance] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 6: February 13, 2012. Case number PD12-02-00291. Handled by Deputy George Wentland, CCN 10042. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz wants to report her 12 y/o [Zachary Cruz] missing.

Follow up: Deputy Wentland's daily log entry indicated that Zachary Cruz returned while he was on scene. Deputy Wentland re-classified the call to a Signal-68 [code for police service] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 7: May 17, 2012. Case number PD12-05-00373. Handled by Deputy Robert Kenny [Retired], CCN 6250. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Ms. Cruz advised her 13 y/o and 12 y/o children are out of control and destroying her home. Ms. Cruz advised that one child ran outside because the other sibling attempted to fight him, no weapons involved. Dispatch reported they can hear one subject cursing at Ms. Cruz.

Follow up: Deputy Kenny's daily log entry indicated that 12 y/o [Zachary Cruz] started a fight with 13 y/o [Nikolas Cruz] over candy. He wrote that Zachary Cruz takes medications for anger and ADHD. Deputy Kenny stated that Zachary Cruz ran from the location but was located at a school. The call remained as a Signal-38 and Deputy Kenny coded the call "Bravo" for no written report.

No apparent policy violation noted.

Incident 8: August 2, 2012. Case number PD12-08-00049. Handled by Deputy Brian Behan, CCN 15497. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-68 [code for police service].

Synopsis: Per CAD, [redacted] indicated that 12 y/o [based upon age this would be Zachary Cruz] is being defiant and is [redacted]. [redacted] stated that

EOG-03999

Zachary Cruz has [redacted] and they are requesting a deputy to speak to him about his behavior.

Follow up: Deputy Behan's daily log entry indicated that he met with a [redacted] employee, Ms. Cruz and Zachary Cruz. He wrote that he spoke to Zachary Cruz about his behavior. Deputy Behan coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 9: August 5, 2012. Case number PD12-08-00101. Handled by Deputy Steven Davis, CCN 10314. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz indicated that she is involved in a verbal argument with her 12 y/o son [based upon age, this would be Zachary Cruz] because he is not taking his medication and is throwing water balloons at the property.

Follow up: Deputy Davis' daily log entry indicated that he responded to the location along with Deputy Gary Michalosky, CCN 13549, and spoke to Nikolas Cruz and Zachary Cruz. He authored that he explained to them why rules are put into place and what the ramifications would be if they don't comply. Deputy Davis coded the call "Echo" for civil assist. No incident report prepared.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 10: August 19, 2012. Case number PD12-08-00388. Handled by Deputy Michalosky. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz indicated that she is having a verbal argument with her 12 y/o son [based upon age, this would be Zachary Cruz].

Follow up: Deputy Michalosky's daily log entry indicated that Ms. Cruz stated that Zachary Cruz and Nikolas Cruz were getting into a fight while they were driving home from Coral Springs. He authored that no injuries were observed and the children are [redacted] Deputy Michalosky wrote that Ms. Cruz stated she will follow up with Zachary Cruz' counselor in the morning. Deputy Michalosky coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

Although no apparent policy violation noted; as a best practice, an incident report could have been prepared detailing the incident.

Incident 11: August 22, 2012. Case number PD12-08-00447. Dispatched to Deputy Louis Scholtz, CCN 14918, but handled by Deputy Brian Behan, CCN 15497. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz reported that her children are threatening her, cursing at her, and being disrespectful.

Follow up: Deputy Behan's daily log entry indicated that it is an ongoing issue with Ms. Cruz and her children being disrespectful. He authored that the family is currently in counseling. Deputy Behan re-classified the call as a Signal-22 [code for disturbance] and coded the call "Bravo" for no written report.

EOG-04000

No apparent policy violation noted.

Incident 12: September 18, 2012. Case number PD12-09-00376. Handled by Deputy Jennifer Seals, CCN 13911. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-911 hang up.

Synopsis: Per CAD, call was received as a 911 drop off. Upon call back, Ms. Cruz indicated that her 12 y/o son [based upon age this would be Zachary Cruz] was playing with the phone, but also acting out. Call taker indicated that she could hear yelling in the background.

Follow up: Deputy Seals' daily log entry indicated that she met with Ms. Cruz, who told her everything was fine and that Zachary Cruz was just playing on the phone. Deputy Seals re-classified the call to a Signal-13(I) [code for suspicious incident] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 13: September 26, 2012. Case number PD12-09-00530. Handled by Deputy Jeffrey Smith, CCN 13556. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Per CAD, Ms. Cruz indicated that her 12 y/o son [based upon age this would be Zachary Cruz] was throwing everything around and cursing at her.

Follow up: Deputy Smith's daily entry log indicated that Ms. Cruz stated that Zachary Cruz was disobeying her and acting out. He authored that Zachary Cruz failed to take [redacted] Deputy Smith informed Ms. Cruz to call back if he was needed. Deputy Smith re-classified the call to a Signal-22 [code for disturbance] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 14: November 1, 2012. Case number PD12-11-00021. Handled by Deputy Jennifer Seals, CCN 13911. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Ms. Cruz indicated that her son [Nikolas Cruz] assaulted her other 12 y/o [Zachary Cruz] son and fled the location.

Follow up: Per CAD notes; Seals indicated that both juveniles are Signal-20 [common code for mentally disturbed person].

Deputy Seals' daily log entry indicated that she met with Ms. Cruz who indicated that her sons were involved in an argument over using the computer. Deputy Seals stated that both children are [redacted] and that [redacted] responded to the scene to speak with both children. She wrote that BSO was not needed and that she notified the Delta Unit [code for Sergeant/Supervisor]. Deputy Seals reclassified the call to a Signal-22 [code for disturbance] and coded the call "Bravo" for no written report.

Although no apparent policy violation noted, as a best practice, an incident report could have been prepared to better document the incident.

Incident 15: November 27, 2012. Case number PD12-11-00576. Handled by Deputy Jeffrey Smith,

EOG-04001

CCN 13556. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38(0) [code for domestic disturbance with a weapon].

Synopsis: Ms. Cruz indicated that Nikolas Cruz hit her with a plastic hose, from the vacuum over an argument about not being allowed to use the computer; she refused rescue. Nikolas Cruz was gone on arrival, and units circulated. Nikolas Cruz is [redacted] On re-call under case number PD12-11-00581, Nikolas Cruz returned home.

Follow up: Deputy Smith's daily log entry indicated that he initially met with Ms. Cruz [PD12-11-00576] who informed her that Nikolas Cruz [redacted] and had run away. Smith wrote that he informed Ms. Cruz to call back when Nikolas Cruz returns. Under case number PD12-11-00581, Smith returns to the location on a Signal-74 [code for re-call]. He wrote that Ms. Cruz called back because Nikolas Cruz returned. Smith authored that he spoke to Nikolas Cruz concerning his disrespectful treatment of his mother. Deputy Smith coded both calls "Bravo" for no written report.

Although no apparent policy violation was noted, as a better practice, Deputy Smith could have entered Nikolas Cruz into Teletype as a missing person and clarified that no physical violence occurred in an incident report.

Incident 16: See above re-call [PD12-11-00581].

Incident 17: November 28, 2012. Case number PD12-11-00606. Handled by Deputy Louis Scholtz, CCN 14918. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Ms. Cruz indicated both her sons left out their bedroom window and climbed over the fence; last seen on foot. Ms. Cruz stated that both children are [redacted]

Follow up: Deputy Scholtz' daily log entry is materially consistent with the information above. He added that Ms. Cruz called [redacted] who responded to the location and spoke to both children. Deputy Scholtz re-classified the call to a Signal-14 [code for information] and coded the call "Bravo" for no written report.

No apparent policy violation noted.

Incident 18: January 15, 2013. Case number 17-1301-000354. Handled by Deputy Gary Michalosky, CCN 13549. Location of 6166 NW 80th Terr., Parkland, FL 33076.

Synopsis: Ms. Cruz indicated that Nikolas Cruz has anger issues and has [redacted] Ms. Cruz alleged that Nikolas Cruz threw her against the wall because she took away his Xbox.

Follow up: Deputy Michalosky prepared an incident report under the listed case number. Deputy Michalosky authored that Ms. Cruz stated that she had placed Nikolas Cruz' Xbox in her vehicle as punishment for not attending school. He wrote that Nikolas Cruz retaliated by throwing items and calling Ms. Cruz names. Deputy Michalosky authored that Nikolas Cruz locked himself inside his bedroom but with the assistance of Ms. Cruz, he was able to enter the room by pushing the door open which was blocked by two nightstands. He wrote that based on the nature of the call he handcuffed Nikolas Cruz and placed him inside his marked vehicle. He authored that Nikolas Cruz did not make any threats to harm himself or others. Deputy Michalosky wrote that [redacted] arrived on scene and [redacted]. He wrote that Nikolas Cruz became calm and apologetic and he left him in the care of Ms. Cruz and [redacted]. Deputy Michalosky authored that it was determined that Nikolas Cruz did not meet the Baker Act criteria. Ms. Cruz made no mention to Michalosky about physical violence toward her.

EOG-04002

No apparent policy violation noted.

Incident 19: October 12, 2013. Case number 17-1310-000251. Handled by Deputy Louis Scholtz, CCN 14918. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz indicated that Nikolas Cruz and his brother Zachary Cruz left the location toward a friend's house. Ms. Cruz requested to enter her children as missing.

Follow up: Per CAD entry, Deputy Scholtz coded the call "Bravo" for no written report.

Although no apparent policy violation was noted, as a better practice, Deputy Scholtz should have noted that he had located both Nikolas Cruz and Zachary Cruz. Ms. Cruz is deceased; therefore, no statement was obtained. If Nikolas Cruz and Zachary Cruz were not located, then an incident report should have been prepared, and both juveniles should have been entered into Teletype as missing.

Incident 20: October 17, 2013. Case number 17-1310-000349. Handled by Deputy Edward Eason, CCN 10558. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-68 [code for police service].

Synopsis: Per CAD, Ms. Cruz indicated that her 13 y/o son left the house to play basketball and has not returned. Son is Zachary Cruz.

Follow up: Per CAD, Zachary Cruz returned home. Deputy Eason coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 21: October 28, 2013. Case number 17-1310-000608. Handled by Deputy Edward Eason, CCN 10558. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38(IP) [code for domestic disturbance in progress].

Synopsis: Per CAD, Ms. Cruz indicated that her son, Zachary Cruz, is attempting to break windows and she locked him out of the residence when he left the location without telling her where he was going.

Follow up: Per CAD, Deputy Eason authored that he met with Ms. Cruz who informed him that Zachary Cruz was refusing to go to bed and was banging on the door after being locked out. Deputy Eason wrote that the situation was settled on scene and Zachary Cruz went to bed. Deputy Eason coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 22: November 6, 2013. Case number 17-1311-000093. Handled by Deputy Gary Michalosky, CCN 13549. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-68 [code for police service].

Synopsis: Per CAD, Ms. Cruz needs assistance with getting her 13 y/o son [based upon age this would be Zachary Cruz] to the Littman Center. Ms. Cruz indicated that Zachary can get [redacted]

Follow up: Per CAD, Deputy Michalosky prepared an incident report. Deputy Michalosky authored that he transported Zachary Cruz to the Littman Center without incident.

EOG-04003

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 23: December 20, 2013. Case number 17-1312-000446. Handled by Deputy Robert Kenny, CCN 6250 [retired]. Location of 6166 NW 80th Terr., Parkland, FL 33076. The call was dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz reported that her 13 y/o [based upon age this would be Zachary Cruz] son left the location.

Follow up: Per CAD entry, Deputy Kenny indicated that it is an ongoing issue with her adopted son with mental complications. The incident was not physical. Deputy Kenny re-classified the call to an "Echo" [code for civil assist].

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 24: December 29, 2013. Case number 17-1312-000647. Handled by Deputy Robert Kenny [retired], CCN 6250. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz wished to report her 13 y/o son, Zachary Cruz as missing.

Follow up: Per CAD, Ms. Cruz wished to cancel the call because Zachary Cruz returned home.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 25: December 30, 2013. Case number 17-1312-000673. Handled by Deputy Louis Marchese, CCN 10339. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz wants telephone contact in reference to her 13 y/o son [based upon age this would be Zachary Cruz] consistently sneaking out the residence and not telling her where he is going.

Follow up: Per CAD, Deputy Marchese wrote that he spoke to Ms. Cruz about Zachary Cruz staying out past his curfew while at his friend, Chase Hollis' residence. Deputy Marchese re-classified the call to a Signal 68 [code for police service] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 26: January 22, 2014. Case number 17-1401-000487. Handled by Deputy Albert Anderson, CCN 14531. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal 38(IP) [code for domestic disturbance in progress].

Synopsis: Per CAD, Ms. Cruz indicated that Nikolas Cruz punched a hole in the wall because she took away his Xbox. Nikolas Cruz is GOA and the incident was verbal only.

EOG-04004

Follow up: Per CAD, Deputy Anderson indicated that he contacted Ms. Cruz who advised she had a verbal altercation with Nikolas Cruz. Deputy Anderson wrote that no crime occurred and coded the call "Bravo" for no written report.

No apparent policy violation noted.

Incident 27: February 9, 2014. Case number 17-1402-000175. Handled by Deputy George Wentland, CCN 10042. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz wants to report her 13 y/o son [based upon age this would Zachary Cruz] missing.

Follow up: Per CAD, Deputy Wentland indicated that he met with Ms. Cruz and learned that Zachary Cruz was located at a friend's house. Deputy Wentland coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 28: April 13, 2014. Case number 17-1404-000378. Handled by Deputy Louis Scholtz, CCN 14918. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal 8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz wished to report Zachary Cruz missing.

Follow up: Per CAD, Deputy Scholtz entered that Zachary Cruz was located at a friend's residence. Deputy Scholtz re-classified the call to a Signal-68 [code for police service] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 29: May 6, 2014. Case number 17-1405-000148. Handled by Deputy Jorge Bonilla, CCN 9533. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Deputy Bonilla authored that Zachary Cruz left on a skateboard 20 minutes ago toward a friends' residence. Deputy Bonilla re-classified the call to a Signal-14 [code for police information] and coded the call "Bravo" for no written report. There was no resolution noted in the CAD notes.

Call did not involve Nikolas Cruz.

Although no apparent policy violation was noted, as a best practice, Deputy Bonilla could have prepared a missing persons incident report and entered Zachary Cruz into Teletype as missing.

Incident 30: May 6, 2014. Case number 17-1405-000150. Handled by Deputy Jeffrey Smith, CCN 13556. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-14 [code for police information].

Synopsis: Per CAD, Ms. Cruz requested a deputy contact her by telephone in reference to her son, Zachary Cruz, returning home after leaving the residence earlier this morning. Call is in reference to case number 17-1405-000148.

EOG-04005

Follow up: Per CAD, Deputy Smith authored that he spoke to Ms. Cruz on telephone. Ms. Cruz informed him that Zachary Cruz is suspended from school, but will return on Thursday. Deputy Smith coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 31: May 7, 2014. Case number 17-1405-000188. Handled by Deputy Jeffrey Smith, CCN 13556. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-38(V) [code for verbal domestic dispute].

Synopsis: Per CAD, [redacted] is calling for Ms. Cruz indicating that Zachary Cruz was refusing to go to school.

Follow up: Per CAD, Deputy Smith entered that Zachary Cruz was picked up by [redacted]. Deputy Smith coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 32: May 16, 2014. Case number 17-1405-000517. Handled by Deputy William Cox, CCN 10309. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-68 [code for police assistance].

Synopsis: Per CAD, Littman Center requested deputy to make contact with Ms. Cruz because she needs Zachary Cruz transported to the center.

Follow up: Per CAD, Deputy Cox coded the call "Bravo" for no written report. It is unknown if Deputy Cox transported Zachary Cruz to the Littman center.

Call did not involve Nikolas Cruz.

Although no apparent policy violation was noted, as a better practice, Deputy Cox should have better documented his actions.

Incident 33: June 29, 2014. Case number 17-1406-000871. Handled by Deputy Bonilla. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-911/hang up.

Synopsis: Deputy Bonilla was dispatched to location in reference to a 911/hang up.

Follow up: Per CAD entry, Deputy Bonilla indicated that Ms. Cruz called 911 because her sons were arguing. Peace restored. Deputy Bonilla coded the call "Bravo" for no written report.

No apparent policy violation noted

Incident 34: July 16, 2014. Case number 17-1407-000496. Handled by Deputy Gary Weinberger, CCN 6746. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz requested a deputy to meet with her in reference to her missing son, Zachary Cruz.

EOG-04006

Follow up: Per CAD, Deputy Weinberger entered that he met with Ms. Cruz who informed him that Zachary Cruz returned home. Deputy Weinberger reclassified the call to a Signal-68 [code for police assistance] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 35: November 20, 2014. Case number 17-1411-002423. Handled by Deputy Louis Scholtz, CCN 14918. Location of [redacted]. Dispatched as a Signal-70 [code for animal abuse].

Synopsis: Per CAD, Caller advised her neighbor informed her that her daughter observed [later identified as] Nikolas Cruz shooting at [redacted] chickens in their backyard.

Follow up: Deputy Scholtz prepared a written report documenting that he met with the reporter [redacted] who showed him an injured chicken. He noted that he noticed blood on the chicken but no wounds / no veterinary care needed. Deputy Scholtz made contact with Ms. Cruz who stated she allowed Nikolas Cruz to shoot at targets in the backyard with an airsoft gun. Deputy Scholtz spoke to Nikolas Cruz who stated he was shooting his airsoft gun in the backyard but denied shooting the chicken. He authored that the airsoft gun was given to Ms. Cruz who locked it away. Deputy Scholtz wrote that Nikolas Cruz is [redacted] He noted that the victim did not wish to pursue charges.

On February 17, 2018, Detectives Bruce Link, CCN 10154 and Kami Floyd, CCN 17022, obtained a statement from [redacted]. She reported that as a result of the incident, one chicken suffered a broken wing and another chicken died. [redacted] stated that she was told by deputies that Nikolas Cruz is [redacted] so she did not wish to press charges.

Although no apparent policy violation was noted, as a better practice, the District Criminal Investigations Sergeant could have sent this report to the Special Victim's Unit for review and possible follow up.

Incident 36: September 8, 2015. Case number 17-1509-000343. Handled by Deputy Gary Weinberger, CCN 6746. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-68 [code for police assistance].

Synopsis: Per CAD, Ms. Cruz indicated that her son Zachary Cruz is giving her problems by disobeying his curfew and causing disturbances in the residence.

Follow up: Per CAD, Deputy Weinberger wrote that he met with Ms. Cruz in regards to Zachary Cruz' behavior problems. Deputy Weinberger coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 37: November 1, 2015. Case number 17-1511-000021. Handled by Deputy Gary Weinberger, CCN 6746. Location of 6166 NW 66th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz is reporting that she has not seen Zachary Cruz since early this morning and that he may have gone to the skate park in Tamarac.

Follow up: Per CAD, Deputy Weinberger entered that Zachary Cruz returned home and that everything was fine. Deputy Weinberger coded the call "Bravo" for no written report.

EOG-04007

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 38: February 5, 2016. Case number 17-1602-000212. Handled by Deputy Edward Eason, CCN 10558. Location of [redacted] Dispatched as a Signal-13(I) [code for suspicious incident].

Synopsis: Per CAD, Deputy Eason responded in reference to third hand information from neighbor's son that Nikolas Cruz posted on Instagram that he wanted to "shoot his school" and there is a picture of Nikolas Cruz with guns. The caller indicated that it is a one month time delay and that the subject [Nikolas Cruz] was expelled from Westlake Middle.

Follow up: Per CAD entry; Deputy Eason made contact with a female [anonymous / later identified as [redacted]] who reported that Nikolas Cruz from Douglas High School has knives and a BBgun in his Instagram photos. Deputy Eason wrote that no threats were noted and he forwarded the information to SRD Deputy Scot Peterson, CCN 4308. Deputy Eason coded the call "Bravo" for no written report.

On February 17, 2018, Detectives Kami Floyd, CCN 17022, and Bruce Link, CCN 10154, obtained a taped statement from the caller, [redacted]. [redacted] advised that her son saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." She stated that Deputy Eason arrived and went to Nikolas Cruz' residence and returned; advising her that Ms. Cruz stated that Nikolas Cruz was an "angel" and that Zachary Cruz was tormenting him. Deputy Eason told [redacted] that Ms. Cruz said that Nikolas Cruz didn't have anything like that on his Instagram. [redacted] did not take a snap shot of the post when her son showed it to her, and it was no longer posted for them to show Deputy Eason at the time.

On February 14, 2018, Homicide Sergeant Jonathan Brown, CCN 11100, obtained a sworn statement from Deputy Eason as part of Sergeant Brown's criminal investigation. Deputy Eason stated that he did not recall the incident.

Possible SPM violation identified. Case under investigation by the Division to Internal Affairs.

Incident 39: May 18, 2016. Case number 17-1605-000807. Handled by Deputy Richard Hoffman, CCN 7894. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-8 [code for missing person].

Synopsis: Per CAD, Ms. Cruz stated that her son, Zachary Cruz, has not been seen since yesterday morning. No medical conditions present.

Follow up: Per CAD, Deputy Hoffman entered that he met with Ms. Cruz in reference to Zachary Cruz constantly running away, not following house rules and refusing to go to school. Deputy Hoffman re-classified the call to a Signal-14 [code for information] and coded the call "Bravo" for no written report. The CAD entry did not indicate if Zachary Cruz returned home.

Call did not involve Nikolas Cruz.

Although no apparent policy violation noted, as a better practice, Deputy Hoffman should have noted in his CAD notes whether or not he made contact with Zachary Cruz. If not, Deputy Hoffman should have prepared a missing persons incident report and entered Zachary Cruz into Teletype as missing.

Incident 40: September 28, 2016. Case number 17-1609-001610. Handled by SRD Scot Peterson, CCN 4308 [retired]. Location of Stoneman Douglas High School. On viewed by SRD Peterson as a

Signal-14 [code for information].

Synopsis: SRD Peterson prepared an incident report stating that he met with Peer Counselor Lauren Rubenstein who reported to him that she obtained information that Nikolas Cruz had stated a couple of weeks ago that he had ingested gasoline in an attempt to kill himself. She also indicated that Nikolas Cruz had possibly been "cutting" himself. SRD Peterson wrote that [redacted] and the [redacted] were on scene and per counselor [redacted], Nikolas Cruz did not meet the criteria for a Baker Act. SRD Peterson authored that he learned from [redacted] that Nikolas Cruz stated he wants to purchase a gun for hunting and was found to have a swastika and hate speech ["I hate niggers"] on his school backpack. SRD Peterson wrote that Nikolas Cruz was currently in [redacted] with "Jared" from [redacted] and was advised that "Jared" will be conducting a welfare check on Nikolas Cruz later in the day. SRD Peterson wrote that Stoneman Douglas High School will be conducting a threat assessment on Nikolas Cruz to determine if a safety plan should be implemented.

Follow up: On February 17, 2018, Detectives Link and Floyd conducted a sworn taped statement from Counselor Rubenstein. She stated that she recalled the incident but did not know what type of follow-up was completed on Nikolas Cruz.

No apparent policy violation noted.

Incident 41: September 28, 2016. Case number 17-1609-001626 [stemmed from above case]. Handled by Deputy Jeffrey Feduik, CCN 9107. Location of 6166 NW 80th Terr., Parkland, FL. Dispatched as a Signal-16(I) [redacted]

Synopsis: Per CAD, Deputy Feduik was dispatched to the location in reference to meeting with [redacted] in regards to Nikolas Cruz being a possible immediate threat to himself. CAD indicated that Nikolas Cruz talked about purchasing a gun.

Follow up: Deputy Feduik prepared an incident report indicating that he met with [redacted] who was conducting a welfare check on Nikolas Cruz. He wrote that Nikolas Cruz suffers from a [redacted] and that Nikolas Cruz and Ms. Cruz were arguing over an ID card. Deputy Feduik wrote that Nikolas Cruz has been cutting himself for attention. Deputy Feduik authored that Nikolas Cruz has mentioned in the past about purchasing a firearm. He wrote that Nikolas Cruz is [redacted] was on scene and determined that Nikolas Cruz was no threat to himself or others. Deputy Feduik authored that he and [redacted] saw no signs of [redacted] or criminal activity.

[redacted] prepared an Intake Report under case number 2016-271667-01. She wrote that Nikolas Cruz [redacted] indicated that Nikolas Cruz' level of risk is low because he lives with his mother, attends school and [redacted] wrote that Nikolas Cruz does not possess a firearm. Based upon the report written by [redacted], it appeared that she conducted an extensive investigation to reach her findings.

Notes indicated that [redacted] is no longer a [redacted] employee; therefore, no statement was obtained.

No apparent policy violation noted.

Incident 42: October 16, 2016. Case number 17-1610-000539. Handled by Deputy Philip Khaleel, CCN 13543. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-14 [code for information].

EOG-04009

Synopsis: Per CAD, caller is [redacted], stating that her ex-fiancé, Paul Gold threatened to kill her.

Follow up: Call did not involve the Cruz family. Unknown why address was listed.

Incident 43: November 30, 2016. Case number 17-1611-001638. Handled by Deputy Philip Khaleel, CCN 13543. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-13(P) [code for suspicious person].

Synopsis: Per CAD, Deputy Khaleel located Zachary Cruz walking along Holmberg Road.

Follow up: Per CAD, Deputy Khaleel transported Zachary Cruz back to his residence.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 44: June 21, 2017. Case number 17-1706-001375. Field Interview prepared by Deputy Brian Swadkins, CCN 15817. Location of 6200 Holmberg Rd., Parkland, FL. Deputy Swadkins on-viewed the event.

Synopsis: Per CAD, Deputy Swadkins made contact with Nikolas Cruz because Nikolas Cruz was riding his bicycle on Holmberg Road with no light on his bicycle.

Follow up: Per CAD, Deputy Swadkins prepared a Field Interview Card on Nikolas Cruz. Deputy Swadkins conducted a FCIC/NCIC check on Nikolas Cruz with negative results.

No apparent policy violation noted.

Incident 45: July 18, 2017. Case number 17-1707-001328. Handled by Deputy Guntis Treijs, CCN 9714. Location of 8422 Lakeview Trail, Parkland, FL 33076. Dispatched as a Signal-38 [code for domestic disturbance].

Synopsis: Per CAD, Ms. Cruz reported that her 17 y/o son [based upon age this would be Zachary Cruz], smacked her in the face with a dog leash.

Follow up: Per CAD, there was no code out. However; an incident report was located; prepared by Deputy Treijs. Deputy Treijs headed the incident report "Domestic Disturbance." He authored that both parties agreed that the incident was accidental. Deputy Treijs stated that after interviewing both parties it was determined that domestic violence did not occur and there was no probable cause for an arrest.

A supplement prepared by Detective Robert Rutkowski, CCN 9723, indicated that he contacted Ms. Cruz who confirmed that the incident was accidental and the case will be pending inactive.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 46: August 16, 2017. Case number 17-1708-000934. Handled by Deputy Christopher Rossi, CCN 13553. Location of 8443 Lakeview Trail, Parkland, FL 33076. Dispatched as a Signal-30 [code for theft].

Synopsis: Per CAD, Ms. Cruz wished to report that her son Zachary Cruz stole her jewelry.

EOG-04010

Follow up: Per CAD, Deputy Rossi wrote that Ms. Cruz found her jewelry. Deputy Rossi re-classified the call to a Signal 14 [code for information] and coded the call "Bravo" for no written report.

Call did not involve Nikolas Cruz.

No apparent policy violation noted.

Incident 47: November 1, 2017. Case number 17-1711-000039. Handled by Deputy Alfred Gehres, CCN 11251. Location of 8422 Lakeview Trail., Parkland, FL 33076. Call dispatched as a Signal-14 [code for information] to be handled telephonically.

Synopsis: Per CAD, Caller, [redacted], advised her cousin; Ms. Cruz, passed away today and left behind her [redacted] child, Nikolas Cruz who owns rifles. Caller requested an officer to respond and take possession of the firearms.

Follow up: Per CAD entry, Deputy Gehres spoke with [redacted] who stated a close family friend who lives at the location has already taken possession of the rifles. She informed Deputy Gehres that Nikolas Cruz and Zachary Cruz will be placed with someone who is on the will. Deputy Gehres coded the call "Bravo" for no written report.

On February 17, 2018, Detective Bruce Link, CCN 10154, conducted a recorded phone interview with [redacted] who advised she is the cousin of Ms. Cruz and has never actually met Nikolas Cruz. When asked about the 911 call, she stated that she did not recall making the call. She denied any knowledge of real guns in the possession of Nikolas Cruz and denied requesting a deputy to remove them. [redacted] stated that she recalled a conversation with Ms. Cruz when she told her that Nikolas Cruz purchased a gun but she believed Ms. Cruz was talking about a hunting gun, not a real gun.

No apparent policy violation noted.

Incident 48: November 30, 2017. Case number 17-1711-001602. Handled by Deputy Guntis Treijs, CCN 9714. Location of 6166 NW 80th Terr., Parkland, FL 33076. Dispatched as a Signal-13(I) [code for suspicious incident]

Synopsis: Per CAD, Caller; [redacted] requested telephone contact in reference to Nikolas Cruz collecting guns and knives and advising that he is going to one day kill himself. [redacted] indicated that she is afraid that someone is going to get hurt and this might be "Columbine" in the making. She advised that Nikolas Cruz has multiple guns and has several social media accounts.

Follow up: Per CAD notes authored by Deputy Treijs; [redacted] advised that Nikolas Cruz is living with a friend named "Billy" and that he told [redacted] that he wants to join the service and "kill people." Deputy Treijs advised that Nikolas Cruz caused a disturbance in Lake Worth where he was last residing two days ago. He wrote that Nikolas Cruz is borderline [redacted] and it is unknown where Nikolas Cruz is currently located. Treijs wrote that, according to the caller, he owns weapons and ammunition that he keeps at his friend's residence. Deputy Treijs coded the call "Bravo" for no written report.

On February 19, 2018, Detective Kami Floyd, CCN 17022, obtained a sworn recorded telephone statement from [redacted] [caller]. She explained that she was very close with the Cruz family and had vacationed with them in Parkland. [redacted] stated that she first called the Lake Worth Police Department and they advised her to call BSO. [redacted] said that Nikolas Cruz' Instagram post showed him with a gun in a backyard. She observed another post indicating that Nikolas Cruz stated he wanted to kill himself. The third post [redacted] observed was of Nikolas Cruz wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knew it wasn't real. [redacted] stated that after she informed Deputy Treijs of this she did not receive any information back, so she decided to call the FBI in December of 2017.

EOG-04011

On February 16, 2018, Sergeant Brown obtained a statement from Deputy Treijs as part of his criminal investigation. Deputy Treijs stated that he recalled the phone conversation with [redacted] who informed him that Nikolas Cruz was in Lake Worth. He stated that he repeatedly asked [redacted] where in Lake Worth Nikolas Cruz was, and if she knew Nikolas Cruz' date of birth. Deputy Treijs stated that [redacted] did not know the answer to either question. Deputy Treijs said that [redacted] was not specific in her details and could not provide any proof of what she was informing him about. He stated that he informed [redacted] that she needed to contact the Lake Worth Police Department to file a report. Deputy Treijs stated that he checked in OSSI but most likely entered the name as Nicholas not Nikolas. He said that if he were able to locate Nikolas Cruz he would have spoken to him and asked him about the claims he made and question him about his weapons. Deputy Treijs said that he could have Baker Acted him also. He stated that prior to the incident he did not recall any interaction with Nikolas Cruz. Deputy Treijs indicated that he has handled calls for service before in regards to threats to a school. He recalled preparing a written report and informing the SRD who would contact the principle to determine if the school should be shut down.

Possible SPM violation identified. Case under investigation by the Division of Internal Affairs.

In total: **12** calls directly involved Nikolas Cruz and BSO. Out of these 12 calls, one was an on-view Field Interview and two were follow-ups to original calls handled earlier in the day.

6 calls involved both Nikolas Cruz and his younger brother, Zachary Cruz.

29 calls directly involved Zachary Cruz and BSO.

1 call did not deal with neither Nikolas Cruz nor Zachary Cruz.

On **7** calls, [redacted] were on scene, dealing directly with Nikolas Cruz or Zachary Cruz.

Nikolas Cruz has no prior criminal history.

Zachary Cruz has been arrested twice. Once in Parkland for Criminal Mischief [over 200 dollars but under 1000 dollars], and another time in Parkland for Grand Theft [300 dollars less than 5,000 dollars].

EOG-04012

DAVID
DRIVER AND VEHICLE
INFORMATION DATABASE

STATE OF FLORIDA

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

Time printed: 2/24/2018 6:00:21 PM

Record Detail

Customer Name: NIKOLAS JACOB CRUZ	**Driver License Status:** Valid	
DL/ID: [redacted]	**SSN:** [redacted]	**Class:** ID Card
Previous DUI: 0 *This count reflects total DUI convictions on record.*	**Previous DWLS:** 0 *This count reflects total DWLS convictions on record.*	

Under 21 Until
09/24/2019
SAFE DRIVER
REAL ID COMPLIANT

Address: 8442 LAKEVIEW TRL PARKLAND, FL 33076	**Date of Birth:** 09/24/1998	**Gender:** MALE	**Height:** 5' 7"	
Original License Issue Date:	**Issued:** 09/30/2016	**Expires:** 09/24/2025		
CDL Status:				
Form Number: R061701300612				**EIN:** 0100246548816272
Citizen Status: US CITIZEN	**Country of Birth:** US OF AMERICA	**State of Birth:** FLORIDA		
Race: CAUCASIAN				

Restrictions:	**Endorsements:**	**Conditional Messages:**

EOG-04013

BSO Pics

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General assistance **BSOPICS_Support@sheriff.org**
Technical issues **AppSupport@sheriff.org**

Nikolas Cruz
DOB:
9/24/1998
BCCN:
893407
JMS No:
201800014
Case No:
171802000525
Arrest Date:
2/14/2018

BSO Pics

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Offender: Nikolas Cruz {MAIN JAIL}

Photo Array

Profile Details

JMS/Arrest No	201800014	**BCCN**	893407
DOB	Thursday, September 24, 1998	**Age**	19
Race	W	**Gender**	M
Hair Color	BRO	**Eye Color**	HAZ
Height	5ft 7in	**Weight**	131
Age At Arrest	19	**Home Address**	8442 LAKEVIEW TRAIL , PARKLAND FL

Arrest Details

Arresting Agency	PARKLAND		
Arrest Date	Wednesday, February 14, 2018 9:29:00 PM	**Case Number**	17-1802-000525
Arrest Location	1400 WINDHAM LAKES DR	**Arresting Officer**	CURCIO
Status	IN CUSTODY - Main Jail	**Expected Release Date**	
Release Comments			

Charge(s) Information

Charge #	Agency	Case Number	Statute	Description	Comment	Bond Type	Bond Amount	Status
1			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
2			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
3			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
4			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
5			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
6			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
7			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
8			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
9			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
10			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
11			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
12			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
13			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
14			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
15			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
16			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL
17			782.04-1a1	MURDER PREMEDITATED		NB	0	PENDING TRIAL

Warrant Narrative Search

Click here to open warrant narrative search

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Technical issues **AppSupport@sheriff.org**

Warrant Narrative System Exit

To search through Broward Sherrif's Office Warrant Narrative data, enter the search information below (underline) = **can be used on it's own**

Based on the supplied criteria, the search function may exhibit a list of warrants. The list contains possible active warrants that are held in the Broward Sheriff's Office Warrant Tracking System. However, this list should not to be used to establish probable cause or as confirmation that any warrant is active. **You must verify that a warrant is active by contacting the Warrants/Extradition Unit.** The Warrants/Extraction Unit can be contacted at **(954) 831-8100**. Wanted persons may use false identification, which could cause the warrant to contain a name, date of birth, or other information notbelonging to the subject of the warrant. Such false information may or may not be designated as an alias on the warrant.

Status: All Warrant Number:

☐ Automatically append Wild Card (*) to Last Name

Last Name: cruz First Name: nikolas Middle Name:

Zip Code: City:

Capias Date Range (mm/dd/yyyy): - Sex: Any

Date of Birth (mm/dd/yyyy): DOB Range(+/-): 0 Years

Charge Type: Match all dates ◉ Match DOB Only ○

Category: All Categories

Limit search to: results per page Click here for help on searching

Search Reset

Site best viewed with Internet Explorer version 5.5 and above

Warrant Narrative System - Search Results Home Teletype Exit

Your search did not find any matching Warrants

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SUPERION

HOME | NAMES | INCIDENT | PAWN | PROPERTY | VEHICLE | LOCATION

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MERGED RESULTS
ALL RESULTS
Broward County, FL (3)
Coconut Creek PD FL (1)
Aventura PD, FL (0)
Coral Springs (0)
Crestview Public Safety, FL (0)
Davie PD FL (0)
Delray Beach PD, FL (0)
Florida Intl Univ FL (0)
Gainesville FL (0)
Key West PD, FL (0)
Largo PD, FL (0)
Miami Gardens FL (0)
Miramar FL (0)
N Miami Beach FL (0)
North Port PD (0)
Opa-Locka FL (0)
Palm Beach Consortium (0)
Town of Palm Beach (0)
West Palm Beach FL (0)
Boca Raton FL (0)
Bradenton PD FL (0)
Cocoa Beach, FL (0)
Cooper City Archive FL (0)
Doral PD FL (0)
Ft. Walton Beach, FL (0)
Homestead PD FL (0)
Leesburg FL (0)
Punta Gorda PD, FL (0)
Riviera Beach PD, FL (0)
St. Lucie, FL (0)
Sunny Isles Beach FL (0)

Mug	Warn	LastName	FirstName	MiddleName	R/S	DOB	Hgt/Wgt	
		[redacted]					/0	
		CRUZ	NIKOLAS	J	W/M	09/24/1998	/0	
	Alert!	CRUZ	NIKOLAS	JACOB	W/M	09/24/1998	507/120	

Search Criteria
FirstName=NIKOLAS
LastName=CRUZ

Save This Search
GJXML Export

Names | Incident | Pawn | Property | Vehicle

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Printer Friendly Version

NIKOLAS JACOB CRUZ Alert1

Broward County, FL

DOB:	09/24/1998	**Race:**	W
Age:	19	**Sex:**	M
Height:	507	**Hair:**	BLK
Weight:	120	**Eyes:**	BRO
Phone:	954-821-1007	**Mobile:**	
DL State:	FL	**DL #:**	[redacted]
Local #:		**State ID:**	
FBI:		**NCIC:**	

Merged Name Search

Street	City	State	Zip	Employer	Work Phone
8442 LAKEVIEW TRL Address History	PARKLAND	FL	33076	DOUGLAS HIGH SCHOOL	

Alerts

[redacted]

Scars -Marks -Tatoos

Physical Characteristics
COMPLEXION: FRECKLES
CONVERSATION: APOLOGETIC
HAIR LENGTH: SHORT
SPEECH / SOFT: OW
BUILD: THIN
CONVERSATION: ABUSIVE LANGUAGE
DEMEANOR: APOLOGETIC
DEMEANOR: CONDESCENDING
HAIR STYLE: STRAIGHT
POSTURE / SQUARE: RECT
TEETH: VERY WHITE

Involvements

Type	Status	Event Date	Description	Relationship
Incident		2/14/2018	171802000538, INFORMATION	INVOLVED OTHER
Field Contact		6/21/2017	CONTACT	FIELD CONTACT
Incident		9/28/2016	171609001628, INFORMATION	VICTIM
Incident		9/28/2016	171609001610, INFORMATION	INVOLVED OTHER
Location		1/16/2013	6166 NW 80TH TER, PARKLAND, FL	LOCATION

/30/11 :9:08 PM	L17110830000765	DISTURBANCE	B	KHALEEL, PHILIP CCN 13543	6166 NW 80TH TER	PD	LINDA	BSO	11 YEAR OLD WHITE MALE LSW UNDERWEAR HITTING GLASS DOORS WITH POOL EQUIPMENT AND TURNING OVER FURNITURE. 11 YEARS OLD WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
/23/11 :20:39 PM	L17110323000624	CIVIL ASSISTANCE	E	WENTLAND, GEORGE CCN 10042	6166 NW 80TH TER	PD	MRS. CRUZ	BSO	COMPLAINTANT'S 11 YEAR OLD SON LAST SEEN APPROXIMATELLY 45 MIN TO ONE HOUR AGO. SUBJECT IS ZACHARY CRUZ. UNKNOWN CLOTHING DESCRIPTION. COMPLAINTANT HAS CHECKED THE NEIGHBORHOOD AND CAN'T FIND HIM. JUVENILE LOCATED	Linda Cruz deceased, statement not available
/08/2008 :05	P0081100165	JUVENILE DISTURBANCE	B	ROBERT KENNY CCN 6250	6166 NW 80TH TER	PD	CCN6250-Daily	BSO	[redacted] AND FRIEND NIKOLAS CRUZ, 09/24/98 WERE PLAYING IN DRIVEWAY WHEN [redacted] THREW A ROCK AT NIKOLAS FOR HIM RIDING HIS BIKE OVER STICKS HE WAS PLAYING WITH. NIKOLAS THEN THREW A ROCK AT [redacted] THAT CAUSED A VERY LARGE LACERATION ON FOREHEAD. BOTH MOTHERS AGREED NOT TO MAKE ISSUE OF IT.	• On February 17, 2018 at 1057 hours, Detectives Kam Floyd #12022 and Detective Bruce Link #10254 obtained a taped sworn statement from [redacted] mother of [redacted] recalls this incident and stated that the children were outside playing and Nikolas threw a rock at [redacted] because he was angry. [redacted] stated that they were so young, she did not wish to prosecute. According to [redacted] Nikolas and Zachary always had anger issues and at some point she stopped allowing her children to play with them.

1/27/2012 2:25:32 PM	L17121127000576	INFORMATION	B	JEFFREY SMITH CCN 13556	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	SUBJ HIT COMPLAINANT WITH THE PLASTIC HOSE FROM THE VACUUM CLEANER. SUBJECT WAS GONE AT THE TIME PD ON SCENE, WHITE MALE RED HAIR, LAST SEEN WEARING A NAVY BLUE SEATSHIT, NAVY BLUE SHORTS, BLACK SNEAKERS, SUBJECT ON FOOT POSSIBLY HEADING TO THE YMCA OR LIBERTY PARK. DISPUTE OVER NOT BEING ALLOWED TO USE THE COMPUTER. ALSO VERBALLY ABUSED COMPLAINANT (WHO IS THE MOTHER) SUBJECT IS [redacted] RELATED TO CALL 17/0581. 14 YEARS OLD WOULD BE NIKOLAS	Caller mother, Linda Cruz is deceased, no statement available
1/27/2012 2:24:13 PM	L17121127000581	RE-CALL	B	JEFFREY SMITH CCN 13556	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	REFEARENCE A DOMESTIC DISTURBANCE CASE 17/576. COMPLAINANT ADVISED SHE HAD A DISPUTE WITH HER 14 YEAR OLD SON EARLIER Time: 15:24:14.000 Console: 65 Operator: Barra, Lacey TODAY. SUBJECT WAS GONE ON ARRIVAL WHEN PD WAS AT LOCATION.- COMPLAINTANT WAS TOLD BY PD TO CALL BACK WHEN SUBJ RETURNED HOME. SUBJ IS 1097 AT 1020 NOW 14 YEARS OLD WOULD BE NIKOLAS	Caller mother, Linda Cruz is deceased, no statement available
1/01/12 :11:59 PM	L17121101000021	DISTURBANCE	B	SEALS, JENIFFER CCN 13911	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINS HER SON WHITE MALE LAST SEEN WEARING BLACK SHORTS WHITE STRIPES, BARE FOOT WITH BROWN STRIPE SHIRT BEAT UP COMPLAINTANT'S OTHER SON. SUBJECT GOA. 12 YEARS OLD UNKNOWN DIRECTION OF TRAVEL. BOTH JUVENILES ARE S/20. 12 YEARS OLD WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
/26/12 :47:14 AM	L17120926000530	DISTURBANCE	B	SMITH, JEFFREY CCN 13556	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINS 12 YEAR OLD SON IS THROWING EVERYTHING AROUND AND CURSING AT COMPLAINANT. 12 YEARS OLD WOULD ZACHARY CRUZ	Linda Cruz deceased, statement not available
/18/12 :16:28 PM	L17120918000376	911 HANG UP/DROP OFF	B	SEALS, JENIFFER CCN 13911	6166 NW 80TH TER	PD	LINDA	BSO	911 DROP PFF. COMPLAINANT ADVISED HER 12 YEAR OLD SON DIALED PLAYING AROUND BUT ALSO ADVISED SON IS ACTING OUT. CAN HEAR MALE ON THE BACKGROUND YELLING. 12 YEARS OLD WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
/22/2012 :33:16 PM	L17120822000447	DISTURBANCE JUVENILE	B	LOUIS SCHOLTZ CCN 14918	6166 NW 80TH TER	PD	LINDA	BSO	DISPUTE. JUVENILES NOT LISTENING TO THEIR MOTHER. ONGOING CALL. SINGLE MOTHER LYNDA CRUZ 9/25/49. TWO SONS ZACHARY 2/21/00 AND NIKOLAS CRUZ 9/24/98 BEING DEFIANT. CHILDREN ARE THREATENING HER, CURSING AT HER AND BEING DISRESPECTFUL NOT A DOMESTIC FAMILY IS IN COUNSELING	Caller mother, Linda Cruz is deceased, no statement available
8/19/12 8:32:28 PM	L17120819000388	DOMESTIC DISTURBANCE	B	MICHALOSKY, GRAY CCN 13549	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINANT VS 12 YEAR OLD SON, S4 ON S/0. VERBAL. 12 YEARS OLD WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
8/05/12 9:27:32 AM	L17120805000101	CIVIL ASSISTANCE	E	DAVIS, STEVEN CCN 10314	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINANT VS 12 YEAR OLD SON. VERBAL. SUBJECT THROWING WATER BALLOONS AT THE PROPERTY. COMPLAINANT ADVISED SUBJECT HAS ADHD AND HAS NOT [redacted] THIS MORNING. DEPUTY ADVISED HE ASSISTED MOTHER WITH DISCIPLINARY ACTION FOR HER TWO TEENAGE SONS [redacted] 12 YEARS OF AGE WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
8/02/12 :41:18 AM	L17120802000049	POLICE SERVICE CALL	B	BEHAN, BRIAN CCN 15497	6166 NW 80TH TER	OD	SARAH HENDERS	BSO	CLIENT IS EXTREMELY DEFIANT. SUBJECT IS 12 YEARS OLD MALE. HE IS THERE WITH HIS MOTHER. HE IS RUDE AND ALWAYS RUNS AWAY FROM HOME. SUBJECT IS [redacted] COMPLAINANT REQ PD TO TALK TO THE SUBJECT ABOUT HIS BEHAVIOR. 12 YEARS OLD WOULD BE ZACHARY CRUZ	
/17/2012 23:58 AM	L17120517000373	DOMESTIC DISTURBANCE	B	ROBERT KENNY CCN 6250	6166 NW 80TH TER	PD	LINDA	BSO	Original Location: PINETREE ESTATES CALLER VS 12 & 12 YEAR OLD KIDS. ADVISED SUBJECTS ARE OUT OF CONTROL AND SUBJECTS DESTROYING HOME .1 SUBJECT RAN OUT SIDE REFERENCE OTHER SIBLING ATTEMPTING TO FIGHT WITH HIM ADVISE NEGATIVE //CAN NOT ADVISE CLOTHING DESCRIPTION//CAN HEAR ONE SUBJECT CURSING AT CALLER IN BACKGROUND 6/6 DEPUTY H. KENNY #6250 RESPONDED, NO REPORT WRITTEN	Linda Cruz deceased, statement not available
2/13/12 06:26 PM	L17120213000291	POLICE SERVICE CALL	B	WENTLAND, GEORGE CCCN 10042	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	DREFERENCE 12 YEAR OLD SON ZACHARY DOB 02/21/2000. LAST SEEN WEARING PURPLE SHIRT AND BLACK PANTS. MISSING SINCE 1730 HOURS. CALLER ADVISED SHE HAS SEARCHED THE NEIGHBORHOOD AND IS UNABLE TO LOCATE HER SON. ZACHARY CRUZ SUFFERS FROM [redacted] DEPUTY ADVISED CHILD RETURNED HOME.	Linda Cruz deceased, statement not available
1/12/11 46:33 PM	L17111112000380	DISTURBANCE	B	SMITH, JEFFREY CCN 13556	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINANT VS HER 11 YEAR OLD SON. PHYSICAL. SON HAS A S/O BAT. COMP ADVISED HER SON IS [redacted] AND IS BANGING ON THE WALL WITH THE BAT AND HITTING FURNITURE AND ALSO HIT HER. SON ATTENDS [redacted] LEFT 10-20 DEPUTIES LOCATED CHILD AND BROUGHT HIM HOME. 11 YEARS OF AGE WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
3/26/11 3:41:16 PM	L17110926000702	POLICE SERVICE CALL	B	SNEEL, JAMES CCN 10059	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINANT VS 11 YEOM SUBJ. SUBJECT BEING VIOLENT THROWING ITEMS SUBJECT HAS NOT HIT COMPLAINANT. SUBJECT IS WHITE MALE LAST SEEN WEARING WHITE SHIRT. UNKNOWN IF SUBJECT IS ZACHARY OR NIKOLAS	Linda Cruz deceased, statement not available

22/2014 27:14 PM	L17140122000467	DOMESTIC DISTURBANCE	B	ALBERT ANDERSON CCN 14531	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	REFERENCE 13 YEAR OLD PUNCHED A HOLE IN THE WALL AND THREATENING TO LEAVE BECAUSE COMPLAINANT TOOK HIS XBOX AWAY . 1054 ON ANY S/O . JUVENILE NOT PHYSICAL WITH COMPLAINANT . 15 YEAR OLD SON WOULD BE NIKOLAS CRUZ	Linda Cruz deceased, statement not available
/30/13 12:38 PM	L17131230000673	POLICE SERVICE CALL	B	MARCHESE, LOUIS CCN 10339	6166 NW 80TH TER	PD	LINDA	BSO	COMPLAINS THAT HER 13 YEAR OLD SON KEEPS SNEAKING OUT AND WILL NOT RETURN. DEPUTY MET WITH LINDA CRUZ, ADVISED HER TO CALL BSO NEXT TIME WHEN HE IS LEAVING AND NOT 10 HRS LATER.13 YEAR OLD SON WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
/29/13	L17131229000647	POLICE SERVICE CALL	B	-	6166 NW 80TH TER	PD	-	BSO	IN REFERENCE TO 13 YEAR OLD MALE. ADVISED SUBJECT WAS LAST SEEN AROUND 1345 HOURS. REQUIRES A UNIT TO RESPOND SO SHE CAN FILE A REPORT. SUBJECT NAME IS ZACHARY CRUZ. 1066 HOURS SUBJECT RETURNED HOME. DEPUTIES CANCELLED RESPONSE	
/20/13 11:46 PM	L17131220000446	CIVIL ASSISTANCE	E	KENNY, ROBERT CCN 8250	6166 NW 80TH TER	PD	WANDA CRUZ	BSO	DISPUTE WITH 13 YEAR OLD SON. VERBAL ONLY. JUVENILE LEFT 3 MINS AGO HISPANIC MALE LAST SEEN WEARING BLACK HOODIE, GRAY AND BLACK SHORTS, BAREFOOT. COMPLAINTANT REPORTED TO DEPUTY ONGOING ISSUE WITH HER 13 YEAR OLD ADOPTED SON WHO HAS [redacted] COMPLICATIONS. THE CHILD LEFT ON FOOT AFTER ARGUMENT WIHT HER WHICH HE HAS DONE FREQUENTLY IN THE PAST. 13 YEAR OLD WOULD BE ZACHARY CRUZ	
/06/13 15:18 PM	L17131106000093	POLICE SERVICE CALL	A	MICHALOSKY, GRAY CCN 13549	6166 NW 80TH TER	PD	LINDA	BSO	REQUEST UNIT TO ASSIST WITH HER 13 YEAR OLD SON. COMPLAINTANT WAS ADVISED TO CALL BY PD UNIT FOR ASSISTANCE WITH HER SON TO LUTHERAN SVC. ADVISED SUBJECT WILL BECOME VIOLENT. HE KNOWS WHAT IS GOING ON. LINDA CRUZ ASSISTED WITH PROVIDING ESCORT OF HER SON TO LITTMAN CENTER, ESCORT COMPLETED WITHOUT INCIDENT. 13 YEARS OLD WOULD BE ZACHARY CRUZ	Linda Cruz deceased, statement not available
/28/13 15:35 PM	L17131028000608	DOMESTIC DISTURBANCE	B	EASON, EDWARD CCN 10558	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	COMPLAINTANT VS 13 YEAR OLD. STILL LL. SUBJECT IS ATTEMPTING TO BREAK THE WINDOWS. SUBJECT NAME IS ZACHARY. COMPLAINTANT ADVISED SHE LOCKED SUBJECT OUT WHEN SUBJECT WALKED OUT CURSING AND REFUSING TO TELL COMPLAINTANT WHERE HE WAS GOING. COMPLAINTANT ADVISED SUBJ ATTEMPTED TO COME THROUGH GARAGE. COMP DOES NOT WANT SUBJ INSIDE 10-20. HEAR MALE CURSING IN BACKGROUND. DEPUTY ADVISED SETTLED ON SCENE AND ZACHARY WENT TO BEDROOM.	Linda Cruz deceased, statement not available
/17/13 10:55 PM	L17310000349	POLICE SERVICE CALL	B	SWADKINS, BRIAN CCN 15817	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	COMPLAINTANT ADVISED HER 13 YAER OLD SON LEFT THE HOUSE AROUND 1630 HOURS TO PLAY BASKETBALL AND WAS SUPPOSED TO BE HOME BY 1800 HOURS. COMPLAINTANT ADVISED HER SON DOESN'T LISTEN AND SHE CAN'T FIND HIM. UM ZACHARY CRUZ. COMPLAINTANT ADVISED ZACHARY RETURNED.	Linda Cruz deceased, statement not available
/12/2013 4:36 PM	L17131012000251	POLICE SERVICE CALL	B	LOUIS SCHOLTZ CCN 14918	6166 NW 80TH TER		LINDA	BSO	10 MINUTES 15 YEAR OLD WHITE MALE LAST SEEN WEARING, RED HAIR, BLUE SHIRT/BLUE SHORTS DOB 09/24/1998 NAMED NIKOLAS CRUZ 13 YEAR OLD LAST SEEN WEARING GREY SHIRT/GREY/WHITE SHORTS DOB 02/21/2000 NAMED ZACHARY CRUZ//SUBJECTS LAST SEEN GOING TO AN UNKNOWN FRIENDS HOME COMPLAINANT REQUESTED TO PLACE THEM AS MISSING	Caller is mother, Linda Cruz, Deceased Statement not available
/5/2013 3:21 PM	L17130115000350	[redacted] PERSON	A	GARY MICHALOSKY CCN 13549	6166 NW 80TH TER	PD	LINDA	BSO	[redacted] HEALTH REFERENCE ONGOING ISSUE WITH HER 14 YEAR OLD SON NIKOLAS [redacted] DISPATCH ADVISED THAT SUBJECT IS YELLING IN THE BACKGROUND AND IS THROWING MOTHER AGAINST THE WALL CALLER STATED SUBJECT IS THROWING ITEMS AROUND THE HOUSE. SUBJECT IS IS NIKOLAS AND LOCKED HIMSELF IN HIS BEDROOM. DEPUTY MICHALOSKY #13549 RESPONDED TO THE SCENE AND DOCUMENTED THE INCIDENT ACCORDING TO DEPUTY MICHALOSKY, MOTHER LINDA CRUZ ADVISED THAT THIS IS AN ONGOING ISSUE WITH HER 14 YEAR OLD SON NIKOLAS CRUZ WHO [redacted] LINDA ADVISED THAT NIKOLAS DEFIED HER REQUEST TO ATTEND SCHOOL TODAY AND AS A RESULT SHE TOOK THE XBOX AND HID IT IN HER VEHICLE . NIKOLAS THEN RETALIATED AND THREW A CHAIR, DOG BOWL AND DRINKING GLASS ACROSS THE ROOM . HENDERSON ARRIVED ON SCENE AND ADVISED DEPUTY BAKER ACT WAS NOT NEEDED	Caller mother Linda Cruz is deceased, no statement available
/28/2012 5:46 PM	L17121128000606	INFORMATION	B	LOUIS SCHOLTZ CCN 14918	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	1056 COMPLAINANT REFERENCE HER TWO SONS . 12 YEAR OLD MALE AND 14 YEAR OLD MALE LEFT OUT THEIR BEDROOM WINDOW AND CLIMBED OVER THE FENCE AND ARE ON FOOT UNKNOWN DOT. 12 YEAR OLD MALE IS [redacted] AND 14 YEAR OLD MALE [redacted] 14 YEAR OLD HAS RED HAIR LAST SEEN WEARING BRIGHT YELLOW & BLUE SHIRT & SHORTS & 12 YEAR OLD LAST SEEN WEARING GRAY OR BLACK SHIRT AND SHORTS [redacted] IS ON THEIR WAY TO ABOVE LOCATION BOTH ZACHARY AND NIKOLAS	Caller mother Linda Cruz deceased, no statement available

2/05/2016 1:44	IA 171602000212	INFORMATION	B	EDWARD EASON CCN 10558	[redacted]	PD	[redacted]	BSO	COMPLAINTANT'S SON TOLD HER THAT NEIGHBOR'S SON SAID ON INSTAGRAM THAT HE WAS GOING TO SHOOT HIS SCHOOL AND THERE IS PICTURES OF SUBJECT WITH GUNS/THIS HAPPENED ABOUT A MONTH AGO --SUBJECT WAS EXPELLED FROM WEST LAKE MIDDLE AND NOW GOES TO ANOTHER SCHOOL POSSIBLE A HIGH SCHOOL UNKNOWN NAME - NEIGHBOR LIVES 3 HOUSES DOWN FROM FEMALE WHO WANTED TO REMAIN ANONYMOUS, REPORTED A KID NAMED NIKOLAS CRUZ DOUGLAS HS HAS KNIVES AND BBGUN IN HIS INSTAGRAM PHOTOS NO THREATS INFO FORWARDED TO SRO PETERSON AT SCHOOL 02/05/12 12:43:24	On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from this same caller, [redacted] (01/07/1967). [redacted] advised that her son; [redacted], observed photographs on social media of Nikolas Cruz with guns and told her. [redacted] saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." As a result [redacted] called 9-1-1 to make a report. [redacted] stated that a Broward Sheriff's Deputy did arrive and spoke with her (CAD reports Deputy E. Eason #10558). The Deputy then went to Nikolas Cruz's residence and returned to [redacted] residence advising that Nikolas's mother said that Nikolas was an angel and that Zachary was tormenting him. The Deputy told [redacted] that Nikolas's mother stated that Nikolas didn't have anything like that on his Instagram. Unfortunately, [redacted] did not take a snab shot of the post when her son showed it to her and it was no longer posted for them to show the Deputy.
1/01/15 9:11:27 PM	L17151101000021	POLICE SERVICE CALL	B	WEINBERGER, GARY CCN 6746	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	CALLER ADVISED SHE HAS NOT SEEN HER 15 YEAR OLD SON SINCE 0830AM, ZACHARY CRUZ LAST SEEN WEARING BLACK SHIRT WITH BEIGE SHORTS AND BACKPACK. SHE ATTEMPTED TO REACH HIM VIA HIS FRIENDS BUT NONE HAVE RESPONDED YET. JUVENILE RETURNED HOME AT 2100 HOURS. DEPUTY MADE CONTACT WITH BOTH PARENT AND JUVENILE, ALL OK.	
3/08/15 25:31 PM	L17150908000343	INFORMATION	B	WEINBERGER, GARY CCN 6746	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	15 YEAR OLD SON IS GIVING COMPLAINTANT A PROBLEM WITH CURFEW AND CAUSING DISTURBANCE IN THE HOUSE. HAS BEEN INVOLVED IN DIFFERENT THINGS THAT PD HAS BEEN CALLED FOR. SUBJ IS ZACHARY. CHILD LEAVING HOUSE. NO CONTACT WITH ZACHARY	
1/20/2014 3:16	17-1411-002423	ANIMAL ABUSE	A	LOUIS SCHOLTZ CCN 14918	[redacted]	PD	[redacted]	BSO	AT APPROXIMATELY 1640 HOURS SHE AND HER DAUGHTER OBSERVED WHITE MALE SHOOTING HER CHICKENS, IN THE BACK YARD -- SUSPECT IDENTIFIED AND CONTACT WAS MADE WITH HIS MOTHER. -- SUSPECT NIKOLAS CRUZ, AND NOTED IN REPORT NIKOLAS IS [redacted]	• On February 17, 2018 at 1344 hours, Detective Bruce Link #10154 and I Detective Kami Floyd #17022, obtained a taped sworn statement from both [redacted] and [redacted]. The [redacted] stated that they did call 9-1-1 on the listed date due to their neighbor notifying them that someone was shooting at their chickens. As a result, several Deputies arrived on scene and later identified the person who shot their chickens. The Deputy advised the [redacted] that the suspect [redacted] and the [redacted] refused to prosecute. The [redacted] reported that as a result of this incident, one chicken suffered a broken wing and a second chicken died several days later. Neither [redacted] nor Jonathan knew Nikolas or his family and had no knowledge of any incidents involving them.
/16/14 2:18:13	L17140716000496	POLICE SERVICE CALL	B	WEINBERGER, GARY CCN 6746	6166 NW 80TH TER	PD	LYNDA CRUZ	BSO	TD 1030 HOURS. ZACHARY CRUZ, 14 YEAR OLD MALE LAST SEEN WEARING BLACK TANK, BLACK SWEATER, YELLOW-RED SNEAKERS ;SD A SKATEBOARD. CELL PHONE INOPERABLE [redacted] FOR THE SUMMER. 0047 - ADVISED SON RETUTNED HOME. DEPUTY MADE CONTACT, SON IS HOME, ALL OK	
'29/2014 1:34:35	L17140629000871	911 HANG UP/DROP OFF	B	JORGE BONILLA CCN 9533	6166 NW 80TH TER	PD	CRUZ,LINDA	BSO	911 HANG UP: AT 15:22 DEPUTY BONILLA MADE CONTACT WITH LINDA CRUZ REFERENCE TO HER TWO SONS NICK AND ZACH HAVING A VERBAL ARGUMENT/PEACE RESTORED	mother, Linda Cruz deceased, no statement available
'16/14 7:23:43	L17140516000517	CIVIL ASSISTANCE	E	COX, WILLIAM CCN 10309	6166 NW 80TH TER	PD	MS FORDEN	BSO	VIA LIPPMAN YOUTH SHELTER. 1025 LINDA CRUZ TO HAVE HER SON ZACHARY CRUZ TRANSPORTED TO LIPPMAN YOUTH CENTER IN OP. COMPLAINTANT ADVISED MOTHER REFUSES TO TRANSPORT HER SON AND IS REQUESTING IF PD CAN TRANSPORT HIM TO CENTER	
4/07/14 47:14 AM	L17140507000188	POLICE SERVICE CALL	B	SMITH, JEFFREY CCN 13556	6166 NW 80TH TER	PD	SCARLET MARTIN	BSO	COMPLAINTANT WITH [redacted] COMPLAINTANT CALLING FOR THE MOTHER LINDA CRUZ AT THE 1020 REF 15 YEAR OLD MALE ZACHARY CRUZ REFUSING TO GO TO SCHOOL. CURSING AT THE MOM. ADVISED HE'S BEEN KNOWN TO BREAK WINDOWS AND DESTROY PROPERTY PAYIOUSLY BUT NOT TODAY [redacted] RESPONDED TO MEET WITH ZACHARY.	
5/06/14 17:32 AM	L17140506000150		N	SMITH, JEFFREY CCN 13556	6166 NW 80TH TER	PD	WANDA	BSO	SHE REPORTED THAT HER SON LEFT HOME EARLY THIS MORNING BUT NOW HE HAS RETURNED. REF CASE NUMBER 17/0148. LINDA CALLED TO ADVISE HER SON ZACHARY HAS RETURNED HOME. HE IS SUSPENDED FROM SCHOOL BUT WILL RETURN THIS THURSDAY	
5/06/14 31:34 AM	L17140506000148	INFORMATION	B	BONILLA, JORGE CCN 9533	6166 NW 80TH TER	PD	WANDA CRUZ	BSO	14 YEAR OLD SON ZACHARY CRUZ LEFT ON A SKATEBOARD 20 MIN AGO, UNKNOWN CLOTHING, ADVISED PD IS FAMILIAR WITH SUBJECT. LINDA CRUZ TOLD DEPUTY THAT ZACHARY WENT TO A FRIEND'S IN THE LANDINGS AND POSSIBLY SKATEBOARDING AT SOME PARK.	
5/13/14 1:41:20	L17140413000378	POLICE SERVICE CALL	B	SCHOLTZ, LOUIS CCN 14918	6166 NW 80TH TER	PD	LINDA CRUZ	BSO	COMPLAINANTS 14 YEAR OLD SON ZACHARY CRUZ LAST SEEN WEARING TANK TOP WITH AMERICAN FLAG ON FRONT AND KHAKI PANTS [redacted] LAST SEEN AT 0900 HOURS. HAS RUN AWAY BEFORE BUT NOT THIS LATE. DEPUTY ADVISED CHILD LOCATED AT FRIEND'S HOUSE.	Linda Cruz deceased, statement not available
5/09/14 1:10:08	L17140209000175	MISISNG PERSON	B	WENLAND, GEORGE CCN 10042	6166 NW 80TH TER	PD	LINDA	BSO	ADVISED 13 YEAR OLD SON LEFT THE HOUSE AT 10AM TO A FAIR AND IS NOT HOME YET. LAST SEEN WEARING OLIVE GREEN SHIRT, KHAKI SHORTS, BLACK SOCKS AND SNEAKERS, ON SKATEBOARD. SON'S NAME ZACHARY. LINDA REPORTED TO DEPUTY HER SON WAS FOUND AT A FRIEND'S RESIDENCE	Linda Cruz deceased, statement not available

/1/2017 54:49 PM	L171711010000039	14-INFORMATION	B	GEHRES, ALFRED CCN 11251	8442 LAKEVIEW TRL	PD	[redacted]	BSO	CALLER ADVISED HER COUSIN JUST PASSED AWAY TODAY AND LEFT BEHIND A 19 YEAR OLD MALE NICK CRUZ WHO IS [redacted] AND OWNS SEVERAL RIFFLES AND 17 YEAR OLD MALE ZACHARY CRUZ WHO HAS [redacted] / COMPLAINANT IS REQUESTING AN OFFICER RESPOND OUT TO THERE HOME AND TAKE AWAY THE S/O ADVISES THEY ARE NOT HOME AND NOW STAYING WITH A FRIEND UNKNOWN LOCATION SPOKE WITH [redacted] WHO ADVISED HER COUSIN PASSED AWAY AND THAT HER SONS ARE [redacted] SHE ALSO ADVISED THAT A CLOSE FAMILY FRIEND WHO LIVES THERE HAS ALREADY ACCEPTED TO TAKE THE RIFLES AND HOLD ONTO THEM. HE KNOWS THE ADULT CHILDREN AND GOES HUNTING WITH THEM. THE CHILDREN WILL BE PLACED WITH SOMEONE WHO IS ON THE WILL	• On February 17, 2018 at 1302 hours, Detective Bruce Link #10154 conducted a recorded interview with [redacted] advised that she is the cousin of Linda Cruz and has never actually met Nikolas Cruz. After asking about the 9-1-1 call she made on November 1, 2017, [redacted] advised that she does not remember calling 9-1-1. [redacted] stated that she does remember calling Linda Cruz's cellular telephone on this date and whomever answered stated that Linda was in the hospital because she had "coded" in the middle of the night. They advised that they had her son Nikolas there and that the status of Linda condition did not look good. [redacted] then began trying to assist in finding someone to take Nikolas and Zachary after Linda passed. Nikolas mentioned [redacted] mentioned that [redacted] was the closest person to Linda and kept in touch with her. [redacted] stated that she never mentioned anything about guns to anyone, and stated that she wasn't aware of real guns. [redacted] was aware that Nikolas wanted to go into the military but had [redacted] and he had pellet guns and bb guns. [redacted] stated that Linda told her that she had more problems with Zachary stealing things and being verbally disrespectful to her. Linda told [redacted] that Nikolas did hit her once and the result was knocking three of her teeth out, this occurred approximately 3 months prior to her passing. Linda did mention that Nikolas purchased a gun, but [redacted] believed that it was hunting gun and not a real gun. She also believed that the gun was left at Hunter's father's house. Katherine then confirmed that she did not make a 9-1-1 call about removing any guns from the residence.
16/2017 48:04 AM	171708000934	INFORMATION	B	CHRIS ROSSI, CCN 13553	8442 LAKEVIEW TRL	PD	LINDA CRUZ	BSO	COMP ADVISED JEWELRY WAS TAKEN FROM HER HOME, 3 DAY TIME DELAY, LINDA CRUZ BELIEVES HER SON ZACHARY CRUZ TOOK TWO OF HER RINGS, APPROX VALUE OF $6125.00. DISPO ALPHA,BWC. LINDA CALLED POLICE STATION AT 1110 HRS TO CANCEL BECAUSE SHE FOUND RINGS; DISPO CHANGED TO 14/8	No follow up conducted
18/2017 :30	171707001328	DOMESTIC DISTURBANCE	A	G.TREIJS CCN 9714	8442 LAKEVIEW TRL	PD	LINDA CRUZ	BSO	LINDA CRUZ REPORTED THAT HER SON ZACHARY CRUZ ASSUALTED HER WITH DOG LEASH. LINDA REPORTED TO THE DEPUTY THAT ZACHARY ACCIDENTLY HIT HER WITH THE LEASH WHEN SHE ATTTEMPTED TO STOP HIM FROM WALKING THE DOG. NO INJURIES	
21/2017 :58:00	171706001375	FIELD CONTACT	FI	BRIAN SWADKINS CCN 15817	6200 HOLMBERG RD	PD	Swadkins	BSO	DEPUTY INITIATED A SUSPICIOUS PERSON CALL. NICK WAS RIDING HIS BIKE WITHOUT LIGHTS FIELD CONTACT AT 6200 HOLMBERG RD, PARKLAND, NCIC CHECK REVEALED SUBJECT RAN THROUGH NCIC	No follow up conducted
/30/16 :40:25 AM	L171611300016 38	POLICE SERVICE CALL	B	KHALEEL, PHILIP CCN 13543	6166 NW 80TH TER	PD	-	BSO	DEPUTY INITIATED SUSPICIOUS PERSON CALL. MALE JUVERILE FOUND WALKING ON HOLMBERG RD, SUBJECT IS ZACHARY CRUZ. FI COMPLETED AND SUBJECT TRANSPORTED TO RESIDENCE	
/10/16 15:06 PM	L171610100005 39	INFORMATION	B	KHALEEL, PHILIP CCN 13543	6166 NW 80TH TER	PD	[redacted]	BSO	COMPLAINTANT ADVISED HER EX FIANCE WHITE MALE PAUL GOLD THREATENED TO KILL HER, PARTIES GOING THROUGH SEPARATION AND LEGAL PAPERS FILED FOR PATERNITY. NO CRIME COMMITED AT THIS TIME	
28/2016 :07	171609001610	HIGH SCHOOL EVAL	A	SCOT PERTERSON CCN 4308	5901 PINE ISLAND RD	PD	[redacted]	BSO	[redacted]	[redacted]
26/2016 13:26 PM	L171609280016 26	[redacted]	A	JEFFREY FEDUIK CCN 9107	6166 NW 80TH TER	PD	[redacted]	BSO	REFERENCE 18 YEAR OLD WHITE MALE. ALLEGATIONS: IMMEDIATE POSSES THREAT TO SELF HARM. UNKKNOWN REFERENCE PRIORS. MAY BE A AIR GUN ON THE PROPERTY AND TALK ABOUT PURCHASING A GUN. 1056 COMPLAIANT OUTSIDE LAST SEEN DRIVING BROWN/MAROON HONDA CRV	• [redacted] This case originated from previous case 17-1609-001610
/18/2016 :08:50 AM	171605000807	MISSING PERSON	B	RICHARD HOFFMAN CCN 7894	6166 NW 80 TER	PD	LINDA	BSO	REF ZACHARY CRUZ, DOB 2/21/2000 LAST SEEN YESTERDAY MORNING AT 1030 ON HIS BICYCLE. SHE HASN'T HEARD FROM HIM SINCE. NO MEDICAL CONDITIONS. DEPUTY MET WITH LINDA CRUZ, ADVISED HE IS NOT GOING TO SCHOOL TODAY, ALWAYS RUNNING AWAY AND REFUSES TO FOLLOW HOUSE RULES. IS KNOWN TO PARKLAND DEPUTIES.	NO FOLLOW UP

CREATETIME	EVENT NO/REPORT NO	CALL TYPE	DISPOSITION	DEPUTY	ADDRESS	CITY	CALLER	AGENCY	COMMENT	FOLLOW-UP
/14/2018 :23:12 PM	17-1802-000525	SHOOTING	A	BRIAN GOOLSBY CCN 8278	5901 PINE ISLAND RD	PD	911-CSPD	BSO	SCHOOL SHOOTING MULTIPE 911 CALLERS	
1/30/2017 2:20:20	IA 111711001602	SUSPICIOUS INCIDENT	B	GUNTIS, TREJIS, CCN 9714	6166 NW 80TH TER	PD	[redacted]	BSO	1045 COMPLAINANT REFERENCE TO SUBJECT NAMED **NIKOLAS CRUZ** COLLECTING GUNS AND KNIVES AND ADVISES THAT HE IS GOING TO ONE DAY, GOING TO KILL HIMSELF AND WANTS TO GO INTO THE ARMY AND KILL HIMSELF. ADVISESTHAT SHE IS AFRAID THAT SOMEONE IS GOING TO GET HURT AND THIS MIGHT BE COLUMBINE IN THE MAKING. ADVISES SUBJECT HAS MULTIPLE GUNS. NOW ADVISES THAT THE SUBJECT IS NO LONGER LIVING AT THE ABOVE 1020. ADVISES THAT SUBJECT HAS SEVERAL SOCIAL MEDIA ACCOUNTS. REQUEST PD ASSIST FOR ADDITIONAL 1043. HOLDING FOR 1782 PER 1702 CALLER [redacted] ADVISED THAT SUBJECT **NIKOLAS** IS LIVING WITH HIS FRIEND BILLY. **NIKOLAS**, TOLD [redacted] ALSO STATED, THAT HE WANTS TO JOIN THE SERVICE AND "KILL PEOPLE". CALLER ADVISED THAT SHE RESIDES IN [redacted] NICHOLAS CAUSED DISTURBANCE IN LAKE WORTH WERE HE WAS LAST RESIDENCE TWO DAYS AGO. **NIKOLAS** IS [redacted] /T IS UNKNOWN WHERE **NICKOLAS** IR CURRENTLY LOCATED. ACCORDING TO THE CALLER, **NIKOLAS** OWNS WEAPONS AND AMMUNITION THAT HE KEEPS IN HIS FRIEND S HOUSE	• On February 19, 2018, at 1130 hours, Detective Kami Floyd #17022 obtained a taped sworn statement from [redacted] explained that she was very close with the Cruz family because she has been friends with Linda since they were children and vacationed at her home in Parkland with Nikolas and Zachary. [redacted] advised that she did call 9-1-1 on November 30, 2017, due to some Instagram posts she observed from Nikolas Cruz. [redacted] explained that first she called Lakeworth Police, and they advised her to contact Parkland PD. Then she contacted Parkland PD and spoke with a police officer who she remembers as Spanish and has a possible name of "Chase." [redacted] stated that the Instagram posts she observed were of Nikolas with a gun on fence in a backyard. [redacted] explained that she knew the photographs weren't taken at the Cruz's old residence in Parkland because the fence in photograph was wooden and they didn't have a wooden fence. Another post [redacted] observed was of Nikolas stating he wanted to kill himself, but [redacted] stated the post was deleted immediately afterwards. The third post [redacted] recalls was of Nikolas wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knows it wasn't real gun. [redacted] stated that while talking to the Parkland Officer she mentioned that Nikolas's brother is Zachary and their mother passed away. [redacted] stated that the Parkland Officer was familiar with the family because he mentioned Linda's name and stated he wasn't aware that she had passed. Because [redacted] didn't hear anything back after the 9-1-1 calls, she stated that she called the FBI and reported the same information to them sometime in the month of December. [redacted] stated that because some time has passed since her calls, she can't remember, or may be confused, on the exact details or dates.
1/28/2017 3:11:09	1701118915	Assault	E/C	J Reid 7710	[redacted]	PALM BEACH	[redacted]	PBSO	COMPLAINANT ADVISED 19 YEAR OLD MALE WHO SHE WAS HELPING OUT JUST ASSAULTED HER SON 22 YEAR OLD. COMPLAINANT ADVISED SUBJECT STATED HE WAS GOING TO GET HIS GUN AND COME BACK, COMPLAINANT ADVISED SUBJECT BOUGHT A GUN FROM DICKS LAST WEEK AND IS NOW GOING TO PICK IT UP. SUBJECJ BOUGHT TONS OF AMMO. COMPLAINANT ADVISED SUBJECT HAS USED A GUN AGAINST PEOPLE BEFORE. ADVISES HE HAS PUT THE GUN TO OTHERS HEADS IN THE PAST. W/M **CRUZ, NIKOLAS** LATE TEENS RECEIVED CALL FROM UNKKNOWN MALE ON 911 ONLY PHONE SAID SOMEONE JUST POINTED SHOTGUN AT HIM - AREA HYP/MILITARY. LOST CALL GETTING ANOTHER 911 - HAVE NIKOLAS **CRUZ**. COMPLAINANT ADVISED HE GOT MADE AND A KID NAMED [redacted] ASSAULTED HIM AND SAID HE WAS GOING TO GUT HIM IF HE COAME BACK S4 S/O'S INVOLVED JUST S/B1 TO USE THEM - SAID THERE ARE S/O GUNS INSIDE HOME. **GUNS** INSIDE HOME COMPLAINANT IS AT THE PARK 6402 GRODA CAY	• On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted] at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017 when Linda passed away. [redacted] stated that on this date she called 9-1-1 because Nikolas was fighting with her son, [redacted] and they were breaking items in the house. Nikolas punched [redacted] the face and [redacted] did not want to prosecute. PBSO responded and stated that they can't kick Nikolas out of the house, but if he wants to leave on his own he can. [redacted] stated that she told the officer that Nikolas had a helmet and bullet proof vest, but the office did not take them. On this incident, Nikolas decided to move out and leave on his own. She never tried to get Nikolas evicted because it would have been too much to handle. [redacted] recalls only making two calls to 9-1-1, one on November 28, 2017 and on November 24, 2017.
1/24/2017 8:30:47	170911196864	Domestic Unfounded	UNF		[redacted]	PBC	[redacted]	PBSO	Adopted 19 YOA SON POSSIBLY HID A S/O GUN IN THE BACK YARD. COMP ADV THERE WERE NO WEAPONS ALLOWED IN THE RESIDENCE SUBJ IS NOT 1012. IS CURRENTLY AT WORK COMP WANTS 1025 WITH A DS ABOUT THIS	• On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted] at her residence [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017, when Linda passed away. [redacted] stated that one of the 9-1-1 calls made was a result of her mother observing Nikolas digging a hole in the backyard. When [redacted] got home, she walked the backyard to try and find what Nikolas was digging for. [redacted] stated she found a hole in the backyard which was the same size as gun box that she also located in the backyard. [redacted] described the box as a rifle box and explained that there was no gun inside the box. [redacted] believes the hole was for a gun Nikolas purchased and he wanted to hide it because she doesn't allow any guns inside her house. [redacted] stated she called 9-1-1 because she wanted to know her options and obtain information on how to get Nikolas out of her house. [redacted] stated that she was told by Lakeworth police that she couldn't kick him out because all his belongings were there. They also advised her that because he's an adult he's allowed to have firearms in the house. [redacted] recalls only making two calls to 9-1-1, on November 28, 2017 and November 24, 2017.

February 14, 2017, 14:23:12 hours, Shooting Stoneman Douglas High School

November 30, 2017, 12:01 hours, BSO

- **Caller/Number:** [redacted]
- **Location:** 6166 NW 80 Terr., in Parkland Florida.
- **Incident Type:** Suspicious incident
- **Case #:** 11-1711-001602
- **Synopsis:** Caller advised that subject Nikolas Cruz is collecting guns and knives and that he is one day going to kill himself. Caller stated that she is afraid that someone is going to get hurt and this could be Columbine in the making. Subject has multiple weapons and ammunition that he keeps at a friend's house. Nikolas is currently living with friend Billy, unknown location. No CAD for Deputy response.
- **Follow up:** On February 19, 2018, at 1130 hours, Detective Kami Floyd #17022 obtained a taped sworn statement from [redacted]. [redacted] explained that she was very close with the Cruz family because she has been friends with Linda since they were children and vacationed at her home in Parkland with Nikolas and Zachary. [redacted] advised that she did call 9-1-1 on November 30, 2017, due to some Instagram posts she observed from Nikolas Cruz. [redacted] explained that first she called Lakeworth Police, and they advised her to contact Parkland PD. Then she contacted Parkland PD and spoke with a police officer who she remembers as Spanish and has a possible name of "Chase." [redacted] stated that the Instagram posts she observed were of Nikolas with a gun on fence in a backyard. [redacted] explained that she knew the photographs weren't taken at the Cruz's old residence in Parkland because the fence in photograph was wooden and they didn't have a wooden fence. Another post [redacted] observed was of Nikolas stating he wanted to kill himself, but [redacted] stated the post was deleted immediately afterwards. The third post [redacted] recalls was of Nikolas wearing an army hat, a mask over his face, and holding a gun, but the gun had an orange tip, so she knows it wasn't real gun. [redacted] stated that while talking to the Parkland Officer she mentioned that Nikolas's brother is Zachary and their mother passed away. [redacted] stated that the Parkland Officer was familiar with the family because he mentioned Linda's name and stated he wasn't aware that she had passed. Because [redacted] didn't hear anything back after the 9-1-1 calls, she stated that she called the FBI and reported the same information to them sometime in the month of December. [redacted] stated that because some time has passed since her calls, she can't remember, or may be confused, on the exact details or dates.
- **SUSPICIOUS INCIDENT, HANDLED BY BSO DEPUTY TREJIS GUNTIS, CCN 9714, CODED OUT BRAVO (NO REPORT)**

November 28, 2017, 1511 hours, PBSO

- **Caller/Number** [redacted]
- **Incident Type:** Assault
- **Location:** [redacted]
- **Case #:** Palm Beach 17157013
- **Synopsis:** Caller advised white male Nikolas Cruz, late teens, assaulted her 22 years old son, subject stated he was going to get his gun and come back. Caller advised that subject has bought tons of ammo and has used a gun against people in the past including putting a gun to others heads. Nikolas Cruz contacted 9-1-1 and advised he got mad at a kid named [redacted] who assaulted him.
  PBSO Deputy Reid #7710, responded and contacted all parties: Nikolas Cruz, [redacted] and [redacted] [redacted] advised that Nickolas became upset and began punching walls and breaking items inside the house. [redacted] stated he tried to calm Nickolas down and Nickolas punched him in the jaw. [redacted] then punched Nickolas in the back and restrained him until Nickolas broke free and fled the residence. Nickolas told Deputy Reid that he became upset and punched the wall, and [redacted] punched him because he was breaking

things. Nickolas apologized for his behavior. [redacted] signed a waiver of prosecution and the case was exceptionally cleared.

- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted]) at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017 when Linda passed away. [redacted] stated that on this date she called 9-1-1 because Nikolas was fighting with her son [redacted], and they were breaking items in the house. Nikolas punched [redacted] in the face and [redacted] did not want to prosecute. PBSO responded and stated that they can't kick Nickolas out of the house, but if he wants to leave on his own he can. [redacted] stated that she told the officer that Nikolas had a helmet and bullet proof vest, but the office did not take them. On this incident, Nikolas decided to move out and leave on his own. She never tried to get Nikolas evicted because it would have been too much to handle. [redacted] recalls only making two calls to 9-1-1, one on November 28, 2017 and on November 24, 2017.
- **ASSAULT, HANDLED BY PBSO J. REID 7710, CODED EXCEPTIONALLY CLEARED**

November 24, 2017, 1730 hours, PBSO

- **Caller/Number:** [redacted]
- **Incident type:** Domestic Disturbance
- **Location:** [redacted]
- **Case #:** Palm Beach 1701106864
- **Synopsis:** Caller advised adopted 19 year old son hid a gun in the backyard. Call was closed as unfounded.
- **Follow Up:** On February 17, 2018 at 1547 hours, Detectives Kami Floyd #17022 and Bruce Link #10154 met with [redacted]) at her residence in [redacted]. During a taped sworn statement, [redacted] advised that she was very close with Linda Cruz and has known Nikolas since he was a young child. [redacted] stated that Nikolas came to live with her on November 1, 2017, when Linda passed away. [redacted] stated that one of the 9-1-1 calls made was a result of her mother observing Nikolas digging a hole in the backyard. When [redacted] got home, she walked the backyard to try and find what Nikolas was digging for. [redacted] stated she found a hole in the backyard which was the same size as gun box that she also located in the backyard. [redacted] described the box as a rifle box and explained that there was no gun inside the box. [redacted] believes the hole was for a gun Nikolas purchased and he wanted to hide it because she doesn't allow any guns inside her house. [redacted] stated she called 9-1-1 because she wanted to know her options and obtain information on how to get Nikolas out of her house. [redacted] stated that she was told by Lakeworth police that she couldn't kick him out because all his belongings were there. They also advised her that because he's an adult he's allowed to have firearms in the house. [redacted] recalls only making two calls to 9-1-1, on November 28, 2017 and November 24, 2017.
- **DOMESTIC, HANDLED BY PBSO UNFOUNDED**

November 1, 2017, 2054 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** information
- **Location:** 8442 Lakeview Trail, Parkland, FL
- **Case #:** 17-1711-000039
- **Synopsis:** Caller advised her cousin passed away and left behind a 19 year old son Nick Cruz who is [redacted] and owns rifles, and 17 year old son Zachary Cruz who has [redacted]. Requesting that an officer take away weapons. BSO Officer Gehres #11251 called complainant who advised a close family friend agreed to take the rifles and hold onto them.

- **Follow Up:** On February 17, 2018 at 1302 hours, Detective Bruce Link #10154 conducted a recorded interview with [redacted]. [redacted] advised that she is the cousin of Linda Cruz and has never actually met Nikolas Cruz. After asking about the 9-1-1 call she made on November 1, 2017, [redacted] advised that she does not remember calling 9-1-1. [redacted] stated that she does remember calling Linda Cruz's cellular telephone on this date and whomever answered stated that Linda was in the hospital because she had "coded" in the middle of the night. They advised that they had her son Nikolas there and that the status of Linda condition did not look good. [redacted] then began trying to assist in finding someone to take Nikolas and Zachary after Linda passed. Nikolas mentioned [redacted]. [redacted] mentioned that [redacted] was the closest person to Linda and kept in touch with her. [redacted] stated that she never mentioned anything about guns to anyone, and stated that she wasn't aware of real guns. [redacted] was aware that Nikolas wanted to go into the military but had [redacted] and he had pellet guns and bb guns. [redacted] stated that Linda told her that she had more problems with Zachary stealing things and being verbally disrespectful to her. Linda told [redacted] that Nikolas did hit her once and the result was knocking three of her teeth out, this occurred approximately 3 months prior to her passing. Linda did mention that Nikolas purchased a gun, but [redacted] believed that it was hunting gun and not a real gun. She also believed that the gun was left at Hunter's father's house. [redacted] then confirmed that she did not make a 9-1-1 call about removing any guns from the residence.
- **INFORMATION, HANDLED BY BSO DEPUTY ALFRED GEHRES, CCN 11251, CODED OUT BRAVO (NO REPORT)**

June 21, 2017, 2158 hours, BSO

- **Caller/Number:** Deputy B. Swadkins Broward Sheriff's Office
- **Incident Type:** Field Contact
- **Location:** 6200 Holmberg Rd. Parkland, FL
- **Case #:** 17-1706-001375
- **Synopsis:** Nick was riding his bike without lights, Field contact completed
- **Follow Up:** No follow up conducted
- **FIELD CONTACT, HANDLED BY BSO DEPUTY BRIAN SWADKINS, CCN 15817 NCIC CHECK DONE**

September 28, 2016, 0800 hours, BSO

- **Caller/Number:** Deputy Peterson #4308 Broward Sheriff's Office
- **Incident Type:** Information
- **Location:** 5901 Pine Island Rd. Parkland, FL, Stoneman Douglas High School
- **Case #:** 17-1609-001610
- **Synopsis:** Peer counselor Lauren Rubenstein reported to School Resource Deputy Peterson that she was informed from an anonymous student that 18 year old Nikolas Cruz stated he ingested gasoline in an attempt to kill himself and that he may also be cutting himself in the recent past. [redacted]. Counselor Sharon Ehrlich reported to Peterson that Cruz wants to purchase a gun for hunting. Peterson also reports that Cruz had a swastika and "I hate niggers" on his school backpack. Upon Peterson's investigation, he learned that Cruz was currently [redacted] and that the school would conduct a threat assessment on Cruz and implement a safety plan.
- **Follow Up:** On February 17, 2018 at 1402 hours, Detective Bruce Link #10154 and Detective kami Floyd #17022 conducted a sworn interview with [redacted]

33076. [redacted] advised that she is the peer counseling coordinator at Stoneman Douglas High School. [redacted] stated that she does not recall calling 9-1-1, however, she does recall the incident. [redacted] explained that another student at Stoneman Douglas High School came to her with a snapshot from social media where student Nikolas Cruz stated he ingested gasoline in an attempt to kill himself. [redacted] stated that M. Dubin was already in a meeting with other staff members about Nikolas and she was brought into the meeting to advise this information. [redacted] does not know what type of follow up was completed as a result of her report.

- **CHILD ELDERLY ABUSE, HANDLED BY BSO DEPUTY JEFFREY FEDUIK, CCN 9107, CODED ALPHA, (REPORT WRITTEN)**

September 28, 2016, 1641 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Information
- **Location:** 6166 NW 80 Terr, Parkland, FL 33076
- **Case #:** 17-1609-001626
- **Synopsis:** Caller is [redacted] a [redacted], advised that 18 year old male on scene, allegations of immediate possible self-harm, may be an air gun on the property and talk about purchasing a gun. Deputy Feduik #9507 responded to scene, wrote a report advising he met with [redacted] on scene. According to Deputy Feduik, Nikolas and his mother Linda Cruz were arguing over paperwork and his mother advised that Nikolas has been cutting his arms to get attention. Linda Cruz also advised that he has mentioned in the past that he would like to purchase a firearm. [redacted] deemed that Nikolas was no threat to anyone or himself at this present time. Feduik also advised that he and Thomas saw no signs of mental illness or criminal activity.
- **Follow Up:** [redacted]. We were unable to obtain her information from [redacted] for a follow up interview. This case originated from previous case 17-1609-001610.
- [redacted], **HANDLED BY BSO DEPUTY SCOT PETERSON, CCN 4308, CODED ALPHA (REPORT WRITTEN)**

February 5, 2016, 1145 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Suspicious Incident
- **Location:** [redacted]
- **Case #:** 17-1602-000212
- **Synopsis:** Caller advised that her son told her neighbor's son said on Instagram that he was going to shoot his school and there is pictures of the juvenile with guns. Caller advised that subject was expelled from Westlake Middle School and not goes to another school, possibly high school. Caller lives three houses away from subject.
- **Follow Up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from this same caller, [redacted]). [redacted] advised that her son, [redacted], observed photographs on social media of Nikolas Cruz with guns and told her. [redacted] saw the Instagram post which had a picture of a gun and stated something similar to "I am going to get this gun when I turn 18 and shoot up the school." As a result [redacted] called 9-1-1 to make a report. [redacted] stated that a Broward Sheriff's Deputy did arrive and spoke with her (CAD reports Deputy E. Edward #10558). The Deputy then went to Nikolas Cruz's residence and returned to [redacted] residence advising that Nikolas's mother said that Nikolas was an angel and that [redacted] was tormenting him. The Deputy told [redacted] that Nikolas's mother stated that Nikolas didn't have anything like that on his Instagram. Unfortunately, [redacted] did not take a snap shot of the post when her son showed it to her and it was no longer posted for them to show the Deputy.

- **INFORMATION, HANDLED BY BSO DEPUTY EDWARD EASON, CCN 10558, CODED BRAVO (NO REPORT)**

November 20, 2014, 1916 hours, BSO

- **Caller/Number:** [redacted]
- **Incident Type:** Animal Abuse
- **Location:** [redacted]
- **Case #:** 17-1411-002423
- **Synopsis:** [redacted] advised that her neighbor [redacted] informed her that at approximately 1640 hours, her daughter observed a white male with red hair shooting at [redacted] chickens in their backyard. As a result, [redacted] went to her chicken coop and observed a chicken with blood on its leg. It did not appear that the chickens were injured at this time. Deputy L. Scholtz #14918 documented this incident and advised that the white male suspect was identified as Nikolas Cruz. Scholtz spoke with Linda Cruz who advised that she gave her son permission to shoot at targets in the backyard and did not observe him shooting chickens. Nikolas admitted to shooting an Airsoft rifle in the back yard, but denied shooting the chickens. The rifle was given to Linda Cruz who locked the rifle away. Scholtz documented that Nikolas is [redacted] Victim [redacted] refused to press charges.
- **Follow Up:** On February 17, 2018 at 1344 hours, Detective Bruce Link #10154 and I Detective Kami Floyd #17022, obtained a taped sworn statement from both [redacted]) and [redacted] The [redacted] stated that they did call 9-1-1 on the listed date due to their neighbor notifying them that someone was shooting at their chickens. As a result, several Deputies arrived on scene and later identified the person who shot their chickens. The Deputy advised the [redacted] that the suspect [redacted] and the [redacted] refused to prosecute. The [redacted] reported that as a result of this incident, one chicken suffered a broken wing and a second chicken died several days later. Neither [redacted] knew Nikolas or his family and had no knowledge of any incidents involving them.
- **ANIMAL ABUSE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED ALPHA, (REPORT WRITTEN)**

June 29, 2014, 1434 hours, BSO

- **Caller/Number:** 954-757-6166
- **Incident Type:** 9-1-1 hang up
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1406-000871
- **Synopsis:** 9-1-1 hang up, no answer on call back. BSO Deputy J. Bonilla 9533 responded and made contact with Linda Cruz who advised her two sons Nick and Zach were having a verbal argument. Peace restored, no report written.
- **Follow Up:** mother, Linda Cruz deceased, no statement available
- **911 HANGUP/DROP OFF, CONTACT MADE BY BSO DEPUTY JORGE BONILLA CCN 9533, CODED BRAVO (NO REPORT WRITTEN)**

January 22, 2014, 2028 hours, BSO

- **Caller/Number:** Linda Cruz, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1401-000487

- **Synopsis:** Caller advised that her 15 years of age son punched a hole in the wall and is threatening to leave because she took his Xbox away, no weapons, juvenile is not physical with caller. Deputy A. Anderson #14531 responded to the scene and noted that Linda Cruz had a verbal altercation with her son, Nikolas Cruz and no crime occurred.
- **Follow Up:** Linda Cruz deceased, statement not available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ALBERT ANDERSON, CCN 14531, CODED BRAVO (NO REPORT WRITTEN)**

October 12, 2013, 1835 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** missing person
- **Location:** 6166 NW 80 Terr. Parkland, FL 33067
- **Case #:** 17-1310-000251
- **Synopsis:** Caller advised that approximately 30 minutes ago, 15 year old white male with red hair, Nikolas Cruz and 13 year old white male Zachary Cruz were last seen going to an unknown friends home and caller wishing to report the as missing. BSO Deputy L. Scholtz #14918 responded and an additional unit then responded to 7102 NW 70 Terrace in Parkland. The call was changed to a police service call, no report was written.
- **Follow Up:** Caller is mother, Linda Cruz, Deceased. Statement not available.
- **POLICE SERVICE CALL, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

January 15, 2013, 1815 hours, BSO

- **Caller/Number:** Linda, 954-821-1007
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1301-000354
- **Synopsis:** caller advised 14 year old son has [redacted] Dispatch advised that subject is yelling in the background and is throwing mother against the wall. Caller stated subject is throwing items around the house. Subject is upset because caller took the Xbox away. Subject's name is Nikolas and locked himself in his bedroom. Deputy Michalosky #13549 responded to the scene and documented the incident. According to Deputy Michalosky, mother Linda Cruz advised that this is an ongoing issue with her 14 year old son Nikolas Cruz [redacted] Linda advised that Nikolas defied her request to attend school today and as a result she took the Xbox and hid it in her vehicle. Nikolas then retaliated and threw a chair, dog bowl, and drinking glass across the room. Linda reported that Nikolas did not threaten to harm her or himself but she was concerned with his behavior since it was escalating and at the time she could not contact his [redacted] Linda assisted deputies in opening Nikolas's door which was barricaded with two nightstands in front of it. Nikolas was compliant, and advised that he locked himself in his room because he was mad at his mother. Nikolas did not have any injuries and there were no weapons in his bedroom. Nikolas did not make any threats to hurt himself or his mother and he apologized for his behavior. [redacted] responded to the residence and advised that a Baker act was not needed at this time.
- **Follow Up:** Linda Cruz is deceased, no statement available.
- [redacted] **PERSON, HANDLED BY BSO DEPUTY GARY MICHALOSKY, CCN 13549, CODED ALPHA (REPORT WRITTEN)**

November 28, 2012, 2127 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Missing Person
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000606
- **Synopsis:** caller advised her two sons, 12 years of age and 14 years of age left out of their bedroom window, climbed the fence and are on foot in an unknown direction. Caller stated that the 12 year old has [redacted] 14 year old had [redacted] Henderson is in route to the residence. BSO Deputy L. Scholtz #14918 responded to the residence and updated this call to an information classification, no report was written.
- **Follow Up:** mother Linda Cruz deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918 CODED BRAVO (NO REPORT)**

November 27, 2012, 1525 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000581
- **Synopsis:** Caller advised she previously had a dispute with her 14 year old son, case 17-1211-000576 and was told to call back when her son arrived home. Deputy J. Smith #13556 responded to the scene. No report was written.
- **Follow up:** mother Linda Cruz is deceased, no statement available.
- **INFORMATION, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

November 27, 2012, 1225 hours, BSO

- **Caller/Number:** Linda Cruz, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1211-000576
- **Synopsis:** caller advised her 14 year old son hit her with a plastic hose from the vacuum cleaner. Subject has fled on foot. The dispute was over not being allowed to use the computer. Subject is [redacted] Deputy J. Smith #13556 responded and changed the classification to an information call, no report written.
- **Follow up:** mother, Linda Cruz is deceased, no statement available.
- **RE-CALL, HANDLED BY BSO DEPUTY JEFFREY SMITH, CCN 13556, CODED BRAVO (NO REPORT)**

August 22, 2012, 1933 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1208-000447
- **Synopsis:** caller advised her children are threatening her, cursing at her and being disrespectful. She is requesting that police respond for her two male children 12 and 13 years old. BSO Deputy L. Scholtz #14918 responded changed the call classification to a juvenile disturbance, no report written. BSO Deputy B. Behan

#15497 reported on his daily that this is an ongoing call, juveniles being defiant, not a domestic disturbance, and the family is in counseling.

- **Follow Up:** Mother Linda Cruz deceased, no statement available.
- **DISTURBANCE JUVENILE, HANDLED BY BSO DEPUTY LOUIS SCHOLTZ, CCN 14918, CODED BRAVO (NO REPORT)**

May 17, 2012, 0724 hours, BSO

- **Caller/Number:** Linda, 954-757-6166
- **Incident Type:** Domestic Disturbance
- **Location:** 6166 NW 80 Terrace, Parkland, FL 33067
- **Case #:** 17-1205-000373
- **Synopsis:** caller advised her 13 and 12 year old kids are out of control and destroying her home. Caller advised that one subject ran outside because the other sibling attempted to fight him, no weapons. Dispatch reported they can hear one subject cursing at the caller in the background. BSO Deputy R. Kenny #6250 responded, no report written
- **Follow up:** Mother Linda Cruz deceased, no statement available.
- **DOMESTIC DISTURBANCE, HANDLED BY BSO DEPUTY ROBERTY KENNY CCN 6250, CODED BRAVO (NO REPORT)**

November 8, 2008, 1305 hours, BSO

- **Caller/Number:** Daily Entry by Deputy R. Robert #G250
- **Incident Type:** Juvenile Disturbance
- **Location:** [redacted]
- **Case #:** PD08-11-00165
- **Synopsis:** [redacted]) and Nikolas Cruz (09/24/1998) were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make an issue of it.
- **Follow up:** On February 17, 2018 at 1057 hours, Detectives Kami Floyd #17022 and Detective Bruce Link #10154 obtained a taped sworn statement from [redacted]) mother of [redacted]. [redacted] recalls this incident and stated that the children were outside playing and Nikolas threw a rock at [redacted] because he was angry. [redacted] stated that they were so young, she did not wish to prosecute. According to [redacted], Nikolas and Zachary always had anger issues and at some point she stopped allowing her children to play with them.
- **JUVENILE DISTURBANCE, HANDLED BY BSO DEPUTY ROBERT KENNY CCN 6250, CODED BRAVO (NO REPORT)**

BROWARD SHERIFF'S OFFICE

Cruz Call Detail

	Date	Time	Place	Incident	Case No.	Synopsis	Disposition	Policy Review
1	11/8/2008	13:05	6255 NW 80 Terr Parkland, FL	Juvenile Disturbance	PD08-11-00165 (Parkland PD/ Pre-BSO Merger)	Report of a disturbance where a boy is alleged to have thrown rock at Nikolas (9 yoa). Nikolas responded in turn by throwing a rock back at other juvenile.	Parents did not wish to prosecute and requested no further police action. No criminal action available.	No policy violation apparent
2	3/23/2011	19:58	6166 NW 80 Terr, Parkland, FL	Police Service	CAD# 17-110323-000624	Linda Cruz reported Zachary Cruz left home for approximately one hour.	Deputy responded. No report initiated. **Nikolas Cruz not involved with this incident.**	No policy violation apparent.
3	8/30/2011	18:01	6166 NW 80 Terr, Parkland, FL	Disturbance	CAD# 17-11083-0000765	Linda Cruz called indicating 11 year old son was hitting door with pool equipment. Requesting assistance.	No police action taken and no report initiated. **No mention of Nikolas Cruz (12 yoa).**	No policy violation apparent.
4	9/26/2011	20:39	6166 NW 80 Terr, Parkland, FL	Disturbance	CAD # 17-110926-000702	Linda Cruz reported her son (unknown name) was throwing items.	Deputy responded. Matter resolved. No report initiated. **Unable to determine if incident involved Nicolas or Zachary Cruz**	No policy violation apparent.
5	5/17/2012	7:24	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1205-000373	Linda Cruz requested deputies to respond in reference to a disturbance with Nikolas (13 yoa) and his younger brother (12 yoa).	Deputy responded. Matter settled. No report initiated.	No policy violation apparent.
6	8/22/2012	19:33	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1208-000447	Linda Cruz requested deputies as her children were cursing at her and being disrespectful. No violence reported.	Deputy responded. Matter settled. No report initiated.	No policy violation apparent.
7	11/1/2012	19:06	6166 NW 80 Terr, Parkland, FL	Disturbance	17-1211-01-000021	Linda Cruz contacted police to report older son Nikolas was in a physical altercation with younger son and left residence	Deputy responded. No report initiated	No policy violation apparent.

EOG-04035

8	11/27/2012	12:25	6159 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1211-000576	Linda Cruz requested deputies as Nikolas hit her with a plastic hose from the vacuum cleaner. Nikolas was not on scene.	Deputy responded. Incident changed to an Information call. Matter resolved. No report initiated.	No policy violation apparent.
9	11/27/2012	15:25	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1211-000581	Linda Cruz called indicating she had a dispute with her 14 year old son (Nikolas). Indication Nikolas is no longer on scene. No violence reported. Reported that Nikolas had ADHD.	Deputy responded and made contact with mother. Advised to contact BSO if son returned. No report initiated.	No policy violation apparent.
10	11/28/2012	21:37	6166 NW 80 Terr, Parkland, FL	Missing Persons	17-1211-000606	Caller Linda Cruz advised her two sons left out of their bedroom window. Mother indicated that Nikolas had ADHD and OCD.	Deputy responded. Matter resolved. No report initiated	No policy violation apparent.
11	1/15/2013	18:15	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1301-000354	Caller Linda Cruz called to advise her son has anger issues and ADHD. Alleged she was thrown against wall because she took away Nikolas' Xbox game system. She advised that he did not threaten to harm her or herself.	Deputy responded. Found Nikolas (14 yoa) locked in room because he was mad at his mother. Henderson Behavioral Health responded and advised a **Baker Act was not warranted at this time**. Report taken.	No policy violation apparent.
12	10/12/2013	18:35	6166 NW 80 Terr, Parkland, FL	Missing Persons	17-1310-000251	Caller Linda Cruz advised her two sons left to an unknown friends home and wished to report them as missing.	Deputy responded to location. Deputy relocated to a second location and incident was changed to a police service call.	No policy violation apparent.
13	12/20/2013	13:15	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1312-000446	Caller Linda Cruz reported ongoing issues with 13-yoa son (Zachary). No mention of Nikolas.	Deputy responded. Son was not on scene. **Incident does involve Nikolas Cruz**	No policy violation apparent.
14	1/22/2014	20:27	6166 NW 80 Terr, Parkland, FL	Domestic Disturbance	17-1401-000487	Caller Linda Cruz advised 15 year old son (Nikolas) punched the wall because she took away his Xbox.	Deputy responded. No crime identified by deputy	No policy violation apparent.
15	5/6/2014	8:15	6166 NW 80 Terr, Parkland, FL	Police Information	17-1405-6000150	Caller Linda Cruz advised her son left this morning and no returned home.	No deputy response reported. **Unknow if incident involved Nikolas or Zachary Cruz.**	No policy violation apparent.

16	6/29/2014	14:34	6166 NW 80 Terr, Parkland, FL	911 Hangup	17-1406-000871	911 hang-up	Deputy responded. Linda Cruz reported that sons were having a verbal argument. Matter resolved. No report initiated.	No policy violation apparent.
17	11/20/2014	19:16	6097 NW 79th Way, Parkland, FL	Animal Abuse	17-1411-002423	Report via third hand information of w/m subject with red hair having shot chicken with possible BB gun.	Deputies responded. Identified individual as Nikolas Cruz. Gun was found to be an airsoft rifle. Nikolas admitted to shooting the airsoft rifle but denied shooting chickens. Rifle was given to mother who locked it away. Owner of animal refused to press charges.	No policy violation apparent.
18	2/5/2016	11:45	6255 NW 80 Ter, Parkland, FL	Suspicous Incident	17-1602-000212	Third hand information received from neighbor's son that Nikolas Cruz planned to shoot up the school on Instagram (Picture of juvenile with guns). One month time delay. Unknown high school. Cruz lives in area.	Deputy responded. Made contact with caller who wished to remain anonymous. Determined Nikolas Cruz possessed knives and a BB gun. Information forwarded to Stoneman Douglas School Resourse Officer.	**Internal Affairs investigation and review initiated**
19	9/28/2016	8:00	5901 Pine Island Rd, Parkland, FL	Information	17-1609-001610	Peer counselor reported to MSD School Resource Deputy that Nikolas Cruz was alleged to have possibly ingested gasoline week prior in an attempt to commit suicide and is cutting himself. Cruz indicated he wished to purchase a gun for hunting and was in possession of items concerning hate related communications/symbols. Mental health counselor advised Cruz did not meet criteria for Baker Act.	School Resource Deputy assisted and initiated a report. High School indicated it would conduct a threat assessement on Cruz. Indication that Cruz suffers from depression.	No policy violation apparent.

20	9/28/2016	16:41	6166 NW 80 Terr, Parkland, FL	Information	17-1609-001626	[redacted]	Deputy responded. Meet with [redacted] Report initiated by Deputy.	No policy violation apparent.
21	6/21/2017	21:58	6200 Holmberg Rd, Parkland, FL	Field Contact	17-1706-001375	Nikolas stopped by deputy who observed Cruz riding his bike without lights.	No citation issued. Field contact report submitted.	No policy violation apparent.
22	11/1/2017	20:54	8442 Lakeview Trail, Parkland, FL	Information	17-1711-000039	Caller [redacted] advised her cousin (Linda Cruz) recently died leaving behind Nikolas (19 yoa) and Zachary Cruise. Nikolas is reported to have rifles and it is requested that BSO recover these weapons.	Deputy repsonded. Close family friend agreed to take possession of firearms. No report initiated. Post MSD shooting, [redacted] was reinterviewed and denied knowledge of any actual firearms; she indicted she was only aware of BB guns and denied requesting guns be taken from residence.	No policy violation apparent.
23	**11/30/2017**	**12:01**	**6166 NW 80 Terr, Parkland, FL**	**Suspicous Incident**	**11-1711-001602**	**Caller advised subject Nikolas Cruise is collecting guns and knives. Cruz wants to join the Army. Concerned he will kill himself one day and believes he could be a school shooter in the making. Caller advised Cruz was no longer living at the listed Parkland address and is now living Lake Worth, FL. Believes the weapons are kept at a friends house at an unknown location.**	**Deputy contacted caller (located in [redacted]) via telephone. No report was initiated. Post MSD incident interview: Deputy advised he referred caller to the Palm Beach Sheriff's Office.**	**Internal Affairs review and investigation initiated**

- Nikolas Cruz not reported to be involved with incident
- Unknown if Nikolas Cruz is involved in this incident
- Incident under Internal Affairs review/investigation

2/22/2018

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17081108000165
Signal: -- Signal Not Set --
Address: [redacted]
Caller: CSPD
Caller Address:
Dispatch Time: 13:05:17
Primary Unit: 17B3

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/08/08

Arrival Time: 13:10:46
Primary: 6250 / KENNY,ROBERT

Operator Console Summary

Time: 13:04:32 Console: 33 Operator: Augustin,Luz
Incident Initiated By: Augustin,Luz

Time: 13:04:33.000 Console: 33 Operator: Augustin,Luz
1X S/37 HIT ANOTHER S/37 IN THE HEAD W/ A ROCK...FEMALE CALLER [redacted] UNK IF THIS WAS ACCIDENTIAL OR S/31..CSPD ARE 51

Time: 13:05:17.000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Dispatched --> [redacted]

Time: 13:05:44.000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Enroute --> [redacted]

Time: 13:10:46.000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Arrived --> [redacted]

Time: 13:23:11.000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Arrived ---> 6166 NW 80TH TER

Time: 13:40:51.000 Console: 07 Operator: Whaley, Tamika
17/17B3 - Inc Type --> Type Change(TS): 67IJ 37
17/17B3 - Available

Time: 13:40:51.000 Console: 33 Operator: Augustin,Luz
Incident Type Changed From: 67IJ:MEDICAL - INJURY() To: 37:DISTURBANCE JUVENILE()
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT

Generated: 2/23/2018 3:16:43 PM

#1

PD08-11-00165

Detective Link, CCN 10154, case 17-1802-000525 Ah this is in reference to a criminal investigation that happened on February 14th, 2018 at the Stoneman Douglas High School. This statement is going to be from [redacted]

Q. Is that correct
A. Uh huh, uh-huh

Q. Ah [redacted] white female, date of birth [redacted], [redacted]. Home address [redacted] This statement is being taken on ah February 17th, 2018. The time is 10:58 AM. This is being taken at her home address. Ah this statement will be taken in reference to ah her calling 911 regarding the suspect in this case, Nikolas Cruz back on February 5th, 2016 at 11:44. I believe it was a.m.

A. [NOT AUDIBLE- speaking low]

Q. Yes 11:44 AM Ah that case number was 17-1602-000212 coded out as an Information ah [redacted] was the caller and the narrative was the complainant's son told her that neighbor's son ah said on Instagram that he was going to shoot his school and there is pictures of the juvenile with the guns. This happens...happened about a month ago. Subject was expelled from Westlake Middle now goes to another school, possibly a high school, unknown name. Neighbor lives three houses down from female who wanted to remain anonymous. Ahm reported a kid name Nikolas Cruz ah, he has knives and began his Instagram [dog barking] or lets see, began in his Instagram photos, no threats or info forwarded to SRO Peterson at school. Ahm that was a synopsis from that call
A. Yes

Q. Report to our CAD report. So [redacted] do you understand that I'm also here at the Detective ah Kami Floyd, CCN
Q2. 17022

Q. Okay, [redacted] do you understand that we are Detectives
A. Yes

Q. Investigating this case
A. Yes

Q. Okay and such we are authorized to take sworn statements therefore everything you tell us must be the truth

A. Yes

Q. You understand
A. Yes yes I do

Q. Okay can you please raise your hand? You solemnly swear to tell the truth the whole truth and nothing but the truth so help you God
A. Yes I do

Q. Alright thank you. Ahm [redacted] I just kind of went over what this is about and you and I talked briefly before going on record. We gonna cover everything that we talk about ahm in this time. Do you remember making this phone call?
A. I do remember yes

Q. Okay can you... can you kind of briefly tell me what prompted you to make this call
A. My son showed me on his cell phone an Instagram or a snap chat of something Nikolas had written which was to the effect you know I'm gonna get a gun and shoot up the school. Ahm so I called the 911 and an Officer came out and I told him what I saw and what I knew about Nikolas and you know his his upbringing and he went down to talk with Nikolas, I believe yes he did go down to talk with Linda and Nikolas and Zachary cause there was so many times that I called

Q. Did you know Nikolas when your son
A. Yes

Q. Brought this information to you
A. Yes

Q. So that wasn't like just some stranger kid
A. Right

Q. That he told you about
A. Oh I I I've known him since he's a baby

Q. Okay okay so
A. So the Policeman walked down there and the mother said that Nikolas was an angel pretty much and a great kid and that the brother Zachary tormented Nikolas and it was basically you know all Zachary's fault and that ahm Nikolas didn't have anything like that on his Instagram. I didn't

take the picture of it and my son didn't save it. It was one of those that would show up and then disappear

Q. Okay
A. Ahm so you know

Q. Did you see it tho
A. Yes I did

Q. Can you describe it again?
A. And I think he even had a picture of a gun. It it said something to the effect of I'm gonna get this gun when I turn eighteen or and shoot up the school

Q. Okay
A. So

Q. Do you remember what the outcome of this call was?
A. Yeah he came back and he said

Q. Who, who came back
A. The Officer came back

Q. Okay
A. And said that Ahm you know he has it. The First Amendment Right of free speech and I... you know asked him if we could somehow stop him from getting a gun and he said no that his Second Amendment Right, so I said okay so basically you can't do anything, he said yeah basically so I said okay. I mean what I, yeah and that basically what happened

Q. Was the (unintelligible)
A. And they left yeah and he left

Q. Did you have any interaction with ah the family right after that or anything
A. No at that point I was in in fear of Nikolas terribly and I kept my kids away. I just kept my distance you know that saying keep your friends close and your enemies closer you know I'd still wave and just try to a keep him calm because he's through the years has been completely destructive, he's destroyed my property, hurt my children, hurt my dog, so I just really kept away from him

Q. Okay
A. I try to

Q2. What was your son's name that [Unintelligible]
A. Ah [redacted], my [redacted]

Q2. [redacted]
A. I have a [redacted]

Q2. What's the last name
A. [redacted]

Q2. Same last name
A. G...Yeah

Q2. Okay
A. Oh no no I'm sorry, you know I'm sorry, it was [redacted]. My son is [redacted].
My son is [redacted] yes

Q2. Okay so [redacted]
A. [redacted]

Q2. Took the photos (of Nikolas)
A. Yeah there is two [redacted], there is two [redacted], so yes

Q. Right
A. [redacted] showed me the photo of Nick yes

Q2. And how old was [redacted] and Nikolas at the time?
A. It was with when sixteen, I don't remember at all but it was...

Q. Yeah, that...
Q2. You don't remember its okay if you don't
A. yeah so sixteen he was born in [redacted] so

Q2. Okay
A. [redacted] was born in [redacted]

Q. 15
A. Yeah

Q2. And do you know what school he went to at the time

Q. (16) (16) (speaking low in background)
A. Ah my son was going to a private school ahm down the street [redacted]
[redacted]

Q2. And how about Nikolas, do you remember?
A. Nikolas was in high school then

Q2. Okay
A. Wasn't he ahm

Q2. Okay
A. Ahm that age, so...

Q. That's fine
A. I believe he was going to Stoneman Douglas. I... I don't

Q2. And was Nikolas in the photo. How do Nikolas made that post?
A. No Nikolas, Nikolas I believe had a picture of a gun that he like pulled up on line

Q2. Okay
A. It wasn't his gun

Q2. And your son [redacted] said that it came from Nikolas's post
A. Oh yeah, oh absolutely.

Q2. Alright
A. It came from Nikolas's snapchat or whatever

Q2. Okay
Q. And... Alright this...
A. And I did not take a picture of it so, yeah

Q2. That's okay (chuckles)

Q. Alright is there anything else you would like to add to this statement
A. Ahm not if its, I would like to add a lot but if it's only but this (instant), no I mean that's it.

Q. Okay. Alright ahm this will conclude this statement ah you and I spoke briefly before going on record. Did we cover everything we talked about prior?
A. Yes

Q. Okay ah this will end the statement on February 17th, ah 2018. The time is now 11:03 AM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Robert Kenny	6250	OIC Mueller	6263

District/Unit	Date	Shift	Zone
District XVII - Parkland PD	11/08/2008	Bravo	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5584	77880	77918	38

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 1	10-8	1702	05:20	☐	06:00	06:55	10-8	(None)	
	Address: 6650 University Dr Parkland							Ops Plan Number:	
	Narrative: Early unit in service-roll call-briefing-taser 82%-print daily.								
DE 2	10-6	1701	07:05	☐	07:05	07:25	10-6	(None)	
	Address: 10300 Block Holmberg Rd Parkland							Ops Plan Number:	
	Narrative: Assist 17B25 repositioning smart trailer from Waters Edge to Pine Trails Park.								
DE 3	10-10	099	07:40	☐	07:40	08:00	10-10	(None)	
	Address: 6560 Sr7 Parkland							Ops Plan Number:	
	Narrative: Bagel Cafe								
DE 4	10-8	1703	08:05	☐	08:05	08:35	10-8	(None)	
	Address: 7000 Block Sr7 Parkland							Ops Plan Number:	
	Narrative: Business area patrolling along Sr7 corridor ck'g Waterways & Riverstone Shops, Shops at Parkland, BJ's.								
DE 5	10-8	1703	08:35	☐	08:35	09:00	10-8	(None)	
	Address: 7745 W Hillsboro Blvd Parkland							Ops Plan Number:	
	Narrative: Area ck at Terramar Park. Patrol & presence on Hillsboro Blvd.								
DE 6	10-50	1703	09:02	☐	09:02	09:12	10-50	(None)	
	Address: Intersection of Lox Rd & Parkside Dr Parkland							Ops Plan Number:	
	Narrative: UTC 4039-FFP issued to Amanda Murone, 5/21/86, stop sign								
DE 7	10-8	1703	09:15	☐	09:15	10:00	10-8	(None)	
	Address: Intersection of Parkside Dr & Holmberg Rd Parkland							Ops Plan Number:	
	Narrative: Holmberg Rd & Parkside Dr patrol & presence. Business area ck at Towncenter Shops.								
DE 8	10-8	1703	10:05	☐	10:05	10:35	10-8	(None)	
	Address: 5900 Block W Hillsboro Blvd Parkland							Ops Plan Number:	
	Narrative: Patrol & presence at BJ's, Shops at Parkland, Chevron.								

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

	Citation Number	Violator Name	Race	Sex	DOB
DE 6	4039-FFP	Amanda Murone	White	Female	05/21/86
	Statute #	Violation Description	Tag	Vehicle Color	
	316.123(2)(A	Disobey Stop/Yield Sign	W467AE	Red	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	

DAILY ENTRY

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-8	1703	10:35	☐	10:35	11:10	10-8	(None)	
DE 9	Address: Intersection of Lox Rd & Parkside Dr Parkland								Ops Plan Number:
	Narrative: Corridor patrolling								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	68	1703	11:10	☐	11:19	11:27	68	Bravo	PD08-11-00160
DE 10	Address: 5851 Holmberg Rd 1121 Parkland								Ops Plan Number:
	Narrative: Jose Vargas, 9/1/71, requested 10-23 while he picks up his son from ex-girlfriends residence.								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-8	1703	11:27	☐	11:27	11:55	10-8	(None)	
DE 11	Address: 5851 Holmberg Rd Parkland								Ops Plan Number:
	Narrative: Winners Circle area patrol								
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-40	1703	11:57	☐	12:07	12:35	10-40	(None)	
DE 12	Address: 7619 Sr7 Parkland								Ops Plan Number:
	Narrative: The Whale								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	12:40	☐	12:40	13:05	10-8	(None)	

DE 13 — Address: 7745 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area ck at Terramar. Patrol & presence along Hillsboro & Lox Rd.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
671J	1703	13:05	☐	13:10	13:40	37	Bravo	PD08-11-00165

DE 14 — [redacted] — Ops Plan Number:

Narrative: [redacted] & friend Nikolas Cruz, 9/24/98 were playing in driveway when [redacted] threw a rock at Nikolas for him riding his bike over sticks he was playing with. Nikolas then threw a rock at [redacted] that caused a very small laceration on forehead. Both mothers agreed not to make issue of it.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	13:40	☐	13:48	14:00	10-7	(None)	

DE 15 — Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: End of week 10-44. 10-7.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Memo
1	0	0	0	0	0	0

General

$10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	11	0	0	0	0	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0.5	0	0	0	0	0	8

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 4	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 3	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE 13	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110323000624
Prio./Disp.: 3 / E
Signal: -- Signal Not Set --
Agency: BSO - Parkland
Address: 6166 NW 80TH TER - PINE TREE SOUTH
Zone: 1703
Caller: MRS CRUZ @ 9547576166
Date: 03/23/11
Caller Address:
Dispatch Time: 19:59:32
Arrival Time: 20:07:39
Primary Unit: 17A3
Primary: 10042 / WENTLAND,GEORGE

Operator Console Summary

Time: 19:58:39 Console: 60 Operator: Sikes,Jessica
Incident Initiated By: Sikes,Jessica

Time: 19:58:39 000 Console: 60 Operator: Sikes,Jessica
Incident Initiated By: BS/SIKES,JESSICA
REF COMP'S 11 YOA SON LAST SEEN APPROX 45 MINS TO AN HOUR AGO...SUBJ ZACH ARY CRUZ DOB 2/21/00 UNK CLOTHING DESC...SUBJ OLIVE SKINNED/DARK HAIR/DAR K BRN EYES...SUBJ HAS [redacted] COMP ADV SHE HAS CHECKED THE NEIGHBORHOOD AN D THE PARK AND CAN'T FIND HIM

Time: 19:58:40 000 Console: 60 Operator: Sikes,Jessica
Original Location : PINE TREE SOUTH

Time: 19:59:32 000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 8

#2

Time: 19:59:33 000 Console: 07 Operator: Oakley, Stephanie

Time: 20:00:24 000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 20:00:33 000 Console: 07 Operator: Oakley, Stephanie
17D2 1039
17/17D2 - Enroute ---> 6166 NW 80TH TER --- 8

1711-03-000624

Time: 20:00:52 000 Console: 07 Operator: Oakley, Stephanie
17/17A10 - Dispatched ---> 6166 NW 80TH TER --- 8
17/17A11 - Dispatched ---> 6166 NW 80TH TER --- 8

Time: 20:04:39 000 Console: 07 Operator: Oakley, Stephanie
17/17A10 - Enroute ---> 6166 NW 80TH TER --- 8
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 8

Time: 20:04:48 000 Console: 07 Operator: Oakley, Stephanie
DO'S PAGED

Time: 20:07:39 000 Console: 07 Operator: Oakley, Stephanie
17/17D2 - Arrived ---> 6166 NW 80TH TER --- 8
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 20:07:51 000 Console: 00 Operator: Snell,James
17/17A10 - Arrived ---> 6166 NW 80TH TER --- 8

Time: 20:09:40 000 Console: 07 Operator: Oakley, Stephanie
17D2 1025 W/ JUV

Time: 20:10:30 000 Console: 07 Operator: Oakley, Stephanie
Norm Mail Attach Dt: 11/03/23 Tm: 20:10 Console: 07 Oper: OAKLEY, STEPHANIE
Subject: 1022 BOLO TO CKPD AND CSPD REF 11YOA JUV FROM PD
juv located

Time: 20:10:52 000 Console: 07 Operator: Oakley, Stephanie
17/17A11 - UR ---> Reassign: 8 L17110323000625

Time: 20:11:05 000 Console: 09 Operator: Young, Rayna
Rply Mail Attach Dt: 11/03/23 Tm: 20:11 Console: 09 Oper: YOUNG, RAYNA
Subject: 1022 BOLO TO CKPD AND CSPD REF 11YOA JUV FROM PD
1026
-----Original Message-----

Time: 20:11:06 000 Console: 09 Operator: Young, Rayna
juv located

Time: 20:15:34.000 Console: 07 Operator: Oakley, Stephanie
17/17A3 - Available --> 8
17/17A3 - D ---> Added dispostion: E
Disposition #1 Changed From: - - - - - - - To: E:CIVIL ASSIST

17/17A3 - Inc Type ---> Type Change(TS): 8 68
Time: 20:15:44.000 Console: 00 Operator: Snell,James
17/17A10 - Available ---> 8
Time: 20:16:05.000 Console: 07 Operator: Oakley, Stephanie
17/17D2 - Available ---> 8
Time: 20:16:05.000 Console: 60 Operator: Sikes,Jessica
Incident Type Changed From: 8:MISSING PERSON() To: 68:POLICE SERVICE CALL()

Generated: 2/23/2018 4:46:36 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
George Wentland	10042	Sgt Schettino	

District/Unit	Date	Shift	Zone
Parkland	03/23/2011	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5589	69631	69712	81

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	18:00	☐	18:00	18:30	10-8	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: On Duty - Attended Roll Call - Checked Taser

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
39	1703	18:42	☐	18:51	19:19	39	Echo	PD11-03-00621

Address: 7883 NW 60th Ln Parkland — Ops Plan Number:

Narrative: On arrival I met with W/F Beverly Ben-Zaken 3/23/67 who advised that she had a verbal dispute with neighbor W/F Joan Santoro 10/31/61 over a disagreement between their 8 and 10 year old daughters. We advised them to not associate.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:20	☐	19:25	19:55	10-6	(None)	

Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
8	1703	19:59	☐	20:07	20:15	68	Echo	PD11-03-00624

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: On arrival I met with W/F Linda Cruz 9/25/49 who advised that she could not find her son W/M Zachary Cruz 9/25/49. We located him on the road next to home.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
30	1703	20:15	☐	20:20	21:13	30	Alpha	PD11-03-00625

Address: 7191 N Sr7 Parkland — Ops Plan Number:

Narrative: On arrival I met with cashier B/F Marcitta A Fraklin-Sims 9/8/82 who advised that $50 dollars was stolen from the Chevron after a unidentified B/M tried to scam her out of the money. He left with a B/F.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	21:45	☐	21:45	22:30	10-6	(None)	

Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1703	22:46	☐	22:46	23:06	10-50	(None)	

Address: Intersection of Cypresshead Blvd & Holmberg Rd Parkland — Ops Plan Number:

Narrative: Issued 1 Moving Citation for failing to stop for the stop sign and 1 Non-Moving Citation for No Proof of Insurance.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	23:30	☐	23:35	00:00	10-19	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Drop off paperwork

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

	Citation Number	Violator Name	Race	Sex	DOB
DE 7	3197-GHC	Bishop, James	White	Male	08/09/1994
	Statute #	Violation Description	Tag	Vehicle Color	
	316.123(2)(A	Disobey Stop/Yield Sign	K17-9WH	White	
	Citation Number	Violator Name	Race	Sex	DOB
DE 7	3198-GHC	Bishop, James	White	Male	08/09/1994
	Statute #	Violation Description	Tag	Vehicle Color	
	316.646(1)	Pers/Inj/Prot/Ins Require	K17-9WH	White	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	
DE	Citation Number	Violator Name	Race	Sex	DOB
	Statute #	Violation Description	Tag	Vehicle Color	

DAILY ENTRY

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-6	1703	00:05	☐	00:10	00:40	10-6	(None)	
	Address								Ops Plan Number
	7850 NW 61st Ter Parkland								
	Narrative	Performed an area check at Parkland Place and Mayfair. Nothing unusual was observed.							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 10	10-6	1703	00:40	☐	00:45	01:00	10-6	(None)	
	Address								Ops Plan Number
	5851 Holmberg Rd Parkland								
	Narrative	Performed an area check at Winners Circle. Nothing unusual was observed.							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 11	10-6	907	01:00	☐	01:05	01:25	10-6	(None)	
	Address								Ops Plan Number
	5511 NW 77th Ct Pompano Beach								
	Narrative	Performed an area check in Hillsboro Pines							
	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 12	10-6	1703	01:25	☐	01:30	01:55	10-6	(None)	
	Address								Ops Plan Number
	7525 NW 61st Ter Parkland								
	Narrative	Performed an area check in Mill Run & Whittier Oakes. Nothing unusual was observed.							

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	01:55	☐	02:00	02:20	10-6	(None)	

DE 13 — Address: 5890 NW 74th St Parkland — Ops Plan Number:

Narrative: Performed an area check at Lakes of Parkland & Parkwood. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	02:20	☐	02:25	02:30	10-6	(None)	

DE 14 — Address: 7820 NW 70th Ave Parkland — Ops Plan Number:

Narrative: Performed an area check Parkside Estates. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	99	02:45	☐	02:45	03:27	10-40	(None)	

DE 15 — Address: 3124 University Dr Coral Springs — Ops Plan Number:

Narrative: Meal Break

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	03:30	☐	03:35	04:00	10-6	(None)	

DE 16 — Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	04:15	☐	04:20	05:15	10-6	(None)	

DE 17 — Address: 6600 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Performed an area check at Pinetree Estates. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	05:15	☐	05:20	05:40	10-6	(None)	

DE 18 — Address: 7301 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	05:40	☐	05:45	06:00	10-19	(None)	

DE 19 — Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Drop off paperwork

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	06:00	☐	06:00	06:00	10-7	(None)	

DE 20 — Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Off Duty

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

DAILY SUMMARY

Reports / Calls

Event Reports	1
PC Forms	0
Crash Reports	0
Code Outs	2
AOA	0
On Views	0

Arrests

Felony	0
Domestic Felony	0
Misd Phys	0
Domestic Misd	0
NTA	0
Warrant /Capias	0
Traffic	0
DUI	0

Citations

Moving	1
Non Moving	1
Parking	0
County Ord	0
City Ord	0
Warning	0
Marine	0

General

$10 Recovered	0	Day Watch	0
Alarms	0	FI	0
Area Checks	11	Night Eyes	0
Truants	0	NIC PC	0
Citizen Contacts	6	Car Watch	0
Truant Debriefed	0	Back Ups	0
DAV	0	Elder Links	0

Administrative

Foot Patrol	1
Bike Patrol	0
Court	0
Training	0
Detached	0
Overtime	12
Total Hours	12

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving 1	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

DE 13	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 14	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 18	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 19	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 20	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110830000765
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 18:16:40
Primary Unit: 17A3

Prio./Disp.: 5 / B
Agency: BSO - Parkland
Zone: 1703
Date: 08/30/11
Arrival Time: 18:19:08
Primary: 13543 / KHALEEL,PHILIP

Operator Console Summary

Time: 18:01:54 Console: 61 Operator: Archibald, Marlon
Incident Initiated By: Archibald, Marlon

Time: 18:01:55.000 Console: 61 Operator: Archibald, Marlon
Priority Changed From: 2 To: 5

Time: 18:01:55.000 Console: 61 Operator: Archibald, Marlon
Incident Initiated By: BS/ARCHIBALD, MARLON
REF 11YO [redacted] WM LSW UNDERWEAR..HITTING GLASS DOORS WITH POOL EQUIPENT A ND TURNING OVER FURNITURE.. REQ PD ASSISTANCE...

Time: 18:05:00.000 Console: 07 Operator: Davis, Chanica
HLD FOR 17A3 PER 17D4.P;5
Priority CHANGED Fr: 2 To: 5

#3

Time: 18:16:40.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Dispatched --> 6166 NW 80TH TER --- 20

Time: 18:16:41.000 Console: 07 Operator: Davis, Chanica
Primary Unit CHANGED To: 17/17A3

Time: 18:16:41.000 Console: 61 Operator: Archibald, Marlon
Unit Changed From: - - - - - - - To: 1717A3-

Time: 18:17:00.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 20

17-1108-000765

Time: 18:19:08.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 20

Time: 18:19:19.000 Console: 07 Operator: Davis, Chanica
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 20
17/17A2 - Arrived ---> 6166 NW 80TH TER --- 20

Time: 18:22:49.000 Console: 07 Operator: Davis, Chanica
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 20

Time: 18:29:15.000 Console: 07 Operator: Davis, Chanica
1004 1066 1036

Time: 18:43:24.000 Console: 07 Operator: Davis, Chanica
17/17A3 - Available ---> 20
17/17A3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A3 - Inc Type ---> Type Change(TS): 20 22
17/17A2 - Unit Freed
17/17A1 - Unit Freed

Time: 18:43:29.000 Console: 61 Operator: Archibald, Marlon
Incident Type Changed From: 20:[redacted] PERSON() To: 22:DISTURBANCE()

Generated: 2/23/2018 5:02:10 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Philip Khaleel	13543	OIC Marchese	13339

District/Unit	Date	Shift	Zone
Parkland	08/30/2011	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
9328	52189	52268	79

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	17:00	☐	17:00	17:00	10-8	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: In service.....vehicle inspected and searched.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	17:15	☐	17:15	17:45	10-6	(None)	

Address: 5901 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Business check....Shoppes of Parkland.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	18:00	☐	18:00	18:00	10-6	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: Briefing.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
20	1703	18:16	☐	18:19	18:43	22	Bravo	PD11-08-00765

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Complainant, Linda Cruz, advised of 11 yoa son that was acting irrationally at home because he wanted video game mother had denied him...juvenile calm on scene.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:25	☐	19:25	20:05	10-6	(None)	

Address: 6400 Block W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check....traffic enforcement...Ternbridge.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	21:10	☐	21:10	21:50	10-6	(None)	

Address: 7800 Block W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check....traffic enforcement....Mayfair.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
68	1703	23:35	☐	23:42	00:18	68	Bravo	PD11-08-00766

Address: 5851 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Standby for complainant to remove property from apartment shared with ex-roomate...property removed without incident.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	00:30	☐	00:30	01:15	10-40	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Meal break 10-19.

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	03:25	☐	03:25	04:10	10-6	(None)	

DE 9

Address: 6700 Block Parkside Dr Parkland — Ops Plan Number:

Narrative: Business check....Parkland Town Center.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
67FI	1703	04:27	☐	04:27	04:27	67FI	Hotel	PD11-08-00768

DE 10

Address: 7910 NW 70th Ave Parkland — Ops Plan Number:

Narrative: Dispoatch advised of 71 yoa male that fell and suffered leg injury...CSFD responding and to advise on BSO response.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	05:00	☐	05:00	05:00	10-7	(None)	

DE 11

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Out of service.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE

Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE

Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE

Address: — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	3	1	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	3	0	0	0	4	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
2	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17110926000702
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: MS. CRUZ @ 9547576166
Caller Address:
Dispatch Time: 20:39:31
Primary Unit: 17A10

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 09/26/11

Arrival Time: 20:41:16
Primary: 10059 / SNELL,JAMES

Operator Console Summary

Time: 20:38:52 Console: 60 Operator: Williams, Sean
Incident Initiated By: Williams, Sean

Time: 20:38:53.000 Console: 60 Operator: Williams, Sean
Incident Initiated By: BS/WILLIAMS, SEAN
COMP VS LL YOM SON .. SUBJ BEING VIOLENT THROWING ITEMS .. SUBJ HAS NOT H
IT COMP .. SUBJ WM LSW WHI SHIRT .. CALLER REQ THAT ONLY ONE UNIT BE DISP
ATCHED .. NOI

Time: 20:39:31.000 Console: 07 Operator: Joseph,Nahum
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A3
17/17A2 - Dispatched ---> 6166 NW 80TH TER --- 38

#4

Time: 20:40:11.000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A10 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17A10 - Enroute ---> 6166 NW 80TH TER --- 38

17-1109-000702

Time: 20:41:16.000 Console: 07 Operator: Joseph,Nahum
17/17A10 - Arrived ---> 6166 NW 80TH TER --- 38
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 20:41:17.000 Console: 60 Operator: Williams, Sean
Unit Changed From: 1717A3- To: 1717A10-

Time: 20:42:03.000 Console: 07 Operator: Joseph,Nahum
17/17A3 - Unit Freed
Unit Changed From: 1717A10- To: 1717A2-
Primary Unit CHANGED Fr: 17/17A3 To: 17/17A2

Time: 20:42:25.000 Console: 07 Operator: Joseph,Nahum
17/17A2 - Unit Freed
17/17A11 - Unit Freed
Unit Changed From: 1717A2- To: 1717A11-
Primary Unit CHANGED Fr: 17/17A2 To: 17/17A11
Unit Changed From: 1717A11- To: 1717A10-
Primary Unit CHANGED Fr: 17/17A11 To: 17/17A10

Time: 20:52:28.000 Console: 07 Operator: Joseph,Nahum
17A10 ADV 1066 1036 CKS

Time: 21:10:12.000 Console: 07 Operator: Doyle,Ryan
17/17A10 - Available ---> 38
17/17A10 - D ---> Added dispostion: B
Disposition CHANGED To: B

Time: 21:10:13.000 Console: 60 Operator: Williams, Sean
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT

Generated: 2/23/2018 5:27:03 PM

10059-092611A

Snell, James 10059

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
James Snell	10059	Dep. Marchese	10399

District/Unit	Date	Shift	Zone
Parkland	09/26/2011	Alpha	1710

Vehicle Number	Mileage On	Mileage Off	Miles Driven
9609	75360	75455	95

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	18:00	☐	18:00	18:25	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: In Service/ ROLL CALL/ Prisoner compartment of vehicle inspected for weapons & contraband

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
13	1703	18:25	☐	18:33	18:51	10-94	(None)	PD11-10-00701

Address: 7200 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: checked area for loud explosion. Nothing located

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:00	☐	19:00	19:30	10-6	(None)	

Address: 7091 N Sr7 Parkland — Ops Plan Number:

Narrative: Area check/ FOOT PATROL Starbucks Plaza

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	20:00	☐	20:00	20:20	10-6	(None)	

Address: 7455 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check/ Terramar Park

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	20:39	☐	20:41	21:10	38	Bravo	PD11-10-00702

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Ongoing problem w/ W/F Lynda A Cruz 9/25/49, who son's W/M Zachary Cruz 2/21/00, misbehaves by running around house & knocking over furniture. Spoke to Zachary & recommended parent skills for her.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	21:30	☐	21:30	22:00	10-6	(None)	

Address: 5901 W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Area check/ FOOT PATROL BJ's

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	1702	22:45	☐	23:00	23:30	10-40	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: D-17 Office

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	00:00	☐	00:00	00:30	10-6	(None)	

Address: 8095 University Dr Parkland — Ops Plan Number:

Narrative: Area check/ Parkland Commons & Publix

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-6	1702	01:00	☐	01:00	01:15	10-6	(None)	
	Address: 6750 University Dr Parkland								Ops Plan Number
	Narrative: Area check/ Kol Tikvah								
DE 10	10	1703	01:33	☐	01:41	03:07	10-94	(None)	PD11-10-00707
	Address: 7733 NW 60th Ln Parkland								Ops Plan Number
	Narrative: Backup for Dep. Ince/ transported father to location in Coral Springs to retrieve car from son.								
DE 11	10-6	1702	03:30	☐	03:30	04:00	10-6	(None)	
	Address: 6000 University Dr Parkland								Ops Plan Number
	Narrative: Area check/ Mary Help of Christians Church								
DE 12	10-6	1703	05:00	☐	05:00	05:20	10-6	(None)	
	Address: 6620 Parkside Dr Parkland								Ops Plan Number
	Narrative: Area check/ Parkland Town Center								
DE 13	10-19	1702	05:45	☐	05:45	06:00	10-7	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number
	Narrative: Turned in paperwork/ end of shift								
DE	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
				☐					
	Address								Ops Plan Number
	Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manne
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	7	0	0	0	2	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	12

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
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DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE 13 SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS			CITATION			GENERAL			
Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17111112000380
Signal: – Signal Not Set –
Address: 6166 NW 80TH TER - HOUSE
Caller: LINDA @ 9547576166
Caller Address:
Dispatch Time: 16:41:35
Primary Unit: 17B3

Prio./Disp.: 1 / B
Agency: BSO - Parkland
Zone: 1703
Date: 11/12/11
Arrival Time: 16:46:33
Primary: 13556 / SMITH,JEFFREY

Operator Console Summary

Time: 16:41:06 Console: 61 Operator: Santana, Ernesto
Incident Initiated By: Santana, Ernesto

Time: 16:41:06.000 Console: 61 Operator: Santana, Ernesto
Incident Initiated By: BS/SANTANA, ERNESTO
COMP VS. HER 11 YOA SON.. PHYSICAL.. COMP SON HAS A S/0 BAT.. COMP ADV HE R SON IS [redacted] AND IS BANGING ON THE WALL W/ THE BAT, AND HE I HITTING FUR NITURE, AND ALSO HIT HER... COMP ADV HER SON ATTENDS A [redacted] HER SO

Time: 16:41:07.000 Console: 61 Operator: Santana, Ernesto
N IS 1097 OUTSIDE THE 1020..
Original Location : HOUSE

Time: 16:41:35.000 Console: 07 Operator: Beasley, Marjorie
17/17B1 - Dispatched --> 6166 NW 80TH TER — 380

Time: 16:41:36.000 Console: 07 Operator: Beasley, Marjorie
Primary Unit CHANGED To: 17/17B1 -

Time: 16:42:22.000 Console: 07 Operator: Beasley, Marjorie
17/17B2 - Dispatched --> 6166 NW 80TH TER — 380
17D1 48
17/17D1 - Dispatched —> 6166 NW 80TH TER — 380

Time: 16:42:58.000 Console: 07 Operator: Beasley, Marjorie
17/17B1 - Enroute —> 6166 NW 80TH TER — 380
17/17D1 - Enroute —> 6166 NW 80TH TER — 380
17/17B2 - Enroute —> 6166 NW 80TH TER — 380

Time: 16:44:38.000 Console: 07 Operator: Joseph,Nahum
17/17B3 - Dispatched —> 6166 NW 80TH TER — 380
17/17B3 - Enroute —> 6166 NW 80TH TER — 380

Time: 16:46:33.000 Console: 07 Operator: Joseph,Nahum
17/17B3 - Arrived —> 6166 NW 80TH TER — 380
17/17B2 - Arrived —> 6166 NW 80TH TER — 380

Time: 16:46:34.000 Console: 61 Operator: Santana, Ernesto
Unit Changed From: 1717B1- To: 1717B3-

Time: 16:46:58.000 Console: 07 Operator: Joseph,Nahum
17B3 WILL ADV ON THE AIR

Time: 16:47:41.000 Console: 07 Operator: Joseph,Nahum
17B3 ADV SLOW DOWN RESP ALL IS 1004
17/17B1 - Arrived —> 6166 NW 80TH TER — 380

Time: 16:48:28.000 Console: 07 Operator: Joseph,Nahum
17/17D1 - Arrived --> 6166 NW 80TH TER — 380

Time: 16:51:33.000 Console: 07 Operator: Joseph,Nahum
17B1 ADV ALL IS 1004 AND ATT TO LOCATE THE SUBJ WHO LEFT THROUGH THE BAC K DOOR...SUBJ 11YO W/M BLU SHIRT

Time: 16:58:06.000 Console: 07 Operator: Joseph,Nahum
17D1 ADV W/M JUST RAN EAST OF THIS LOCATION W/ BLU SHIRT W/ NUMBER 7 IS THAT HIM...17B1 ADV 1025 W/ THE HIM NOW AND WALKING HIM BACK TO THE 1020 ...17D1 1048

Time: 16:59:56.000 Console: 07 Operator: Joseph,Nahum
17/17D1 - Available --> 380

Time: 17:05:00.000 Console: 07 Operator: Joseph,Nahum
17/17B1 - Unit Freed
Primary Unit CHANGED Fr: 17/17B1 To: 17/17B3
Time: 17:14:00.000 Console: 07 Operator: Joseph,Nahum
17/17B2 - Available --> 380
Time: 17:20:00.000 Console: 07 Operator: Joseph,Nahum
17/17B3 - Available --> 380
17/17B3 - D --> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17B3 - Inc Type --> Type Change(TS): 380 22
Time: 17:20:01.000 Console: 61 Operator: Santana, Ernesto
Incident Type Changed From: 380:DOMESTIC DISTURBANCE() To: 22:DISTURBANCE()

Generated: 2/28/2018 4:45:29 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Jeff Smith	13556	Sgt. Iosia	

District/Unit	Date	Shift	Zone
Parkland	11/12/2011	Bravo	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
6138	90825	90884	59

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	06:00	☐	06:00	06:45	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Briefing / Taser spark test. Rea seat clear. All times approximate.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	06:55	☐	06:55	07:50	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: FCIC/NCIC re-cert exam

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	08:00	☐	08:00	12:00	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Bike patrol / Area checks of PGCC, Publix plaza, PT Park, YMCA, Parkland Isles, Fox Ridge, Meadow Run, The Landings, The Ranches & Liberty Park.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
13P	1701	09:11	☐	09:13	09:25	13P	Bravo	PD11-11-00372

Address: 8289 Emerald Ave Parkland — Ops Plan Number:

Narrative: While on bike patrol, respond to listed location for S13P tall W/M. GOA. Back on bike patrol.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	099	12:05	☐	12:15	12:55	10-40	(None)	

Address: 8800 Block Westview Dr Coral Springs — Ops Plan Number:

Narrative: 10-42

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1701	12:55	☐	13:05	13:30	10-94	(None)	PD11-11-00376

Address: 10705 NW 83rd Ct Parkland — Ops Plan Number:

Narrative: Assist B1 with S38 verbal -- all ok.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1701	13:35	☒	13:35	13:44	10-50	(None)	

Address: 10300 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Issue speeding citation to W/M Thomas Egan, DOB 2/10/66.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1702	13:44	☐	13:47	14:05	10-94	(None)	PD11-11-00377

Address: 9401 Aston Gardens Ct Parkland — Ops Plan Number:

Narrative: Assist B2 with Baker Act

Broward Sheriff's Office
Daily Patrol Activity Log

CITATIONS

DE 7

Citation Number	Violator Name	Race	Sex	DOB
3564-GTK	Egan, Thomas	White	Male	02/10/1966
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	
316.189	UNLAWFUL SPEED POSTED MUNICIP/STATE RD	X25YLT	Green	

DE 10

Citation Number	Violator Name	Race	Sex	DOB
3565-GTK	Fogelsanger, James	White	Male	07/15/1968
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	
316.646(1)	PERS/INJ/PROT/INS REQUIRE	AZRK11	Silver	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DE

Citation Number	Violator Name	Race	Sex	DOB
Statute #	**Violation Description**	**Tag**	**Vehicle Color**	

DAILY ENTRY

DE 9

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	14:25	☐	14:25	15:30	10-6	(None)	

Address: 7901 Parkside Dr Parkland — Ops Plan Number:

Narrative: Directed patrol on bike -- Quigley Park for Soccer Buddies celebration.

DE 10

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1703	15:45	☒	15:45	15:55	10-50	(None)	

Address: 6000 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Stop W/M James Fogelsanger, DOB 07/15/68, for speeding, issued citation for no ins carried.

DE 11

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
30	1703	16:19	☐	16:22	16:45	14	Bravo	PD11-11-00379

Address: 5940 NW 81st Ter Parkland — Ops Plan Number:

Narrative: Ms. Marisol Ruiz called to advise her boyfriend took a bracelet from her to spite her during a verbal argument, and that she did not want to prosecute. Mr. William Cassara was called and he advised he had no intention of keeping the bracelet and would return it.

DE 12

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	16:45	☐	16:47	17:20	22	Bravo	PD11-11-00380

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Ms. Lynda Cruz, DOB 9/25/49, advised her 11-year-old son Zachary, was acting out due to a medication imbalance. Both parties were interviewed and Zachary was calm and cooperative. Since Zachary was non-violent, no further action was taken.

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	17:30	☐	17:30	17:45	10-6	<None>	

DE 13 Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: Submit paperwork

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	18:00	☐	18:00	18:00	10-7	<None>	

DE 14 Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: Out of service

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	ADA	On Views
0	0	0	3	0	2

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manne
1	1	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	11	0	0	0	13	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	5	0	0	0	0	12

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 10	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 6	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 5	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving 1	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

DE 13 SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE 14 SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY

ARRESTS		
Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION		
Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL			
S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120213000291
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 20:59:43
Primary Unit: 17A3

Prio./Disp.: 3 / B
Agency: BSO - Parkland
Zone: 1703
Date: 02/13/12
Arrival Time: 21:06:26
Primary: 10042 / WENTLAND,GEORGE

Operator Console Summary

Time: 20:53:52 Console: 64 Operator: Peak, Michael
Incident Initiated By: Peak, Michael

Time: 20:53:52.000 Console: 64 Operator: Peak, Michael
Primary Event: MAIN Opened: 12/02/13 20:53

Time: 20:53:53.000 Console: 64 Operator: Peak, Michael
Incident Initiated By: BS/PEAK, MICHAEL
REF 12 YOA SON ZACHARY DOB 02/21/2000..LSW PURPLE SHIRT BLK PANTS...MISING SINCE 1730HRS.. CALLER ADV SHE HAS SEARCHED THE NEIGHBORHOOD AND IS UNABLE TO LOCATE HER SON...

Time: 20:59:43.000 Console: 07 Operator: Jackson, Li'mere
17/17A3 - Dispatched --> 6166 NW 80TH TER -- 8

Time: 20:59:44.000 Console: 07 Operator: Jackson, Li'mere
Primary Unit CHANGED To: 17/17A3

Time: 21:00:03.000 Console: 07 Operator: Jackson, Li'mere
17/17A3 - Enroute --> 6166 NW 80TH TER -- 8

Time: 21:00:03.000 Console: 64 Operator: Peak, Michael
Unit Changed From: - - - - - - - To: 1717A3-

Time: 21:06:26.000 Console: 07 Operator: Jackson, Li'mere
17/17A3 - Arrived --> 6166 NW 80TH TER -- 8

Time: 21:22:35.000 Console: 07 Operator: Jackson, Li'mere
17A3 BOLO*

Time: 21:22:36.000 Console: 07 Operator: Jackson, Li'mere
11YOA WM ZACKHARY P CRUZ DOB 2/21/00 BLK SHORTS W/ PURPLE SHIRT W/ BICKLER ON THE FRONT 4'10 180 BLK HAIR BRN EYES.. [redacted] LS 1730HRS

Time: 21:30:58.000 Console: 07 Operator: Jackson, Li'mere
17/17A10 - Dispatched --> 6166 NW 80TH TER -- 8
17/17A10 - Enroute --> 6166 NW 80TH TER -- 8

Time: 21:31:23.000 Console: 07 Operator: Jackson, Li'mere
17/17D3 - Dispatched --> 6166 NW 80TH TER -- 8
17/17D3 - Enroute --> 6166 NW 80TH TER -- 8

Time: 21:36:28.000 Console: 00 Operator: Tedesco, Jeanne
17/17D3 - Arrived --> 6166 NW 80TH TER -- 8
17/17D3 - Arrived --> 6166 NW 80TH TER -- 8

Time: 21:44:48.000 Console: 07 Operator: Jackson, Li'mere
17/17A10 - Arrived --> CIRCULATING -- 8

Time: 21:51:55.000 Console: 07 Operator: Jackson, Li'mere
17D3 ADV THE CHILD HAS RETURNED

Time: 21:52:58.000 Console: 00 Operator: Seals,Jennifer
17/17A10 - Available --> 8

Time: 22:30:21.000 Console: 07 Operator: Jackson, Li'mere
17/17A3 - Available --> 8
17/17A3 - Inc Type --> Type Change(TS): 8 68
17/17A3 - D --> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17D3 - Available --> 8

17/17D3 - Inc Type --> Type Change(TS): 8 68
Disposition CHANGED To: B
Time: 22:30:21 000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/02/13 22:30
Time: 22:30:21 000 Console: 64 Operator: Peak, Michael
Incident Type Changed From: 8:MISSING PERSON() To: 68:POLICE SERVICE CALL()

Generated: 2/28/2018 4:46:18 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
George Wentland	10042	Sgt Tedesco	

District/Unit	Date	Shift	Zone
Parkland	02/13/2012	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5589	83548	83609	61

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	18:00	☐	18:00	18:30	10-8	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: On Duty - Checked Taser - Attended Roll Call

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:05	☐	19:10	19:30	10-6	(None)	

Address: 7621 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at CVS - Spoke with the manager Alleyne

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:35	☐	19:35	19:50	10-6	(None)	

Address: Terramar Park Parkland — Ops Plan Number:

Narrative: Performed an area check in Terramar Park

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	19:50	☐	19:55	20:45	10-6	(None)	

Address: 7621 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed afoot patrol at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed. Got gas.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
8	1703	20:59	☐	21:06	22:30	68	Bravo	PD12-02-00291

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Responded to the report of missing juvenile W/M Zachary P Cruz 2/21/00. On arrival I met with W/F Linda M Cruz 9/25/49. Zachary returned while I was on the call.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1702	22:52	☐	22:52	23:05	10-50	(None)	

Address: 9700 Loxahatchee Rd Parkland — Ops Plan Number:

Narrative: Issued 1 Moving Citation for speeding

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	23:10	☐	23:15	00:50	10-6	(None)	

Address: 6600 Holmberg Rd Parkland — Ops Plan Number:

Narrative: Performed an area check in Pine Tree Estates

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	01:35	☐	01:40	02:00	10-6	(None)	

Address: 7621 N Sr7 Parkland — Ops Plan Number:

Narrative: Performed an area check at BJ's, Waterways, and Riverstone Plazas. Nothing unusual was observed.

CITATIONS

DE 6

Citation Number	Violator Name	Race	Sex	DOB
7515-GTK	Jones, Joan	White	Female	12/06/1950

Statute #	Violation Description	Tag	Vehicle Color
316.189	UNLAWFUL SPEED POSTED MUNICIP/STATE RD	FML-6029	Black

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DE

Citation Number	Violator Name	Race	Sex	DOB

Statute #	Violation Description	Tag	Vehicle Color

DAILY ENTRY

DE 9

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1703	02:00	☐	02:00	02:00	10-7	(None)	

Address	Ops Plan Number
7621 N Sr7 Parkland	

Narrative: Off Duty

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address	Ops Plan Number

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address	Ops Plan Number

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address	Ops Plan Number

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
1	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	4	0	0	0	1	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	8

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving 1	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120517000373
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER - PINETREE ESTATES
Caller: LINDA @ 9547576166
Caller Address:
Dispatch Time: 07:24:23
Primary Unit: 17B2

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 05/17/12
Arrival Time: 07:29:08
Primary: 6250 / KENNY,ROBERT

Operator Console Summary

Time: 07:24:00 Console: 63 Operator: Williams, Stephanie
Incident Initiated By: Williams, Stephanie

Time: 07:24:00.000 Console: 63 Operator: Williams, Stephanie
Primary Event: MAIN Opened: 12/05/17 07:24
Incident Initiated By: BS/WILLIAMS, STEPHANIE
Original Location : PINETREE ESTATES
COMPL VS 13 & 12YOA KIDS //ADV SUBJ ARE OUT OF CONTROL //ADV SUBJS DESTROYING HOME ,1X SUBJ RAN OUT SIDE REF OTHER SIBLING ATT TO S/36 W/HIM ADV 54 S/0 ///CANT ADV CLOTHING DESCRP ///CAN HEAR 1X SUBJ CURSING AT CALLER IN BACKGROUND

Time: 07:24:23.000 Console: 07 Operator: Bailey, Sandra
17/17B2 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17B2

Time: 07:25:03.000 Console: 07 Operator: Bailey, Sandra
17/17B2 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 07:25:24.000 Console: 07 Operator: Bailey, Sandra
17/17B10 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17B10 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 07:29:08.000 Console: 07 Operator: Benson, Jamie L
17/17B2 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 07:29:17.000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:29:35.000 Console: 07 Operator: Benson, Jamie L
17/17B10 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 07:33:01.000 Console: 07 Operator: Benson, Jamie L
1004/0732HRS

Time: 07:33:06.000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:40:20.000 Console: 07 Operator: Benson, Jamie L
1004/08740HRS

Time: 07:40:48.000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:50:07.000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:53:05.000 Console: 07 Operator: Benson, Jamie L
1004/0753HRS

Time: 07:53:08.000 Console: Error Operator:
17/17B2 - UO ---> Overdue: Operator: BS/5328 Console: 07

Time: 07:58:30.000 Console: 07 Operator: Benson, Jamie L
17/17B2 - Available ---> 38
17/17B2 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17B10 - Available ---> 38

Time: 07:58:33.000 Console: Error Operator:
Route Closed: MAIN
Incident Closed: 12/05/17 07:58

#5

17-1205-000373

EOG-04080

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Robert Kenny	6250	OIC Mueller	

District/Unit	Date	Shift	Zone
Parkland	05/17/2012	Bravo	1710

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5322	47842	47905	63

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	05:17	☐	05:55	07:10	10-8	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: 10-8, briefing, taser 87%, veh. ck.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	07:25	☐	07:29	08:00	38	Bravo	PD12-05-00373

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: W/F Linda Cruz, 9/25/49, reported her 12 yr old son started a fight with 13 yr old brother over candy earlier. He then ran from residence. She said he [redacted] He apparently made it to WMS where SRD Perry met w/him awaiting response by mother to give him [redacted]

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1701	08:04	☐	08:12	08:18	10-94	(None)	

Address: 7901 Camden Ln Parkland — Ops Plan Number:

Narrative: 10-94 17B1 ref attempt 10-49 from Hillsboro SO, 10-54 10-25

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-10	099	08:45	☐	08:45	09:05	10-10	(None)	

Address: 9100 Wiles Rd Coral Springs — Ops Plan Number:

Narrative: Country Kitchen

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
69	1703	09:22	☐	09:27	09:35	69	Bravo	PD12-05-00375

Address: 6313 NW 75th Way Parkland — Ops Plan Number:

Narrative: Resident at above reported a pit bull w/collar loose in his front yard. Area was ck'd and no dog(s) were seen.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
15	1101	09:50	☐	10:10	10:55	15	(None)	

Address: 160 SW 3rd St Pompano Bch — Ops Plan Number:

Narrative: Unit PM. Returned to dist w/pool unit.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	11:20	☐	11:20	12:05	10-8	(None)	

Address: 9200 Ranch Rd Parkland — Ops Plan Number:

Narrative: Area presence at Barkland & Liberty Park

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	12:05	☐	12:07	12:35	10-94	(None)	

Address: 7500 Block Holmberg Rd Parkland — Ops Plan Number:

Narrative: 10-94 17B10 13P's-solicitors

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-40	1703	12:41	☐	12:50	13:28	10-40	<None>	
	Address: 7619 Sr7 Parkland								Ops Plan Number
	Narrative: The Whale								
DE 10	10-6	1101	15:04	☐	15:25	16:04	10-6	<None>	
	Address: 160 SW 3rd St Pompano Bch								Ops Plan Number
	Narrative: Returned pool unit to D11 & p/u my unit, returned to D17								
DE 11	67	1703	16:21	☐	16:24	19:30	67	Alpha	PD12-05-00385
	Address: 7401 W Cypresshead Dr Parkland								Ops Plan Number
	Narrative: CSFR responded ref. H/M Andres Flores, 9/14/67, falling from roof while reroofing residence. He sustained severe head trauma & was air lifted to NBMC. Crime Scene & Homicide called out. See report.								
DE 12	10-7	1702	19:33	☐	19:33	19:33	10-7	<None>	
	Address: 7401 W Cypresshead Dr Parkland								Ops Plan Number
	Narrative: 10-7								
DE	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	Address								Ops Plan Number
	Narrative								
DE	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	Address								Ops Plan Number
	Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

$10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	2	0	0	0	0	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
5	0	0	0	0	1.5	13.5

ENTRY SUMMARY

DE 1	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 2	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	ARRESTS SUMMARY	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
		Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
		Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120802000049
Prio./Disp.: 4 / B
Signal: – Signal Not Set –
Agency: BSO - Parkland
Address: 6166 NW 80TH TER -
[redacted]
Zone: 1703
Caller: [redacted]
Date: 08/02/12
Caller Address:
Dispatch Time: 18:37:49
Arrival Time: 18:41:18
Primary Unit: 17A3
Primary: 15497 / BEHAN,BRIAN

Operator Console Summary

Time: 18:28:27 Console: 65 Operator: Lopiano, Allison
Incident Initiated By: Lopiano, Allison

Time: 18:28:27.000 Console: 65 Operator: Lopiano, Allison
Primary Event: MAIN Opened: 12/08/02 18:28
Incident Initiated By: BS/LOPIANO, ALLISON
Original Location : [redacted]
Operator BS/15973 Overrode Priority 3 with 2 Priority
REF CLIENT IS EXTREMELY DEFIANT..SUBJ IS 12YOM..IS THERE W/HIS MOTHER..HE IS RUDE AND ALWAYS RUNS AWAY FROM HOME..SUBJ IS [redacted]

Time: 18:28:28.000 Console: 65 Operator: Lopiano, Allison
[redacted]

Time: 18:28:31.000 Console: 65 Operator: Lopiano, Allison
RESCUE NOT NEEDED

Time: 18:29:26.000 Console: 07 Operator: Tingley, Richard Ii
FAU 17D4

Time: 18:29:27.000 Console: 07 Operator: Tingley, Richard Ii
Priority CHANGED Fr: 2 To: 4
Priority Changed From: 2 To: 4

Time: 18:37:49.000 Console: 07 Operator: Tingley, Richard Ii
17/17A3 - Dispatched --> 6166 NW 80TH TER -- 68
Primary Unit CHANGED To: 17/17A3
17/17A3 - Enroute --> 6166 NW 80TH TER -- 68

Time: 18:37:52.000 Console: 65 Operator: Lopiano, Allison
Unit Changed From: - - - - - - - To: 1717A3-

Time: 18:39:07.000 Console: 07 Operator: Tingley, Richard Ii
17/17Y2 - Dispatched --> 6166 NW 80TH TER -- 68
17/17Y2 - Enroute --> 6166 NW 80TH TER -- 68

Time: 18:41:19.000 Console: 07 Operator: Tingley, Richard Ii
17/17A3 - Arrived --> 6166 NW 80TH TER -- 68
17/17A2 - Dispatched --> 6166 NW 80TH TER -- 68
17/17A2 - Arrived --> 6166 NW 80TH TER -- 68

Time: 18:41:34.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/14241 Console: 07

Time: 18:42:16.000 Console: 07 Operator: Tingley, Richard Ii
17/17Y2 - Arrived --> 6166 NW 80TH TER -- 68

Time: 18:42:16.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/14241 Console: 07
17/17A2 - UO --> Overdue: Operator: BS/14241 Console: 07

Time: 18:47:57.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/14241 Console: 07

Time: 18:58:02.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/8772 Console: 07

Time: 18:58:07.000 Console: 07 Operator: Witherspoon, Nicole
1004 1858

Time: 19:06:53.000 Console: Error Operator:
17/17A2 - UO —> Overdue: Operator: BS/8772 Console: 07

Time: 19:06:57.000 Console: 07 Operator: Witherspoon, Nicole
1004 1906

Time: 19:15:12.000 Console: Error Operator:
17/17A2 - UO —> Overdue: Operator: BS/8772 Console: 07

Time: 19:15:16.000 Console: 07 Operator: Witherspoon, Nicole
1004 1915

Time: 19:22:11.000 Console: 07 Operator: Witherspoon, Nicole
17/17A3 - Available —> 68
17/17A3 - D —> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17Y2 - Available —> 68
17/17A2 - Available —> 68

Time: 19:22:12.000 Console: 07 Operator: Witherspoon, Nicole
Disposition CHANGED To: B
Disposition CHANGED To: B

Time: 19:22:12.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/08/02 19:22

Generated: 2/28/2018 4:46:44 PM

15497-080212A

Behan, Brian 15497

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Brian Behan	15497	OIC Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	08/02/2012	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5706	89565	89637	72

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 1	10-8	1702	17:00	☐	17:00	17:00	10-8	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: 10-8 early car. rear seat check OK, ECDspark test OK 92%								
DE 2	10-6	1702	18:00	☐	18:00	18:30	10-6	(None)	
	Address: 6650 University Dr Parkland								Ops Plan Number:
	Narrative: 10-6 roll call								
DE 3	68	1703	18:37	☐	18:41	19:22	68	Bravo	PD12-08-00049
	Address: 6166 NW 80th Ter Parkland								Ops Plan Number: 08-12-031
	Narrative: [redacted] called to ask if police could talk to defiant 12yoa boy. contacted mother Lynda Cruz and [redacted] on arrival, spoke to boy								
DE 4	10-8	1703	22:15	☐	22:15	22:20	10-8	(None)	
	Address: 5800 Holmberg Rd Parkland								Ops Plan Number: 0812-033
	Narrative: area check								
DE 5	10-8	1703	22:20	☐	22:20	22:25	10-8	(None)	
	Address: 6000 Holmberg Rd Parkland								Ops Plan Number: 0812-032
	Narrative: area check								
DE 6	10-8	1703	22:25	☐	22:25	22:30	10-8	(None)	
	Address: 5850 Holmberg Rd Parkland								Ops Plan Number: 0812-034
	Narrative: area check								
DE 7	10-8	1703	22:40	☐	22:40	22:45	10-8	(None)	
	Address: 7600 W Hillsboro Blvd Parkland								Ops Plan Number: 0812-045
	Narrative: area check								
DE 8	10-8	1703	22:45	☐	22:45	22:50	10-8	(None)	
	Address: 7601 NW 65th Ln Parkland								Ops Plan Number: 0812-041
	Narrative: area check								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 9	10-8	1703	22:50	☐	22:50	22:55	10-8	(None)	

Address: 6680 NW 79th Dr Parkland — Ops Plan Number: 0812-040
Narrative: area check

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 10	10-8	1703	23:00	☐	23:00	23:05	10-8	(None)	

Address: 7600 NW 61st Ter Parkland — Ops Plan Number: 0812-038
Narrative: area check

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 11	10-8	1703	23:05	☐	23:05	23:10	10-8	(None)	

Address: 7295 NW 64th Ter Parkland — Ops Plan Number: 0812-042
Narrative: area check

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 12	10-8	1703	00:45	☐	00:45	01:10	10-8	(None)	

Address: 7700 Parkside Dr Parkland — Ops Plan Number: 0812-043
Narrative: area check

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE 13	10-8	1702	01:10	☐	01:10	01:15	10-8	(None)	

Address: 7901 Parkside Dr Parkland — Ops Plan Number: 0812-046
Narrative: area check

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
DE				☐					

Address: — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	ADA	On Views
0	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant (Capias)	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	13	0	0	0	9	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	0

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 4	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 3	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

ENTRY SUMMARY

DE 13 SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks 1	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

DE SUMMARY ARRESTS

Felony	Domestic Misd	Traffic
Domestic Felony	NTA	DUI
Misd Physical	Warrant / Capias	

CITATION

Moving	County Ord	Marine
Non Moving	City Ord	
Parking	Warning	

GENERAL

S10 Recovered	DAV	Truants	Night Eyes
Area Checks	FI	Truant Debriefed	Car Watch
Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120805000101
Signal: – Signal Not Set –
Address: 6166 NW 80TH TER
Caller: LINDA @ 95447576166
Caller Address:
Dispatch Time: 08:22:52
Primary Unit: 17B2

Prio./Disp.: 2 / E
Agency: BSO - Parkland
Zone: 1703
Date: 08/05/12
Arrival Time: 08:27:32
Primary: 10314 / DAVIS, STEVEN

Operator Console Summary

Time: 08:22:27 Console: 65 Operator: Verneret,Tammi
Incident Initiated By: Verneret,Tammi

Time: 08:22:27.000 Console: 65 Operator: Verneret,Tammi
Primary Event: MAIN Opened: 12/08/05 08:22
Incident Initiated By: BS/VERNERET,TAMMI
COMP VS 12YOA SON..VERBAL...SUBJ THROWING WATER BALLOONS AT THE PROPERTY..COMP ADV SUBJ HAS [redacted] THIS MORNING...ALL PARTIES 1097

Time: 08:22:52.000 Console: 07 Operator: Jackson, Satonya
17/17B2 - Dispatched --> 6166 NW 80TH TER -- 38
Primary Unit CHANGED To: 17/17B2
17/17B1 - Dispatched --> 6166 NW 80TH TER -- 38

Time: 08:24:01.000 Console: 07 Operator: Jackson, Satonya
17/17B10 - Dispatched --> 6166 NW 80TH TER -- 38
17/17B1 - Unit Freed
17/17B2 - Enroute --> 6166 NW 80TH TER -- 38
17/17B10 - Enroute --> 6166 NW 80TH TER -- 38

Time: 08:25:04.000 Console: 07 Operator: Jackson, Satonya
17/17B3 - Dispatched --> 6166 NW 80TH TER -- 38
17/17B2 - Unit Freed
Unit Changed From: 1717B2- To: 1717B3-
Primary Unit CHANGED Fr: 17/17B2 To: 17/17B3

Time: 08:26:01.000 Console: 07 Operator: Jackson, Satonya
17/17B3 - Enroute --> 6166 NW 80TH TER -- 38

Time: 08:27:32.000 Console: 07 Operator: Jackson, Satonya
17/17B3 - Arrived --> 6166 NW 80TH TER -- 38

Time: 08:27:40.000 Console: Error Operator:
17/17B3 - UO --> Overdue: Operator: BS/9153 Console: 07

Time: 08:32:07.000 Console: Error Operator:
17/17B3 - UO --> Overdue: Operator: BS/9153 Console: 07
17/17B3 - UO --> Overdue: Operator: BS/9153 Console: 07

Time: 08:32:26.000 Console: 07 Operator: Jackson, Satonya
1004 1066 TIME CHKS PER 17B3

Time: 08:34:11.000 Console: 07 Operator: Jackson, Satonya
17/17B2 - Arrived --> 6166 NW 80TH TER -- 38

Time: 09:16:04.000 Console: 07 Operator: Jackson, Satonya
17/17B3 - Unit Freed
Unit Changed From: 1717B3- To: 1717B2-
Primary Unit CHANGED Fr: 17/17B3 To: 17/17B2

Time: 09:16:24.000 Console: 07 Operator: Jackson, Satonya
17/17B10 - Available --> 38

Time: 09:35:32.000 Console: Error Operator:
17/17B2 - UO --> Overdue: Operator: BS/15740 Console: 07

Time: 09:35:49.000 Console: 07 Operator: Cabell,Candace
UNIT ATT 10-25 WITH FEM NOW AT 4700

Time: 09:38:49.000 Console: 07 Operator: Cabell,Candace
17/17B2 - Comment --> Comment: 04

Time: 09:38:53.000 Console: Error Operator:
17/17B2 - UO —> Overdue: Operator: BS/15740 Console: 07
Time: 09:44:06.000 Console: 00 Operator: Davis, Steven
I ASSISTED THE MOTHER WITH THE DISCIPLINARY ACTIONS FOR HER TWO TEENAGE SON'S WHO ARE [redacted]
17/17B2 - Available —> 04
17/17B2 - D —> Added dispostion: E
Disposition #1 Changed From: - - - - - - - To: E:CIVIL ASSIST
Disposition CHANGED To: E
Time: 09:44:06.000 Console: Error Operator:
Route Closed: MAIN E
Incident Closed: 12/08/05 09:44

Generated: 2/28/2018 4:47:03 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Steven J. Davis	10314	Cpl. Jorge Bonilla	9533

District/Unit	Date	Shift	Zone
Parkland	08/05/2012	Bravo	1702

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5267	52342	52371	29

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	06:00	☐	06:00	06:30	10-8	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: 10-8 In Service. I attended Roll Call @ the BSO Parkland Office. I spark tested my assigned Taser (62% Battery Life) and checked the rear seat of my assigned unit.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	07:00	☐	07:00	08:00	10-6	(None)	

Address: 9245 Ranch Rd Parkland — Ops Plan Number: 0805-029

Narrative: I conducted pro active patrols throughout the Barkland Park, Liberty Park and Equestrian Park area's due to recent vehicle burglaries and a high volume of traffic at the parks this morning.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	08:22	☐	08:30	09:40	38	Echo	PD12-08-00101

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: I responded to this residence along with Dep. Mcolawosky in reference to a report of the widowed mother attempting to discipline her two teenage sons who [redacted] We spoke with both son's Michael and Zachary and explained to them why rules are put into place and what the ramifications would be if they did not comply with

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
57	1702	09:56	☐	09:59	10:25	68	Bravo	PD12-08-00102

Address: 7097 NW 78th Pl Parkland — Ops Plan Number:

Narrative: I responded to the Cypress Cay Pool/Clubhouse in reference to a report of possible drug paraphernalia being found. I met with residents who showed me a plastic drinking glass which had a hole in it that was found in the pool. It had no traces of suspect drug residue. It was taken and disposed of.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
14	1702	10:33	☐	10:34	10:40	14	Bravo	PD12-08-00103

Address: 7501 S Cypress Head Dr Parkland — Ops Plan Number:

Narrative: I responded to the Cypresshead Clubhouse in reference to a report of a White Van with a trailer attached parked on the grassy area near the building. I checked the area and did not locate the vehicle in question.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	907	09:21	☐	09:30	18:00	38	Alpha	BS12-08-00301

Address: 4850 NW 74th Pl Pompano — Ops Plan Number:

Narrative: I responded to this location to assist deputies with a baracaded subject regarding a Domestic Dispute. I obtained taped sworn statements from the Victim, the Suspects mother and obtained photographs. I took over the investigation after the three hour stand off and completed the investigation and report. See written report.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1702	18:00	☐	18:00	18:00	10-7	(None)	

Address: 6650 N University Dr Parkland — Ops Plan Number:

Narrative: 10-7 Out of Service.

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	3	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Manne
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	2	0	0	0	9	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0	0	0	0	0	4	12

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debrieled	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120819000388
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA CRUZ @ 9547576166
Caller Address:
Dispatch Time: 20:26:50
Primary Unit: 17A3

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 08/19/12
Arrival Time: 20:32:28
Primary: 13549 / MICHALOSKY,GARY

Operator Console Summary

Time: 20:26:27 Console: 63 Operator: Barra, Lacey
Incident Initiated By: Barra, Lacey

Time: 20:26:27.000 Console: 63 Operator: Barra, Lacey
Primary Event: MAIN Opened: 12/08/19 20:26
Incident Initiated By: BS/BARRA, LACEY
COMP VS 12YO SON...VERBAL...54 S/0..BOTH PARTIES 1097

Time: 20:26:50.000 Console: 07 Operator: Atkinson, Joanne
17/17A3 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A3

Time: 20:27:02.000 Console: 07 Operator: Atkinson, Joanne
17/17A3 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A11 - Dispatched ---> 6166 NW 80TH TER --- 38
17/17A1 - Available ---> 38

Time: 20:29:12.000 Console: 07 Operator: Atkinson, Joanne
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 20:32:28.000 Console: 07 Operator: Atkinson, Joanne
17/17A3 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:32:30.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 20:34:11.000 Console: 07 Operator: Atkinson, Joanne
17/17A11 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:37:46.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 20:44:25.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 20:44:42.000 Console: 07 Operator: Atkinson, Joanne
1066 TIME CHECKS

Time: 20:51:04.000 Console: Error Operator:
17/17A3 - UO ---> Overdue: Operator: BS/8053 Console: 07

Time: 21:03:57.000 Console: 07 Operator: Atkinson, Joanne
17/17A11 - Available ---> 38

Time: 21:52:27.000 Console: 07 Operator: Atkinson, Joanne
17/17A3 - Available ---> 38
17/17A3 - D ---> Added dispostion: B
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B

Time: 21:52:27.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/08/19 21:52

Generated: 2/28/2018 4:47:24 PM

FOG-04095

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Gary Michalosky	13549	Jeanne Tedesco	10385

District/Unit	Date	Shift	Zone
Parkland	08/19/2012	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
4574	85376	85421	45

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	18:00	☐	18:00	18:25	10-8	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Roll call, back seat of unit 4574 checked. Taser tested with battery at 89%.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
21	1703	18:25	☐	18:33	19:30	21	Alpha	PD12-08-00385

Address: 6575 NW 76th Dr Parkland — Ops Plan Number: 0812-045

Narrative: 2 vehicles involved, front passenger windows broken and 1 wallet stolen. Delayed occurrance between 1700-1800hrs.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	19:30	☐	19:30	20:15	10-8	(None)	

Address: 7745 W Hillsboro Blvd Parkland — Ops Plan Number: 0812-045

Narrative: Area check of Terramar park. Performed a foot patrol.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	20:26	☐	20:32	21:52	38	Bravo	

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: Complainant Linda Cruz advised of her 12 y/o son getting into a fight with her 14 y/o son while driving back home in coral springs. No injuries observed. 12 y/o son was not listening to his mother. child has [redacted] Cruz will follow-up with child's [redacted] in the morning.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1703	09:55	☐	09:55	10:10	10-19	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: report submission.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	10:15	☐	10:15	10:30	10-8	(None)	

Address: 6500 Parkside Dr Parkland — Ops Plan Number:

Narrative: Area check of Parkland Public Works/Fire station.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-19	1702	22:47	☐	22:47	23:15	10-19	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: Late roll call.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	23:25	☐	23:25	23:40	10-8	(None)	

Address: Intersection of NW 64th Ter & NW 72nd Pl Parkland — Ops Plan Number: 0812

Narrative: Area check of Ternbridge community.

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	00:04	☐	00:04	00:20	10-8	(None)	

DE 9 — Address: Intersection of NW 61st Ter & NW 77th Pl Parkland — Ops Plan Number: 0812-038

Narrative: Area check of Mill Run community.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	099	00:45	☐	00:45	01:15	10-40	(None)	

DE 10 — Address: 3124 N University Dr coral springs — Ops Plan Number:

Narrative: Meal break at Denny's.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	01:30	☐	01:30	01:45	10-8	(None)	

DE 11 — Address: Intersection of NW 66th Ter & NW 78th Dr Parkland — Ops Plan Number: 0812-040

Narrative: Area check of Mayfair community.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1703	02:00	☐	02:00	02:00	10-7	(None)	

DE 12 — Address: Intersection of Riverside Dr & Holmberg Rd Parkland — Ops Plan Number:

Narrative: Out of service.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	1	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	4	0	0	0	3	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	8

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120822000447
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: LINDA @ 9547576166
Caller Address:
Dispatch Time: 19:33:28
Primary Unit: 17A1

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 08/22/12
Arrival Time: 19:38:50
Primary: 14918 / SCHOLTZ, LOUIS

Operator Console Summary

Time: 19:33:17 Console: 61 Operator: Mckally, Shannon
Incident Initiated By: Mckally, Shannon

Time: 19:33:17.000 Console: 61 Operator: Mckally, Shannon
Primary Event: MAIN Opened: 12/08/22 19:33
Incident Initiated By: BS/MCKALLY, SHANNON
COMP ADV HER CHILDREN ARE THREATENING HER, CURSING AT HER AND BEING DISRESPECTFUL...REQ PD TO RESP...2X MALE CHILDREN AGED 12 AND 13

Time: 19:33:28.000 Console: 07 Operator: Tingley, Richard Ii
17/17A1 - Dispatched ---> 6166 NW 80TH TER --- 38
Primary Unit CHANGED To: 17/17A1
17/17A11 - Dispatched ---> 6166 NW 80TH TER --- 38

Time: 19:33:46.000 Console: 07 Operator: Tingley, Richard Ii
17/17A1 - Enroute ---> 6166 NW 80TH TER --- 38
17/17A11 - Enroute ---> 6166 NW 80TH TER --- 38

Time: 19:38:50.000 Console: 07 Operator: Tingley, Richard Ii
17/17A11 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:00:09.000 Console: 07 Operator: Tingley, Richard Ii
17/17A1 - Arrived ---> 6166 NW 80TH TER --- 38

Time: 20:13:00.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/08/22 20:13

Time: 20:13:00.000 Console: 07 Operator: Tingley, Richard Ii
17/17A11 - Available ---> 38
17/17A11 - Inc Type ---> Type Change(TS): 38 37
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A1 - Inc Type ---> Type Change(TS): 38 37
17/17A1 - Available ---> 38
17/17A1 - D ---> Added dispostion: B
Disposition CHANGED To: B

Time: 20:13:00.000 Console: 61 Operator: Mckally, Shannon
Incident Type Changed From: 38:DOMESTIC DISTURBANCE() To: 37:DISTURBANCE JUVENILE()

#6

17-1208-000447

Generated: 2/23/2018 5:49:15 PM

15497-082212A

Behan, Brian 15497

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Brian Behan	15497	OIC Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	08/22/2012	Alpha	1711

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5706	90599	90668	69

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1702	18:00	☐	18:00	18:00	10-6	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

Narrative: 10-6 roll call. frear seat check OK, ECO spark test OK 90%

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
38	1703	19:33	☐	19:38	20:13	37	Bravo	PD12-08-00447

Address: 6166 NW 80th Ter Parkland — Ops Plan Number:

Narrative: disp to juveniles not listening to their mother. Ongoing call, single mother Lynda Cruz 9/25/49, two sons Zachary 2/21/00 & Nikolas Cruz 9/24/98 being defiant. not a 38. family is in counseling.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
25EH	1703	21:16	☐	21:20	22:13	76	Hotel	PD12-08-00448

Address: Lox Rd & W Hillsboro Blvd Parkland — Ops Plan Number:

Narrative: Fire requested that police stand by for traffic due to powerline down. FPL arrived and cleared the line.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	00:10	☐	00:10	00:40	10-6	(None)	

Address: 7500 Block N Sr7 Parkland — Ops Plan Number:

Narrative: Waterways shoppes foot patrol. two locations with rear unlocked doors. email sent to 1704

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

DE

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

Address: — Ops Plan Number:

Narrative:

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

D E

Dispatched Signal	Zone	10-51	On View ☐	10-97	10-98	Coded Signal	Code Out	Case Number
Address								Ops Plan Number
Narrative								

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	2	1	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	3	0	0	0	12	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
1	0	0	0	0	0	0

ENTRY SUMMARY

DE 1	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts 10	NIC PC	Day Watch	Elder Links
DE 4	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debrieled	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
Louis Scholtz	14918	Marchese	10339

District/Unit	Date	Shift	Zone
Parkland	08/22/2012	Alpha	1701

Vehicle Number	Mileage On	Mileage Off	Miles Driven
4605	92195	92310	115

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1701	17:00	☐	17:00	17:00	10-8	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: In service as 17A1. Vehicle checked for contraband

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
14	1702	17:08	☐	17:17	17:55	14	Alpha	PD12-08-00444

Address: 5851 Holmberg Rd Parkland
Ops Plan Number: 0812-034
Narrative: Met with Miriam Bradford w/f 02/08/46 who advised that she received a call from a unknown spanish speaking male who advised that her son Rene Martinez was kidnapped

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	18:00	☐	18:00	18:25	10-6	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Roll call

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1701	18:30	☐	18:35	19:33	10-6	(None)	

Address: 10655 Trails End Parkland
Ops Plan Number: 0812-007
Narrative: Area check at Pine Trails Park

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	19:33	☐	20:00	20:13	10-94	(None)	PD12-08-00447

Address: 6166 NW 80th Ter Parkland
Ops Plan Number: 0812-031
Narrative: Backup for 17A11 in reference 38

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1701	20:28	☐	20:28	20:30	10-50	(None)	

Address: 9900 Holmberg Rd Parkland
Ops Plan Number:
Narrative: Conducted a traffic stop on a sil Dodge tag 858HIS. W/M driver given a verbal warning for driving without lights

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-50	1701	20:50	☐	20:50	20:59	10-50	(None)	

Address: NW 125th Dr & Heron Bay Blvd Parkland
Ops Plan Number:
Narrative: Conducted a traffic stop on a white Ford tag 617MKV. W/F driver Danielle Kravitz 5/3/93 issued a warning citation 384155 for a defective tag light

DE 9

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-94	1703	21:16	☐	21:26	22:13	10-94	(None)	PD12-08-00448

Address: Loxahatchee Rd & W Hillsboro Blvd Parkland
Ops Plan Number:
Narrative: Backup for 17A11 in reference 25EH

DAILY ENTRIES

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	22:20	☐	22:22	22:44	10-6	(None)	
DE 10	Address: 10100 Holmberg Rd Parkland								Ops Plan Number: 0812-006
	Narrative: Area check at Meadow Run								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	131	1701	22:44	☐	22:47	22:58	131	Bravo	PD12-08-00451
DE 11	Address: 6868 NW 117th Ave Parkland								Ops Plan Number: 0812-001
	Narrative: Met with Lori Wetstein w/f 11/18/63 who advised that a person dressed in a FPL uniform knocked on her door. Contact was made with FPL who are performing tests in the area								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	23:00	☐	23:02	23:54	10-6	(None)	
DE 12	Address: 11535 Osprey Trl Parkland								Ops Plan Number: 0812-001
	Narrative: Area check at Heron Bay								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	131	1701	00:02	☐	00:02	00:26	131	Bravo	PD12-08-00452
DE 13	Address: 7316 NW 112th Way Parkland								Ops Plan Number: 0812-002
	Narrative: Met with John Vaca w/m 06/24/71 who advised that his son heard a bang on the window and a car pulling away. Upon arrival the window was not damaged and the vehicle left the scene								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	00:30	☐	00:32	00:50	10-6	(None)	
DE 14	Address: 10311 Majestic Trl Parkland								Ops Plan Number: 0812-003
	Narrative: Area check at Parkland Estates								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	01:00	☐	01:04	02:00	10-6	(None)	
DE 15	Address: 9574 Eden Mnr Parkland								Ops Plan Number: 0812-007
	Narrative: Area check at Parkland Golf and Country Club								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	02:10	☐	02:12	03:05	10-6	(None)	
DE 16	Address: 6600 Nob Hill Rd Parkland								Ops Plan Number: 0812-004
	Narrative: Area check at Parkland Isles								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	03:15	☐	03:20	04:00	10-6	(None)	
DE 17	Address: 5901 Pine Island Rd Parkland								Ops Plan Number:
	Narrative: Area check at Stoneman Douglas High School								

	Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
	10-6	1701	04:10	☐	04:05	04:55	10-6	(None)	
DE 18	Address: 6600 Pine Island Rd Parkland								Ops Plan Number: 0812-005
	Narrative: Area check at Fox Ridge								

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1701	05:00	☐	05:00	05:00	10-7	(None)	

DE 19 — Address: 6650 University Dr Parkland — Ops Plan Number:
Narrative: End of shift

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE — Address: — Ops Plan Number:
Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
1	0	0	2	0	0

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	1	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	15	0	0	0	11	0	0	2	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0	0	0	0	0	0	12

ENTRY SUMMARY

	ARRESTS SUMMARY			CITATION			GENERAL			
DE 1	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 3	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 4	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 5	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 6	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 7	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning 1		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 9	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 1	NIC PC	Day Watch	Elder Links
DE 10	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 12	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 13	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	$10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

DE 14	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 15	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 16	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 17	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 18	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks 1	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 19	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links
DE	SUMMARY	ARRESTS	Felony	Domestic Misd	Traffic	CITATION	Moving	County Ord	Marine	GENERAL	$10 Recovered	DAV	Truants	Night Eyes
			Domestic Felony	NTA	DUI		Non Moving	City Ord			Area Checks	FI	Truant Debriefed	Car Watch
			Misd Physical	Warrant / Capias			Parking	Warning			Citizen Contacts	NIC PC	Day Watch	Elder Links

Broward Sheriff's Office
Communications Division - Law Enforcement Incident
In-house Summary Sheet*

Incident Number: L17120918000376
Signal: -- Signal Not Set --
Address: 6166 NW 80TH TER
Caller: CRUZ LYNDA @ 9547576166
Caller Address: 6166 NW 80TH TER
Dispatch Time: 20:10:40
Primary Unit: 17A3

Prio./Disp.: 2 / B
Agency: BSO - Parkland
Zone: 1703
Date: 09/18/12
Arrival Time: 20:16:28
Primary: 13911 / SEALS,JENNIFER

Operator Console Summary

Time: 20:10:10 Console: 34 Operator: Jefferson, Melissa
Incident Initiated By: Jefferson, Melissa

Time: 20:10:11.000 Console: 34 Operator: Jefferson, Melissa
Primary Event: MAIN Opened: 12/09/18 20:10
Incident Initiated By: BS/JEFFERSON, MELISSA
911 DROP OFF ....ON CB COMP ADV HER 12YOA SON DIALED PLAYING AROUND BUT ALSO ADV SON IS ACTING OUT ,...CAN HEAR MALE IN THE BACKGROUND YELLING,,,NOI

Time: 20:10:40.000 Console: 07 Operator: Sullivan, Andrea
17/17A3 - Dispatched --> 6166 NW 80TH TER -- 911
Primary Unit CHANGED To: 17/17A3

Time: 20:11:19.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Dispatched --> 6166 NW 80TH TER -- 911
17/17A2 - Enroute --> 6166 NW 80TH TER -- 911
17/17A3 - Enroute --> 6166 NW 80TH TER -- 911

Time: 20:16:28.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Arrived --> 6166 NW 80TH TER -- 911

Time: 20:16:30.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/5297 Console: 07

Time: 20:18:58.000 Console: 07 Operator: Sullivan, Andrea
17/17A3 - Arrived --> 6166 NW 80TH TER -- 911

Time: 20:19:00.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/5297 Console: 07

Time: 20:23:39.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 20:23:42.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/5297 Console: 07

Time: 20:38:39.000 Console: 07 Operator: Sullivan, Andrea
04

Time: 20:38:41.000 Console: Error Operator:
17/17A2 - UO --> Overdue: Operator: BS/5297 Console: 07

Time: 20:40:36.000 Console: Error Operator:
Route Closed: MAIN B
Incident Closed: 12/09/18 20:40

Time: 20:40:36.000 Console: 07 Operator: Sullivan, Andrea
17/17A2 - Available --> 911
Disposition #1 Changed From: - - - - - - - To: B:NO WRITTEN REPORT
Disposition CHANGED To: B
17/17A3 - Available --> 911
17/17A3 - D --> Added dispostion: B
Disposition CHANGED To: B

Generated: 2/28/2018 4:47:53 PM

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY LOG

Deputy	CCN	Supervisor	CCN
J Seals	13911	Sgt Franks	11092

District/Unit	Date	Shift	Zone
Parkland	09/18/2012	Alpha	1703

Vehicle Number	Mileage On	Mileage Off	Miles Driven
5588	79213	79271	58

DAILY ENTRIES

DE 1

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1702	19:00	☐	19:00	19:00	10-8	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: In service.
(all times approximate)
Taser opp and batt check (85) 10-4
Vehicle inspection completed.

DE 2

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
4	1703	18:21	☐	18:30	20:00	68	Echo	PD12-09-00374

Address: 7735 NW 63rd Way Parkland
Ops Plan Number: 0912-038
Narrative: Met w/both parties on scene Vanessa Marquez & Janet Bienvenu. One veh backed into parked veh on street. Both parties req driver exchange on scene prior to my departure.

DE 3

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-6	1703	20:05	☐	20:05	20:10	10-6	(None)	

Address: 7745 W Hillsboro Blvd Parkland
Ops Plan Number: 0912-045
Narrative: Area check of Terramar Park.

DE 4

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
911	1703	20:10	☐	20:17	20:40	131	Bravo	PD12-09-00376

Address: 6166 NW 80th Ter Parkland
Ops Plan Number: 0912-031
Narrative: Met w/Lynda Cruz who adv all 10-4, her 12yo Son was playing on phone. Made contact with all parties. All 10-4.

DE 5

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	21:15	☐	21:15	22:45	10-8	(None)	

Address: 5901 W Hillsboro Blvd Parkland
Ops Plan Number:
Narrative: Zone patrol of 1703 zone.

DE 6

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
4	099	22:58	☒	22:58	00:15	76	Hotel	PD12-09-00378

Address: Intersection of N Sr7 & W Hillsboro Blvd Coconut Creek
Ops Plan Number:
Narrative: Veh vs veh in CCPD jurisdiction, no injuries. Blocked traffic on scene. AOA to CCPD.

DE 7

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-40	1702	00:30	☐	00:45	01:15	10-40	(None)	

Address: 6650 University Dr Parkland
Ops Plan Number:
Narrative: Meal break.

DE 8

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-8	1703	01:30	☐	01:30	03:00	10-8	(None)	

Address: 5800 Block Holmberg Rd Parkland
Ops Plan Number:
Narrative: Zone patrol of 1703 zone.

Broward Sheriff's Office
Daily Patrol Activity Log

DAILY ENTRIES

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
10-7	1703	03:00	☐	03:00	03:00	10-7	(None)	

Address: 6650 University Dr Parkland — Ops Plan Number:

DE 9 Narrative: Out of service.

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:

Narrative:

Dispatched Signal	Zone	10-51	On View	10-97	10-98	Coded Signal	Code Out	Case Number
			☐					

DE Address: — Ops Plan Number:

Narrative:

DAILY SUMMARY

Reports / Calls

Event Reports	PC Forms	Crash Reports	Code Outs	AOA	On Views
0	0	0	3	1	1

Arrests

Felony	Domestic Felony	Misd Phys	Domestic Misd	NTA	Warrant /Capias	Traffic	DUI
0	0	0	0	0	0	0	0

Citations

Moving	Non Moving	Parking	County Ord	City Ord	Warning	Marine
0	0	0	0	0	0	0

General

S10 Recovered	Day Watch	Alarms	FI	Area Checks	Night Eyes	Truants	NIC PC	Citizen Contacts	Car Watch	Truant Debriefed	Back Ups	DAV	Elder Links
0	0	0	0	6	0	0	0	19	0	0	0	0	0

Administrative

Foot Patrol	Bike Patrol	Court	Training	Detached	Overtime	Total Hours
0	0	0	0	0	8	8

Broward Sheriff's Office
Daily Patrol Activity Log

ENTRY SUMMARY

	ARRESTS			CITATION			GENERAL			
DE 1 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 2 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 3	NIC PC	Day Watch	Elder Links
DE 3 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 10	NIC PC	Day Watch	Elder Links
DE 4 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 2	NIC PC	Day Watch	Elder Links
DE 5 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 6 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts 4	NIC PC	Day Watch	Elder Links
DE 7 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 8 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks 1	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 9 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 10 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 11 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links
DE 12 SUMMARY	Felony	Domestic Misd	Traffic	Moving	County Ord	Marine	S10 Recovered	DAV	Truants	Night Eyes
	Domestic Felony	NTA	DUI	Non Moving	City Ord		Area Checks	FI	Truant Debriefed	Car Watch
	Misd Physical	Warrant / Capias		Parking	Warning		Citizen Contacts	NIC PC	Day Watch	Elder Links

Read Broward County sheriff's full CNN interview

Scott Israel says he won't resign after Parkland

Posted: 12:11 PM, February 25, 2018
Updated: 12:36 PM, February 25, 2018

(CNN) - JAKE TAPPER, CNN ANCHOR: Hello. I'm Jake Tapper in Washington, where the state of our union is still raw in the wake of the tragedy in Florida.

President Trump and Florida's Republican governor have promised action, including some proposals to change existing gun laws. And a brand-new CNN poll now shows support for stricter gun purchasing laws at its highest level of the last 25 years, with 70 percent now saying that they back new, more restrictive gun legislation.

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Final Stoneman Douglas shooting victim remembered with private service [/news/parkland-schoo...

Nearly two-thirds think government and society can take action that will effectively prevent future mass shootings. That's much higher than CNN polls after the tragedies in Las Vegas, and Orlando, and Charleston, and Sandy Hook, suggesting perhaps, perhaps the shooting in Parkland, Florida, has shifted public opinion in a way other incidents have not.

But there are also new questions about the numerous missed red flags about the shooter and the immediate response. Coral Springs sources tell me, in addition to the school resource officer, when Coral Springs arrived on the scene, they were surprised to find three other Broward County sheriff's deputies who had not yet entered the school.

The Broward County (sheriff) denies those reports, saying only one deputy was there during the time of the shooting, while the shooter was there. But what about in its immediate aftermath, when it was still an active shooter situation and victims were in desperate need of help?

Joining me now to discuss all of this is Broward County Sheriff Scott Israel.

Sheriff, thanks so much for joining us. I appreciate it.

I want you to take a listen to Stoneman Douglas senior [redacted] talking about your deputy, the school resource officer, Scot Peterson.

(BEGIN VIDEO CLIP)

[redacted] SENIOR, MARJORY STONEMAN DOUGLAS HIGH SCHOOL: The school resource officer was behind a stairwell wall just standing there, and he had his gun drawn. And he was just pointing it at the building.

And you could -- shots started going off inside. You could hear them going off over and over. And he was just talking on the radio, and he never did anything for four minutes. And he's the only one with a gun. He's wearing a bulletproof vest. And all -- he has all that, while school security guards, you know, coaches pretty much, were running in shielding kids.

(END VIDEO CLIP)

TAPPER: Sheriff, how do you respond to this student?

BROWARD COUNTY SHERIFF SCOTT ISRAEL: Oh, what the student said, our video and audio and all the witness statements we have taken corroborates that.

That's what I saw. And when I saw that, I was disgusted. I was just demoralized with the performance of former Deputy Peterson. And that's why I called him in and suspended him without pay, as we were going to move towards termination. And he resigned.

TAPPER: Did he tell you why he didn't go in?

ISRAEL: He did not.

TAPPER: I'm also told by sources in Coral Springs that Coral Springs police who arrived at the scene saw that three other Broward deputies were standing behind cars, not having gone into the building. What can you tell me about that?

ISRAEL: Well, let me (be) perfectly clear.

Our investigation to this point shows that, during this horrific attack, while this killer was inside the school, there was only one law enforcement person, period, and that was former Deputy Scot Peterson.

Coral Springs arrived. A group of Coral Springs officers went in within, I think, about four minutes, we're projecting, after the killer left the campus.

The -- I understand that they're going to give statements to us regarding the other three, four, five deputies. At this point, we have no reason to believe that any one acted incorrectly or correctly. That's what an investigation is.

Everybody's entitled to their own opinion, but nobody's entitled to their own set of facts.

We do know, Jake, that Deputy Peterson at the time uttered -- he disseminated information over the police radio. We don't know why those deputies -- what those deputies heard. Perhaps they did something by what they heard from Peterson.

And that will be, you know, outlined in interviews. We will get to the truth. But, at this point, one deputy was remiss, dereliction of duty, and he's now no longer with this agency. And that's Peterson.

TAPPER: And you're saying -- you're saying that because, during the time that the shooter was in the school, you say Peterson was the only one there.

But that's not -- that wasn't known at the time. You know that now because of security cameras. You saw when he left the school.

ISRAEL: Correct.

TAPPER: This is after the fact.

But when did your deputies, not Peterson, but the others, when did they arrive on the scene, because Coral Springs sources say, when Coral Springs arrived, there were Broward deputies there in addition to Peterson.

ISRAEL: And I don't dispute that, but that is an active investigation. We have not taken statements yet from the Coral Springs officers.

We found out, I believe, five or six days ago from their police chief that he told one of our colonels about the -- about the information. We're going to be taking statements from those Coral Springs police officers.

Then we're going to be speaking with our deputies. If any deputies are alleged to have dereliction of duty, we will look into that. We don't know what the deputies heard on the radio. Coral Springs and the Broward Sheriff's Office, we have different radio systems.

So, we don't know what one was hearing vis-a-vis what the other was hearing. All I can tell you is, we will investigate every action of our deputies, of their supervisors. And if they did things right, we will move forward. And if they did things wrong, I will take care of business in a disciplinary matter, like I did with Peterson.

TAPPER: And just so people watching at home understand, even after the shooter left the school, there was a period of time where nobody was going into the school, no law enforcement officers. People were bleeding out.

The question -- nobody knew that the shooter had left the school, so officers needed to go in. One of the things that we have heard -- and I don't know if this is true or not -- I can -- hope you can shed light on it -- is that there might have been a stand-down order, somebody on the radio telling Broward deputies not to enter this school until a SWAT team arrived.

What can you tell us about that?

ISRAEL: I can't tell you anything about that. I haven't heard that.

As I said, we feverishly are dissecting. It's a voluminous investigation. We're taking hundreds and hundreds of statements. And, right now, Jake, the focus of this agency is on the successful prosecution of the killer.

So, we're doing that. Our detectives have worked tirelessly. We will investigate all aspects of this case. We will look at all the actions or inactions of every single deputy and leader on our agency, sergeants, lieutenants, captains. And we will make some decisions.

But, right now, all I can tell you is, during the killing, there was -- while the killer was on campus with this horrific killing, there was one deputy, one armed person within proximity of that school. And that was Peterson.

Everything else is fluid. And, as I said, we will get to the truth. But, right now, people could have conjecture, people could act on rumors, and people have -- you know, everybody has the right to their own opinion, but nobody has the right to their own set of facts.

TAPPER: Have you listened to the...

ISRAEL: The facts will come out.

TAPPER: Have you listened to the radio recordings?

ISRAEL: I'm not, but the investigators are, of course.

TAPPER: OK. But you haven't. You have not heard them, though?

(CROSSTALK)

ISRAEL: No.

But what they're doing now is, they're marrying up the audio with the visual. And I was told that one of the -- one of Peterson's utterances on the radio, I think one or two times, he actually says shots fired.

So, you would have to assume at that time every person who heard that transmission is pushing as fast as they can, code three, as we call it, to the school, to the school. Identify the threat. Neutralize the target. Take the killer out.

There comes a point in time later that Peterson makes a transmission that would almost lead one to believe that he's talking about perimeters.

So, if I know my school resource deputy is talking about perimeter positions, it's absolutely safe to assume, incorrectly, if that's what actually happened, it's absolutely safe to assume that, if a person there is talking about perimeter, that perhaps he sees the killer leaving, and -- and you're going to a perimeter position to catch the killer.

But I don't know what was in the mind of the other deputies. I don't know what was in the mind of Peterson. This is why we investigate. All I can tell you is that...

TAPPER: Right.

ISRAEL: ... from the time I heard about this, I did what needed to be done with former Deputy Peterson.

TAPPER: But, sheriff, the Thursday -- the day after the horrific incident, at a vigil, the city manager for Coral Springs confronted you in public.

And one of the things he confronted you about, sources tell me, is the idea that your deputies did not go into the school while children inside were bleeding out.

ISRAEL: That's absolutely untrue.

We had a conversation. We were out in public. The only two people who could have heard the conversation were myself and the city manager. It was a conversation. I'm not going to share that conversation. It was very short.

The city manager and I have spoken numerous times. We have met. He's a great city manager. He does a great job with Coral Springs.

TAPPER: OK.

ISRAEL: We have got a great relationship. And it was just two guys having a conversation.

TAPPER: One of the questions about the response by Broward is whether this was policy to set up a perimeter, instead of going in.

Earlier this week, you seemed to suggest that your deputies are trained to arrive and not immediately go into the site of the shooting, but rather to create a staging area.

Listen to yourself a few days ago talking about what you learned from the Fort Lauderdale Airport shooting 13 months ago. Take a listen.

(BEGIN VIDEO CLIP)

ISRAEL: One of the key lessons we learned from the airport was the phenomenon of self-dispatching and not allowing deputies and police officers from all over the tri-county area to just arrive haphazardly.

And we had staging areas and people who came, went to a staging area. And they were inserted into the position in a commonsense way, and everybody had a job to do.

(END VIDEO CLIP)

TAPPER: See, that seems to -- that sounds to a lot of people like the opposite of what police forces learned after Columbine, which is, when you arrive, you don't wait; you run in.

(CROSSTALK)

ISRAEL: I'm glad you asked that question.

Jake, you're completely talking apples and oranges. And I'm glad you brought that up.

When we have a horrific incident of any magnitude, and the incident is over, and people are arriving to help, and we know we have five, 10, 12 hours of work to do, we have our deputies, police officers, firefighters go to staging areas, so we can insert them in a clear and concise manner into the scenario, into the event.

An active shooter is completely different. As people were coming to the airport, we didn't have an active shooter. He was already in custody 72 seconds after the event.

This is an active shooter. We push to the entry, to the killer. We get in, and we take out the threat. Completely different set of circumstances.

TAPPER: OK.

Sheriff, when did you find out that Deputy Peterson had not gone into the building? How soon after the shooting did you know that?

ISRAEL: Not for days. We -- our investigators looked...

TAPPER: How many days?

ISRAEL: I'm not sure.

TAPPER: Because you spent much of the Wednesday night town hall on CNN, with the entire Stoneman Douglas community, students and teachers and parents, attacking the NRA, saying that police need more powers, more money to prevent future tragedies.

You didn't disclose any of this to the crowd then, the Stoneman Douglas High School community. Did you know it then? Did you know it Wednesday night?

ISRAEL: It was spoken about during that -- earlier during that day.

I'm not on a timeline for TV or any news show. We need to get it right. We need to get it accurate. We're talking about people's lives. We're talking about a community. We need to corroborate, we need to verify.

And once we did the next day, and I looked at the tape, and I was 100 percent certain that it happened the way I was told about the investigators initially told me -- told about, I didn't even release it right that second.

(CROSSTALK)

TAPPER: You didn't look at the video? One week after the shooting, you hadn't looked at the video yet?

ISRAEL: I looked at the video as soon as our investigators -- it wasn't my job to look at the video. It was investigators' job to look at the video.

I'm still sheriffing this county. There were many things to do. We have investigators, homicide investigators, internal affairs investigators dissecting it. And when they felt there was a video that -- ready for my view, that I might take action on one of our deputies, I looked at the video.

And let me add this, Jake. Once I saw the video, the first order I gave was for our detectives to notify the families that the -- of the -- those lost, the families. Yesterday, today and tomorrow, the families come first. And I wanted to make sure the families knew what happened and what was about to happen before we released...

(CROSSTALK)

TAPPER: The families were at the CNN town hall, sir. Sir, the families were at the CNN town hall. And you could've disclosed to them...

ISRAEL: That's not the -- that's not -- I couldn't disclose it then, because there was no corroboration, Jake. There was no confirmation.

We needed to dot I's and cross T's. And I certainly would not disclose it to a family at a town hall. Not every family was there. One of the families, one -- [redacted] had gone to Washington, D.C.

TAPPER: All right.

ISRAEL: That's not the way you do things, over a news camera. You do it individually. You meet privately with families. You have compassion. You don't do it at a public forum. And we weren't ready to do it anyway.

TAPPER: Right. But your tone -- your tone at the public forum, sir -- your tone at the public forum was rather belligerent towards the NRA.

And you were talking about needing more police protection -- I mean, more police funding and more police powers, and yet you knew...

ISRAEL: That's not...

TAPPER: No, it's not -- that wasn't your tone?

ISRAEL: That's not true. Jake, that's not true at all.

I wasn't belligerent towards the NRA. I took a passionate stance, as I always have, about commonsense gun reform and expanding police ability throughout our country when we come in contact with someone mentally ill to take them to a facility.

TAPPER: OK.

ISRAEL: To take guns away from them.

There was no belligerence at all. And I completely disagree with you.

TAPPER: A medical -- let's talk about the response.

A medical first-responder told local news station WSVN that medical personnel were asking to go into the school, but law enforcement wouldn't let them. He told WSVN -- quote -- "Everything I was trained on mass casualty events says they did the wrong thing. You don't want wait for the scene to be cleared. You go in immediately, armed, retrieve the victims. You can't leave the victims laying there."

What's your response to that, sir?

ISRAEL: I agree with that. That's very accurate.

That is how -- this is what you do. Once the killer leaves the scene of a mass casualty, it's still an active killer scene. There are people wounded, people that could -- lives could be saved.

And let me say this. Coral springs police, Broward sheriff's deputies, we did carry people out there. These deputies and these -- and the Coral Springs police officers are credited with savings quite a few lives by getting people medical attention. So, we did.

TAPPER: But did you prevent medical people from going inside?

ISRAEL: No.

Once the scene -- once the scene is -- medical people wouldn't go inside until you're sure that they're not going to get killed inside. We have -- what we do is we tell...

(CROSSTALK)

TAPPER: But this person told WSVN -- this person told WSVN he wanted to go in, this medical personnel, emergency first-responder wanted to go in and wasn't allowed to.

ISRAEL: Jake, I'm hearing that for the first time. If you know who the person is, please have him contact me or the Broward Sheriff's Office, and we will interview him, we will take statements from him.

And if that's true, that's certainly something we will look into, but I'm hearing this for the first time.

TAPPER: OK. WSVN will get back to you, I'm sure.

Let's talk about the missed red flags. We now know at least 18 calls were made to the Broward County Sheriff's Office related to the shooter prior to the shooting. Let's talk about them.

In February 2016, your office received a call that the shooter made a threat on Instagram to shoot up a school. One of your deputies responded and, according to your records released, the information was forwarded to Deputy Peterson at the school.

What, if anything, was done with that information?

ISRAEL: I'm not sure if anything was done with that information.

I do know as far as notifying the person or notifying either Palm Beach Sheriff's Office or one of the local jurisdictions, depending on where the killer was living at the time.

But Peterson did, I think, report Cruz to DCF, if I'm not mistaken. He did get -- [redacted]. [redacted]. And, as I said, of those 18 calls, two of those calls are being -- 16 of them, we believe, were handled exactly the way they should. Two of them, we're not sure if our deputies did everything they could have or should have.

That's not to say they didn't. That's not to say they did.

(CROSSTALK)

TAPPER: Which are the two that you're looking in to?

ISRAEL: One was the call from a woman in [redacted]. And the other one escapes me right now. But we're looking into those two calls.

We will absolutely find out what we did or what we didn't do and -- as I said in a press conference a few days ago, and we will handle that accordingly.

(CROSSTALK)

TAPPER: One of them, in September 2016...

(CROSSTALK)

ISRAEL: But let's not -- but hold on one second, Jake.

TAPPER: Yes.

ISRAEL: Let's not forget the whole crux of this is giving law enforcement, giving deputies, giving police officers, not only in Broward County, but in Florida and around the nation, expanded power to be able to do something more than just write a report.

That's the whole reason I went on CNN for the town hall meeting.

(CROSSTALK)

TAPPER: Sir, isn't making a threat against a school a crime?

ISRAEL: Not if the person doesn't have the ability to carry it out.

You could say, a nonspecific threat, I'm going to go to a school. It's not a crime. We need it to be a crime, or at least we need to be able to say, if a person makes a nonspecific threat with -- what an assault is, is a threat, coupled with the apparent ability to carry it out.

If the person doesn't have the apparent ability to carry it out, it's not a crime.

(CROSSTALK)

TAPPER: Well, in September 2016, the shooter indicated he wanted to buy a gun.

Deputy Peterson knew about that. He initiated the report. The school launched a threat assessment. At this point, you have somebody saying that they're going to shoot up a school and somebody with a gun. That's not enough?

ISRAEL: That's not enough. And that's what we're trying to change.

We're trying to change the law, so we can either arrest that person, or, more importantly, get that person to a medical facility, because if you arrest the person, there's going to be a time where they get out of jail anyway.

We want to get people medical help for mental illnesses, continual medical help. And then when they get out of the medical facility and a doctor says they're better, that doesn't mean they're better. That means they're rehabbing.

We want to be able to take their guns away from them for a long, long period of time. And that's what the governor is going to be -- Governor Scott is going to be introducing his proposal. I have read it. And it's a giant, giant step in the right direction. And we're hoping that...

TAPPER: Well, Sheriff, how about this? How about this?

In November, the Palm Beach Sheriff's Office, not your office, but a neighboring office, responded to a call from a woman who had taken the shooter in and his brother after the death of their mother. She told police that the shooter had gotten into a physical fight with her son and threatened to go get his gun and come back.

She also said he had used guns to threaten people before and had put a gun to others' heads in the past. That's a crime. Were you aware of that incident?

ISRAEL: No, I wasn't aware of that incident.

But putting a -- if a person had a gun put to their head, and they were the victim of that type of incident, that's an aggravated assault. That's an absolute felony. That is a crime.

And a person should be arrested for that. I don't know if the victim wanted to cooperate. I don't -- it was in Palm Beach County. I don't know the nuances and the specifics of the case. But that absolutely is a crime.

TAPPER: On Nov. 30, fewer than three months ago, your office received a call saying from a tipster explicitly saying that Cruz could be a -- quote -- "school shooter in the making."

According to notes released on that call, no report was even initiated. At this point, sir, do you understand how the public, seeing red flag after red flag after red flag, warning after warning after warning, they hear that your office didn't even initiate a report when they got a call saying that this guy could be a school shooter in the making?

How could there not even be a report on this one?

ISRAEL: Well, if that's accurate, Jake, there needed to be a report. And that's what we're looking into, that a report needed to be completed, it needed to be forwarded to our either homeland security or violent crimes unit, and they would've followed up on it.

(CROSSTALK)

TAPPER: That's from your notes. That's from notes released by your office. I'm not making this up. This is from Broward...

ISRAEL: No.

And that's -- and that's what -- that's -- the officer who handled that is on restrictive duty. And we are -- that's an active internal investigation. And we are looking in to it.

I can't tell you -- I can't predict how an investigation is going, but we have -- I have exercised my due diligence. I have led this county proudly, as I always have. We have restricted that deputy as we look in to it.

Deputies make mistakes. Police officers make mistakes. We all make mistakes. But it's not the responsibility of the general or the president, if you have a deserter. You look into this. We're looking into this aggressively. And we will take care of it, and justice will be served.

TAPPER: Are you really not taking any responsibility for the multiple red flags that were brought to the attention of the Broward Sheriff's Office about this shooter before the incident, whether it was people near him, close to him calling the police...

(CROSSTALK)

ISRAEL: Jake, I can only -- Jake, I can only take responsibility for what I knew about. I exercised my due diligence.

I have given amazing leadership to this agency.

TAPPER: Amazing leadership?

ISRAEL: I have worked -- yes, Jake.

There's a lot of things we have done throughout this -- this is -- you don't measure a person's leadership by a deputy not going into a -- these deputies received the training they needed. They received the equipment.

TAPPER: Maybe you measure somebody's leadership by whether or not they protect the community.

In this case, you have listed 23 incidents before the shooting involving the shooter, and still nothing was done to keep guns out of his hands, to make sure that the school was protected, to make sure you were keeping an eye on him.

ISRAEL: Jake...

(CROSSTALK)

TAPPER: Your deputy at the school failed.

I don't understand how you can sit there and claim amazing leadership.

ISRAEL: Jake, on 16 of those cases, our deputies did everything right. Our deputies have done amazing things.

We have taken this -- in the five years I have been sheriff, we have taken the Broward Sheriff's Office to a new level. I have worked with some of the bravest people I have ever met.

One person -- at this point, one person didn't do what he should have done. It's horrific. The victims here, the families, I pray for them every night. It makes me sick to my stomach that we had a deputy that didn't go in, because I know, if I was there, if I was on the wall, I would have been the first in, along with so many of the other people.

TAPPER: I think there are a lot of people, sir, who think that there are a lot of mistakes, other than that one deputy.

But let me ask you something else. A lot of people in the community have noted that the Broward County School Board entered into an agreement when you were sheriff in 2013 to pursue the -- quote -- "least punitive means of discipline" against students.

This new policy encouraged warnings, consultations with parents and programs on conflict resolution, instead of arresting students for crimes.

Were there not incidents committed by the shooter as a student had this new policy not been in place that otherwise he would have been arrested for and not able to legally buy a gun?

ISRAEL: What you're referring to is the PROMISE Program.

And it's giving the school -- the school has the ability under certain circumstances not to call the police, not to get the police involved on misdemeanor offenses and take care of it within the school. It's an excellent program.

It's helping many, many people. What this program does is not put a person at 14, 15, 16 years old into the criminal justice system.

TAPPER: What if he should be in the criminal justice system? What if he does something violent to a student? What if he takes bullets to school? What if he takes knives to schools? What if he threatens the lives of fellow students?

ISRAEL: Then he goes to jail. That's not applicable in the PROMISE Program.

TAPPER: That's not what happened. But that's not what happened with the shooter.

ISRAEL: If -- Jake, you're telling me that the shooter took knives to school or bullets to school, and police knew about it?

TAPPER: I don't know if police knew about it.

ISRAEL: No. Well, police...

TAPPER: I know that the agreement that you entered into with the school allowed the school to give this kid excuse after excuse after excuse, while, obviously...

ISRAEL: Not for bullets, not for bullets, not for guns, not for knives, not for felonies, not for anything like that. These are infractions within the school, small amounts of marijuana, some misdemeanors.

You're absolutely exacerbating it. That's not...

(CROSSTALK)

TAPPER: There are at teachers at the school had been told, if you see Cruz come on campus with a backpack, let me know.

Does that not indicate that there is something seriously awry with the PROMISE Program if these teachers are being told, watch out for this kid, and you don't know about it?

ISRAEL: We don't know that that has anything to do with the PROMISE Program. I didn't hear about this until after the fact. I have heard about this information about a week ago. I do know about it. I don't know who the teacher was. It hasn't been corroborated, but that has nothing to do with the PROMISE Program.

I can't, nor can any other Broward sheriff's deputy, handle anything or act upon something you don't know about it. There's no malfeasance or misfeasance if you don't know about something.

TAPPER: He asked a question at the town hall of you. So, you can find him if you want.

I have one last question for you, sir. Florida State Rep. Bill Hager from Boca sent a letter to the governor of Florida, Rick Scott, yesterday asking him to remove you for negligence of duty and incompetence.

Here's what he wrote -- quote -- "An investigation by Sheriff Israel into the unfathomable inaction of these deputies will do nothing to bring back the 17 victims. The sheriff was fully aware of the threat this individual presented to community and chose to ignore it."

What is your response? And will you resign?

ISRAEL: It was a shameful -- of course I won't resign. It was a shameful letter. It was politically motivated.

I never met that man. He doesn't know anything about me. And the letter was full of misinformation. I wrote a letter back to the governor. I talked about all the mistakes that Hager in his letter. It was a shameful, politically motivated letter that had no facts.

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And of course I won't resign.

TAPPER: The last question, sir. Do you think that if the Broward Sheriff's Office had done things differently, this shooting might not have happened?

ISRAEL: Listen, ifs and buts and candy and nuts, O.J. Simpson would still be in the record books.

(CROSSTALK)

TAPPER: I don't know what that means.

There's 17 dead people, and there's a whole long list of things your department could have been done differently.

ISRAEL: How could -- listen, that's what after-action reports are. That's for -- lessons-learned reports are for.

We -- I have entered into conversation with Chuck Wexler of the Police Executive Research Forum. They will be coming to town to do an independent after-action lessons-learned report.

We understand everything wasn't done perfectly. And if it happened in Los Angeles or Chicago or any other city, every person wouldn't have perform perfectly. That's not what happens.

Yes, if Scot Peterson went into -- do I believe in Scot Peterson went into that building, there was a chance he could have neutralized the killer and saved lives? Yes, I believe that.

But as far as anything else done at this point, I can't say that.

TAPPER: Well, we hope you get to the bottom of it.

ISRAEL: And I might say it -- what is that?

TAPPER: We hope you get to the bottom of it, sir. There are a lot of people wondering about a lot of questions.

ISRAEL: We will. We will. We will. We will.

And there's no timeline on it, other than to work as fast as we can. But we want to get it right. We want to get it accurate. When we come to the public, we want accurate information. And we're not going to push forward to meet the timeline of a show or a newscast.

TAPPER: All right. I appreciate it.

ISRAEL: Thank you.

TAPPER: And our thoughts and prayers are with the people of Parkland and Marjory Stoneman Douglas High School.

Thank you for being here and answering my questions, sir.

ISRAEL: You bet. Thank you for having me on.

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4.37 ACTIVE SHOOTER

4.37.1 Definitions:

A. Active Shooter: One or more subjects who participate in a random or systematic shooting spree and who demonstrates the intent to continuously inflict death or great bodily harm onto others. This includes anyone who uses a firearm or other type of deadly weapon (i.e. knife, explosives)

B. Real Time Intelligence: Deputy(s) personal observation of people fleeing, gunfire etc. provides awareness of an on-going Active Shooter situation.

C. Deputy Response Team: A deputy or a team of deputies who while on scene have “real time intelligence” and make the decision to enter the area/structure of the active shooter with the goal of stopping the threat.

4.37.2 Response/Responsibilities:

A. Upon recognizing an active shooter situation the deputy on scene will immediately notify Communications.

B. Communications will immediately notify SWAT.

C. If real time intelligence exists the sole deputy or a team of deputies may enter the area and/or structure to preserve life. A supervisor’s approval or on-site observation is not required for this decision.

D. The deputy response team will continue until one of these objectives have been met:

1. The subject has been forced into a surrender

2. The subject has been forced into a barricade

3. The subject has been stopped with an appropriate level of force

4. The Deputy Response Team has been relieved by SWAT personnel

5. An order to retreat is issued by Incident Command

E. If the situation turns to a barricade or hostage situation the response team will contain, isolate, communicate and wait for SWAT.

F. Patrol Sergeant/Supervisor's Responsibilities:

1. Patrol supervisors will respond to the scene.

2. Identify who entered the structure and where they entered.

3. Summon any additional resources.

4. Coordinate the inner and outer perimeters.

G. Incident Commander(IC) Responsibilities:

1. Establish a command post.

2. Ensure proper notifications are made.

3. Establish a staging area for Fire Rescue and Emergency Services.

4. Establish a staging area for Aviation/Medical Evacuation.

5. Establish an evacuation/holding area for all identified victims to be moved.

6. Establish a PIO/Media staging area.

7. Once the Active Shooter is stopped, the IC will ensure that SWAT searches the structure for any secondary shooters and/or dangerous traps. SWAT command will decide when the structure is safe for any medical rescue or crime scene preservation.

4.37.3 Debriefing:

A. The Incident Commander will be responsible to conducting a debriefing of all personnel involved in an active shooter situation in timely manner to learn of the successes of the response and identify any needs for improvement.

B. The Incident Commander will complete an After Action Report in addition to ensuring the submission of the required Offense Reports and supplements by any involved personnel.

4.37.4 Training: It is recommended that all sworn personnel attend the Active Shooter training course that is provided by the Institute for Criminal Justice Studies and seek any other training opportunities as appropriate.

4.37 ACTIVE SHOOTER

4.37.1 Definitions:

A. Active Shooter: One or more subjects who participate in a random or systematic shooting spree and who demonstrates the intent to continuously inflict death or great bodily harm onto others. This includes anyone who uses a firearm or other type of deadly weapon (i.e. knife, explosives)

B. Real Time Intelligence: Deputy(s) personal observation of people fleeing, gunfire etc. provides awareness of an on-going Active Shooter situation.

C. Deputy Response Team: A deputy or a team of deputies who while on scene have "real time intelligence" and make the decision to enter the area/structure of the active shooter with the goal of stopping the threat.

D. Extraction Team: A team consisting of deputies with the ability to enter the area/structure and either remove a victim to a casualty collection point (CCP) or provide first aid in place. The purpose of the Extraction Teams is to provide first aid in the area/structure or move victims to a casualty collection point prior to the arrival of fire rescue paramedics.

E. Rescue Task Force: A team consisting of deputies and fire rescue paramedics with the ability to enter the area/structure. The purpose of the Rescue Task Force (RTF) is to provide advanced emergency first aid to victims of an active shooter event as quickly as possible in the area/structure.

F. Hot zone: The current location of the subject in the area/structure

G. Warm zone: Where the subject was previously in the area/structure

H. Cold zone: A location away from the area/structure. The cold zone may include staging areas, the CCP, and Incident Command Post (ICP).

4.37.2 Response/Responsibilities:

A. Upon recognizing an active shooter situation the deputy on scene will immediately notify Communications.

B. Communications will immediately notify SWAT.

C. If real time intelligence exists the sole deputy or a team of deputies may enter the area and/or structure to preserve life. A supervisor's approval or on-site observation is not required for this decision.

D. The Deputy Contact Team will continue until one of these objectives has been met:

1. The subject/s has been forced into a surrender.

2. The subject/s has been forced into a barricade.

3. The subject/s hostilities have been stopped.

4. The Deputy Contact Team is relieved by SWAT personnel.

E. Extraction Team Responsibilities: (Consists of LE members only)

1. Locate victims

2. Provide appropriate first aid

3. Remove victims to the casualty collection point (CCP)

4. Area of operations for the Extraction Team may include warm and cold zones.

F. Rescue Task Force Responsibilities: (Consists of LE and FR members)

1. Locate victims

2. Provide advanced emergency first aid and triage

3. The RTF may remove a victim from the area/structure or request an extraction team.

4. Area of operations for the RTF may include the warm zone and cold zones.

G. If the situation turns to a barricade or hostage situation the response team will contain, isolate, communicate and wait for SWAT.

H. Patrol Sergeant/Supervisor's Responsibilities:

1. Respond to the scene

2. Identify who entered the structure and where they entered

3. Summon any additional resources

4. Coordinate the inner and outer perimeters

I. Incident Commander (IC) Responsibilities:

1. Establish a command post with Fire Rescue.

2. Ensure proper notifications are made.

3. Establish a CCP for Fire Rescue and Emergency Services.

4. Establish a staging area for Aviation/Medical Evacuation.

5. Establish an evacuation/holding area for all removed subjects

6. Establish a PIO/Media staging area

7. Once the Active Shooter is stopped, the IC will ensure that SWAT searches the structure for any secondary shooters and/or dangerous traps.

4.37.3 Debriefing:

A. The Incident Commander will be responsible for conducting a debriefing of all personnel involved in an active shooter situation in timely manner to learn of the successes of the response and identify any needs for improvement.

B. The Incident Commander will complete an After Action Report in addition to ensuring the submission of the required Offense Reports and supplements by any involved personnel.

4.37.4 Training: All sworn personnel, up to the rank of Colonel, will attend the Active Shooter/Rescue Task Force training course that is provided by the Training Division.

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4.37 ACTIVE SHOOTER

4.37.1 Definitions:

A. Active Shooter: One or more subjects who participate in a random or systematic shooting spree and who demonstrates the intent to continuously inflict death or great bodily harm onto others. This includes anyone who uses a firearm or other type of deadly weapon (i.e. knife, explosives)

B. Real Time Intelligence: Deputy(s) personal and sensory observations that provide awareness of an ongoing active shooter situation. Sources could include radio communications, witnesses, sights, and sounds.

C. Deputy Contact Element: A singular deputy or a team of deputies who while on scene have “Real Time Intelligence” and enter the area/structure of the active shooter with the goal of stopping the threat.

D. Extraction Element: A singular deputy or a team of deputies with the ability to enter the area/structure and either remove victims to a casualty collection point (CCP) or provide first aid in place. The purpose of the Extraction Element is to provide first aid in the area/structure or move victims to a casualty collection point prior to the arrival of fire rescue paramedics.

E. Rescue Task Force: A team consisting of deputies and fire rescue paramedics with the ability to enter the area/structure. The purpose of the Rescue Task Force (RTF) is to provide advanced emergency first aid to victims of an active shooter event as quickly as possible in the area/structure.

F. Hot zone: The current location of the subject in the area/structure

G. Warm zone: Where the subject was previously in the area/structure

H. Cold zone: A location away from the area/structure. The cold zone may include staging areas, the CCP, and Incident Command Post (ICP).

4.37.2 Response/Responsibilities:

A. Deputies responding to active threat(s) incidents shall attempt to protect the life of innocent persons through immediate tactical intervention to eliminate the threat. In such scenarios, the prioritization of activities in order of importance will be:

1. Stop the active assailant(s);

2. Rescue the victims;

3. Provide medical assistance;

4. Arrest suspects and preserve the crime scene.

Note: While deputies are expected to tactically intervene, there may be very limited extenuating circumstances when entry by a solo deputy must be delayed until the situation changes, or additional deputies or resources are present.

B. Upon recognizing an active shooter situation the deputy on scene will immediately notify Communications.

C. The Deputy Contact Element with Real Time Intelligence will continue with a proactive tactical intervention until one of these objectives has been met:

1. The subject/s has been forced into a surrender

2. The subject/s has been forced into a barricade

3. The subject/s hostilities have been stopped

4. The Deputy Contact Element is relieved by SWAT personnel

D. When there is no longer evidence of ongoing killing, deputies will begin Extraction Team Protocols with the ultimate goal of a Rescue Task Force.

1. Extraction Team Responsibilities: (Consists of LE members only)

a. Locate victims;

b. Provide appropriate first aid/combat casualty care;

c. Remove victims to a casualty collection point (CCP);

d. Area of operations for the Extraction Team may include hot, warm, and cold zones.

2. Rescue Task Force Responsibilities: (Consists of LE and FR members)

a. Locate victims;

b. Provide advanced emergency first aid/victim triage and management;

c. The RTF may remove a victim from the area/structure or request an extraction team;

d. Area of operations for the RTF may include the warm zone and cold zones.

E. If the situation turns to a barricade or hostage situation the Contact Element will contain, isolate, communicate and wait for SWAT.

F. Patrol Sergeant/Supervisor's Responsibilities:

1. Ensure that the prioritization of response activities as outlined in Section A are initiated;

2. Respond to the scene;

3. Summon and direct additional resources.

G. Incident Commander (IC) Responsibilities:

1. Declare him/herself as Incident Commander;

2. Establish a Unified Command Post and identify its location;

3. Ensure Staging Areas are established;

4. Ensure that inner and outer perimeters are established;

5. Direct deputies and responding officers to a dispatch tactical channel(s) when possible and if it is a viable option that will not affect the safety of anyone involved in the incident;

6. Ensure proper notifications are made;

7. If necessary, establish a staging area for Aviation/Medical Evacuation and assign personnel to ensure proper ingress and egress;

8. Establish an evacuation/holding area for all removed persons;

9. Establish a PIO/Media staging area.

4.37.3 Debriefing: The Undersheriff will ensure a debriefing takes place and will ensure a critical-incident review is completed.

4.37.4 Training: All sworn personnel, up to the rank of Colonel, will attend the Active Shooter/Rescue Task Force training course that is provided by the Training Division.

Broward Sheriff's Office
Institute for Criminal Justice Studies
Course Lesson Plan
Part 1

COURSE LESSON PLAN #: 01-513	**DATE:** 3/01/16, 06/29/16, 08/11/16	
COURSE TITLE: Response to Active Shooter		
COURSE DESIGNER: Deputy Gene	**COURSE COORDINATOR:** Deputy Gene Nardi	
LEAD INSTRUCTOR: Range/In Service Staff		
ALTERNATE INSTRUCTOR(S): Range/In Service Staff		
PARTICIPANT CAPACITY: 18-24	**COURSE DURATION:** 4hrs	**TOTAL CONTACT HOURS: 3.5 hrs.**

COURSE OBJECTIVES:

-Law Enforcement personnel will identify at least three characteristics of an active shooter without error

-Law Enforcement personnel will identify three outcomes an active shooter without error

-Law Enforcement personnel will demonstrate the bounding over-watch tactic without error

-Law Enforcement personnel will demonstrate bounding over-watch tactic during an active shooter scenario without error.

ETHICS (Describe how ethics will be integrated into the course, i.e., "Course reinforces the Core Value of Public Service", "Ethical dilemmas are included as a group activity", etc…):

This course reinforces the core value of public service.

COURSE AGENDA	TIME (in hours)
A. Introductions.	20 Mins
B. PowerPoint presentation.	50 Mins
C. 2-4 man bounding overwatch practice.	40 Mins
D. Practical exercises (Scenarios).	90 Mins
E. Debrief and clean up	10 Mins

MATERIALS (Resources needed to conduct the course. Materials include, but are not limited to, participant manuals, handouts, tests, etc.) ** **Copies of all materials must accompany this Course Lesson Plan for approval**
None provided.

EQUIPMENT (Indicates audiovisual needs or other type of provisions. For example, monitor VCR, PowerPoint projector, or air packs, etc.):
Laptop, speakers and projector. Screen or suitable wall. 24 blue guns. 4-6 Sim Glock handguns (with blank ammo). 30 pens. 25 masks. Sim blank rounds. .38 caliber revolver with blank rounds (for outdoor venues.) Box of ear protection. Cleaning supplies.
LOCATION (Type of facility needed to conduct a particular course. For example, defensive tactics course is conducted in the defensive tactics room):
Pembroke Park City Hall complex, BSO Stockade (Ft. Lauderdale).

REFERENCES (Various resources used to develop the course lesson plan. For example, specific titles of books, articles, and name and source of a particular person; also included should be the URL's of internet-based videos):
Force Science Institute articles "Solo Risks & Truths about Active Shooters", "Solo Officer Entry for Active Shooters". US Department of Justice "Mass Murder at Norris Hall". "United States Active Shooter Events from 2000-2010: Training and Equipment Implications" by J. Pete Blair, Ph. D. and Advanced Law Enforcement Rapid Response Training. "Active Shooter: Dealing with street reality", Cutting Edge Training

COMPETENCIES (Check the job-related competencies that are reinforced in this training. Check all that apply):

__X Communication _X_ Conflict Management __ Customer Service __X Leadership
_X_ Decision Making __Influencing/Negotiating __ Interpersonal Skills _X_ Teamwork
__ Organizational Awareness _X_ Planning/Evaluating _X_ Resource Management
_X_ Technical Proficiency

Submitted By:	**Deputy Arthur "Gene" Nardi** AN	**Date:**	**08/11/16**
Reviewed By:	**Sgt. Samuel Samaroo**	**Date:**	**08/11/16**
ICJS:	*Major Kevin Shults*	**Date:**	9/30/16

Lt. Christopher Mulligan #9407 8/25/2016

Broward Sheriffs Office
Institute for Criminal Justice Studies
Course Lesson Plan
Part 2

Time (in hours)	Content	Directives
	Introduction: All instructors will introduce themselves and give a brief on the location and where the restrooms are located. Part one of the class includes a PowerPoint presentation, which covers historical analysis of previous active shooters as well as an overview of the new tactics to defeat them. FACTILITATOR: Start PowerPoint. July 20th 2012, Aurora Colorado shooting at the Century Theatres. SAY: We are going to hear actual audio from the dispatch tapes of the incident. I want you to listen and afterwards we will talk about what you heard and what you didn't hear… PLAY: Audio from the dispatch SAY: What did you hear? DISCUSS: Students should talk about units responding got caught up with victims and could not continue to go for suspect. They should also talk about the gas masks. Another note was lack of information on the suspect.	Slides 1-6

	ASK: What could the officers responding do differently? ADD: Bring a gas mask, Move past victims to address suspect before rendering aid or extractions. FACILITATOR: The next few slides break down what active shooter/killer is. SAY: Time is critical in each of these incidents. This is like no other crime. The motive is to kill as many people as possible in the shortest amount of time. Why? Because the bad guy knows "we" are coming. Another thread in 99% of all active shooters is the mental illness component. Just like in the Aurora Colorado incident, active shooters have been shown to have some form of mental illness. ASK: What are the priorities of life? ADD: 1) Hostages/victims 2) Innocent Bystanders 3) Police/deputies 4) Suspects The priorities are there to help focus your action. If in doubt about going through the door after a suspect, think about the victims and where they stand on the list. ASK: Where do active shooters take place? ADD: Schools, workplace, malls, highways, hospital (etc.) SAY: We are going to go over a few active shooter events from the past. The first active shooter on file is the Texas Tower. Bad guy Charles Joseph Wittman, 25, was a student at	Slides 7-9 Slides 10-12

EOG-04143

	University of Texas. Killed 12. Taken down by a deputy and civilian who came up back side of Tower. SAY: More recently we saw problems with time evolving during the Washington Navy Shipyard shooting. SAY: During that event, in September of 2013, the suspect, Aaron Alexis, was able to get on base with a shotgun without being detected since he was a contractor there. Using the shotgun, he killed a guard and proceeded to roam the building shooting people. Alexis had anger issues and had shot a gun in a road rage incident before. Also was hearing voices. FACILITATOR: Timeline of events is on the slide. Emphasize the inability of police to communicate and how long this event went on. FACILITATOR: The PowerPoint is now going to cover response tactics to use in the active shooter events. SAY: There are three desired outcomes for an active shooter. ADD: 1) Force the suspect to surrender. 2) Force the suspect into a barricade situation (SWAT will handle since they have the tools and tactics.) 3) Incapacitate the suspect by shooting him (stopping the threat) or suspect shoots himself. All of the outcomes are good, however most events end with number 3. SAY: During Columbine, the response to an ongoing shooting situation was to contain the suspect.	Slides 13-17 Show video of suspect moving through building. Slides 18-20

EOG-04144

	After Columbine the International Chiefs of Police addressed the problem with the response and came up with the "Quad" or diamond formation. With the quad, the first four officers to respond entered the building with coverage in all directions. This was critical to address the concerns of officers who previously would not enter and just wait for SWAT. The problem with formations, the training would only be once in the career of an officer and they would most likely forget what to do during an active shooter event. Also, formations move slowly and we now know that time is critical. Finally, there is the iconic picture of four officers in the quad formation moving down the hallway of a school. The problem with that photograph is that it's missing the hoards of students running down the center of the hallway were the team would be. In reality, the team would have to split up to the sides of the hallway. SAY: After reviewing a lot of active shooter incidents, the environment and the shooter dictates the tactics. ADD: The majority of incidents were over in minutes. There is a need to get there fast. SAY: History shows when a suspect is confronted by any armed individual (police, security, concealed carry person) they either shoot it out with that person or kill themselves. Either way, the shooting of innocent bystanders must stop. Now, the first officer or two officers on scene will immediately go to confront the shooter. Military tactics work well in this situation. The two man "bounding overwatch" is our response.	Slides 21-28

EOG-04145

	ASK: What is cover? What is concealment? ADD: Cover is any object that will stop bullets from penetrating. Concealment will only hide your body and offers little ballistic protection. ASK: What is bounding overwatch? Wait for a response ADD: Bounding overwatch is basically a tactical "leap frog" maneuver. Movement is from cover point to cover point. Bounding overwatch requires at least two deputies to work. The first deputy will hold a cover position and "cover" (scan for threats) the second deputy as the move forward (run) to a second position of cover. Once there, the second deputy will provide protection for the first deputy allowing them to run past them and take a further position of cover. The two will continue to switch roles until they get in contact with the suspect. Bounding overwatch is the safest way to get from point A to point B and still be moving fast. ASK: How easy is it to shoot while running? ADD: If someone is running it is impossible to shoot accurately. If you can aim and shoot, you are not running fast enough. SAY: Another similar method is "successive overwatch". Successive uses the same leap frog approach however, the second deputy always moves up to the first deputy's position of cover. Then the first deputy will move again, and the second will move up to the first. This is slower but can be used in situation where there is	

EOG-04146

	not a lot of cover or there is an extremely long distance to travel and the abilities of the deputies is overwhelmed. ASK: What is a single deputy response? ADD: If you are on scene or in the area and hear gunshots, You should immediately access what you have and prepare to respond. Remember, every time you hear a gunshot in an active shooter incident; you have to believe that is another victim being killed. ASK: How many of you have shot a moving target? Was it easy or hard? ADD: Remember, speed and movement are your best friend when approaching by yourself. Be unpredictable in your movement. SAY: Look for positions of cover. ASK: Is the gunfire getting louder? Do you see people fleeing from an area? Do you smell gunpowder? Do you see bodies? ADD: Use your senses to gain a better perspective of the event. Move with speed and be decisive. ASK: What is the third eye principle? ADD: When searching, the gun stays up with your eyes and moves together. SAY: You should have a method of containing your own	Slides 29-30

EOG-04147

	bleeding and gunshots. Combat Lifesaver is skills in self-aid and buddy aid. ADD: Carry quick clot and tourniquets. It's an easy way to stop bleeding. SAY: You should also consider having a way of breaching a door or windows. ASK: Do you know what a "Go Bag" is? ADD: A Go Bag is a bag that has extra ammo, radio batteries, medical supplies and bolt cutters or other breaching tools. Remember at the Virginia Tech massacre the suspect used chains to secure the doors. SAY: If you are not part of the immediate response team, searching for the suspect, you will either be on a perimeter point or be part of the Extraction Team. BOUNDING OVERWATCH PRACTICE: FACILITATOR: Break the class into two groups to begin practice of the bounding overwatch movement drills. Initial location should be outside in a parking lot with several cars in area. Plot out an area from one side of the parking lot to the building. FACILITATOR: Have the students go to their vehicles and secure their firearms and magazines. Instructors then do a visual inspection to ensure that no one has a firearm/backup gun or magazines. DEMONSTRATION OF BOUNDING OVERWATCH	

	SAY: Bounding overwatch is basically a tactical "leap frog" maneuver. Movement is from cover point to cover point. ASK AGAIN: What is cover? What is concealment? ADD: Identify with students different areas in parking lot for cover and for concealment. SAY: In bounding over watch, it requires at least two deputies to work. First deputy will hold a cover position and "cover" the second deputy as they move forward to a second cover position. Once there, the second deputy will provide protection for the first deputy to run past them and take another cover position. Deputies will switch roles until they make contact with suspect. Bounding over watch is the safest way to get from point A to point B and still have an element of speed. DEMONSTRATE: Two instructors with no live firearms will get two blue guns for practice. Instructors will point out the objective to the class across the parking lot, courtyard, school hallway, etc. Instructors will then demonstrate how bounding over watch works moving fast and still providing cover. WATCH: Two students will perform the bounding overwatch movement. EVALUATE: Instructors will watch the students. Instructors should observe the students movement. Are they moving fast? Are they using cover or concealment? Are they working together? Are they staying in visual contact with each other? EXERCISE REPITITION: Students will work in groups of 2-4 and practice the bounding or successive overwatch movements.	

EOG-04149

	Instructors should find different areas both outdoor and indoor for students to practice. Students will repeat the exercise until they can show they have learned the movement and can apply it to any locale. STAIRWELLS NOTE: Not all facilities have stairwells that are available to use for training. If the facility in use does not have stairs, eliminate this section from the lesson. SAY: Remind the students that in a true emergency situation like an active killer, the elevators should be avoided if possible. If the elevator opens on the floor of the active killer, the student would have no place to escape, not know where the killer is, and the killer may be alerted to their presence by the dinging of the elevator upon its arrival. The idea of attempting to go above the affected floor, then use the stairwells to come down (in an attempt at surprising the killer) can be thwarted by someone on the affected floor pressing the button when the student did not anticipate it. In the case of an active killer on a very high floor, it may be necessary for the deputy to take the elevator to a floor below the affected area and use the stairwell for the remaining response. DEMONSTRATE: Instructors will demonstrate how to ascend the stairwells safely and rapidly. As the lead instructor enters the stairwell, they immediately clear the corners and landing directly in front, sweep the ascending stairwell, and hold the hard corner of the landing directly above them. The secondary instructor will bound past the first instructor, picking up the corner parallel to the first instructor's point of cover, then duplicate the movements of the first instructor (sweep the stairs up, hold the corner directly above.) Stress the importance of speed, but not at the cost of recklessness. WATCH: Watch the students perform the maneuvers, using the instructors as points of reference (i.e. where a suspect or a victim may be hiding). REMIND: Remind the deputies that gunfire in a stairwell will be extremely loud, affecting their hearing and subsequent response. Also remind them that there may	

	be victims, casualties, blood, chemical agents, shell casings or other fire sprinklers in the stairwell as well, creating hazards. **PRACTICE SCENARIOS:** NOTE: For the class, the students will conduct the practice scenarios with blue guns only and instructors will act as role players/observers. Also in the class, the scenarios act as an application of the bounding movements. SAFETY BRIEF SAY: All deputies will wear their ballistic vests and duty gear. All deputies will have blue. No deputy will have any firearm, magazine, OC Spray, Taser, knives. FACILITATOR: Have students go to their cars and remove any gun, OC Spray, Taser, magazines, ASP/Batons, and knives. Upon return, students will be pat down by an instructor and enter the "safe zone". At any time if a student leaves the "safe zone", they will submit to another pat down. EXERCISE ONE: In first scenario, a two man deputy team will move towards the sound of a lone gunman using the bounding overwatch method in a parking lot around vehicles. (Repeat exercise as 2 two man teams, bounding and moving) Scenario begins when an instructor fires blanks from a pistol (or simulates gunfire), and deputy team will move, using bounding over watch towards the sound of the gunfire. Deputy team will ignore victims and respond to the threat of the gunman. FACILITATOR: An instructor will move and observe the deputy team. Instructor will observe the speed of the team and if they cover each other. Instructor will also observe firearm	Students will have blue guns.

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	handling skill, marksmanship and how team reacts to the gunman. After scenario, instructor will check deputy team to see if they were hit by the Simuntion. EXERCISE TWO: Single deputy response: The deputy will need to search for a little while after hearing the gunshot. Bad guy should be at some distance, however, a blank gun will be firing intermittently to get deputy moving towards the gunfire, passing dead students and others running by him. This should provide "real time" Intel for the deputy. Suspect will drop gun and raise hands to surrender prior to responding deputy making contact so that there is no overlap and cause for deputy to shoot. The single deputy should hold the suspect at gun point and prone the suspect out, with regards to the gun on the ground in front of the suspect and any potential weapons still on the suspect. (Suspect should put a second handgun in their waistband behind their back). WATCH: Instructors should watch deputy to see if they go to place suspect into handcuffs. It is dangerous to do so by themselves. Once a deputy goes to put handcuffs on, they will holster their gun and at this point they become vulnerable to another suspect hidden in unchecked areas or the suspect they are trying to cuff could turn and fight. SAY: There is no reason to give up a good position of cover. You need to ask yourself "has the shooting stopped? Is this the same suspect I was chasing? Am I in a good position? Do you feel comfortable leaving cover to secure the suspect?" Discuss "Predator mode". Remember, the cavalry is on their way, so it's better to hold, than to expose yourself to unknown threats. (If staff	

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	and location permits, additional threat(s) can hide in hidden areas for effect on deputies that approach suspect. EXERCISE THREE: FACILITATOR: This exercise if for 4 man deputy teams. There will also be one suspect role player and (if available) one or two victim role players (instructors). In this scenario, deputies will hear gunfire and begin to search for the suspect using the bounding overwatch movement. The suspect should yell phrases like "You're next" or "3 – 2 – 1…" to indicate that an additional victim will be shot. If the deputies delay, shoot another blank round. Victim role players sit with hands up and comply with deputy instructions. Once they encounter the suspect and he is neutralized, deputies should secure victims, rendering aid if applicable, and attempt to gather intel about any additional suspects. WATCH: Deputies should handcuff "dead" suspect and cover any areas where an additional suspect can be hidden. EXPLAIN: Tell the deputies that even though it appears that the role players with hands up are victims, they could be suspects or sleepers and should be treated as such until intent is determined and searched for weapons. Security and safety is priority over rendering medical aid, but if the resources are present, there is no active intelligence of another shooter, and all areas are covered, aid can be rendered to a victim.	

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	FACILITATOR: This exercise if for 4-6 man deputy teams. There will also be two suspect role players and (if available) two or more victim role players.. In this scenario, deputies will hear gunfire and begin to search for the suspect using the bounding overwatch movement. The suspect should yell phrases like "You're next" or "3 – 2 – 1…" to indicate that an additional victim will be shot. If the deputies delay, shoot another blank round. Victim role players sit with hands up and comply with deputy instructions. Once they encounter the suspect and he is neutralized, deputies should secure victims, rendering aid if applicable, and attempt to gather intel about any additional suspects. In this scenario, deputies will hear gunfire and begin to search for the suspect using the bounding overwatch movement. Once they encounter the suspect and he is neutralized, deputies will hear gunfire from another location. Deputies will need to search and neutralize the second suspect. WATCH: If the deputies do not secure the first suspect, the instructor will give the first suspect a Sim gun and the suspect will get behind the deputy team and shoot at them. EXPLAIN: Tell the deputies that even though it appears that the first suspect was down, they must continue to secure and remove any weapons.	

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	DEBRIEF AND CLEANUP: FACILITATOR: Review the concepts of the course to the students and pass out evaluations. Once the evaluations are completed, pass out cleaning supplies (if necessary) and be sure to have students re-arm themselves when they leave.	

Broward Sheriff's Office
Institute for Criminal Justice Studies
Course Lesson Plan
Part 1

COURSE LESSON PLAN #: 01-513	**DATE**: 3/01/16, 06/29/16, 08/11/16, 2/27/18 3/01/18 6/19/18, 01/03/19	
COURSE TITLE: Response to Active Killer		
COURSE DESIGNER: Deputy Gene Nardi	**COURSE COORDINATOR**: Sgt Chris Palamara	
LEAD INSTRUCTOR: Range/In Service Staff		
ALTERNATE INSTRUCTOR(S): Range/In Service Staff		
PARTICIPANT CAPACITY: 24-28	**COURSE DURATION**: 9hrs	**TOTAL CONTACT HOURS: 8.0 hrs.**

COURSE OBJECTIVES:

-Law Enforcement personnel will identify the priorities of life when faced with an active killer.

-Law Enforcement personnel will identify four outcomes an active killer without error.

-Law Enforcement personnel will demonstrate performing casualty care in isolation drills.

-Law Enforcement personnel will demonstrate movement and engaging active killers in isolation drills using FX marking cartridges.

-Law Enforcement personnel will demonstrate movement, contact, and extractions concepts during an active killer full scenario without error.

ETHICS (Describe how ethics will be integrated into the course, i.e., "Course reinforces the Core Value of Public Service", "Ethical dilemmas are included as a group activity", etc…):

This course reinforces the core value of public service.

COURSE AGENDA	TIME (in hours)
A. Introductions. B. Dispatch Intro and briefing. C. Break-out sessions/Isolation drills.	15 Mins 15 Mins 3.50 Hours

D. Lunch. E. Scenarios F. Debrief and clean up	1 Hour 3 Hours 1 Hour

MATERIALS (Resources needed to conduct the course. Materials include, but are not limited to, participant manuals, handouts, tests, etc.) **** Copies of all materials must accompany this Course Lesson Plan for approval**

Active Killer handout sheet to be given out at the beginning of the class.

EQUIPMENT (Indicates audiovisual needs or other type of provisions. For example, monitor VCR, PowerPoint projector, or air packs, etc.):

Dry erase board & markers. Blue guns, Glock 17-T Sim guns. (9mm blank ammo) AK47 blank weapon and blanks, FX marking cartridges, cleaning equipment for weapons. 30 pens. 25 masks. .38 caliber revolver with blank rounds. Box of ear protection. Protective safety equipment, masks, etc. range backers, discretionary targets and overlays, metal target stands, staplers & staples, tape. Cleaning supplies.

LOCATION (Type of facility needed to conduct a particular course. For example, defensive tactics course is conducted in the defensive tactics room):

Port Everglades Terminal 29.

REFERENCES (Various resources used to develop the course lesson plan. For example, specific titles of books, articles, and name and source of a particular person; also included should be the URL's of internet-based videos):

Force Science Institute articles "Solo Risks & Truths about Active Shooters", "Solo Officer Entry for Active Shooters".

US Department of Justice "Mass Murder at Norris Hall".

"United States Active Shooter Events from 2000-2010: Training and Equipment Implications" by J. Pete Blair, Ph. D. and Advanced Law Enforcement Rapid Response Training.

"Active Shooter: Dealing with street reality", Cutting Edge Training

Standard Operating Procedures DLE/SOP 4.37. Deputies responding to active threat(s) shall attempt to protect the life of innocent persons through immediate tactical intervention to eliminate the threat.

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COMPETENCIES (Check the job-related competencies that are reinforced in this training. Check all that apply):
__X Communication _X_ Conflict Management __ Customer Service __X Leadership _X_ Decision Making __Influencing/Negotiating __ Interpersonal Skills _X_ Teamwork __ Organizational Awareness _X_ Planning/Evaluating _X_ Resource Management _X_ Technical Proficiency

Submitted By:	**Deputy Arthur "Gene" Nardi**	**Date:**	**01/03/19**
Reviewed By:	**Sgt. Chris Palamara**	**Date:**	**01/03/19**
ICJS:	Captain Roy H. Liddicott-CCN #11261	**Date:**	1/7/19

Lt. Scott Erdelyi 17000

Broward Sheriffs Office
Institute for Criminal Justice Studies
Course Lesson Plan
Part 2

Time (in hours)	Content	Directives
30 min	**Introduction:** All instructors will introduce themselves and give a briefing on the location where the restrooms are located and basic housekeeping. Instructor will brief the class on the goals and objectives for the course on the dry erase board. Part one of the course will be a briefing by dispatch to provide necessary information on communications. Followed by brief lecture on core concepts: **Say:** Time is critical in each of these incidents. This is like no other crime. The motive is to kill as many defenseless people as possible in the shortest amount of time. This is due mostly in part, because the shooter knows "law enforcement" is coming and only minutes away. Some of the tactics shooters used: • Chained doors closed • Deployed chemical agents prior to shooting • Donned body armor, and military style gear, optics • Assembled firearm in a concealed place • Took elevated position to engage large crowd • Attached a "bump-stock" for faster rate of fire • Possibly activated fire alarm **Say:** The priorities of life are: • Victims • Innocent Bystanders • Police/Deputies • Suspects	*The instructors must manage time from the onset of the class to ensure sufficient time to complete all drills.* *Due to the physical demand of the class, the instructor should determine if any students are on a current light-duty status or recently off that status.*

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3hr 15min	The priorities are there to help focus your action. **If in doubt about going through the door after a suspect, think about the victims and where they stand on the list.** **Say:** The Deputy Contact Element with Real Time Intelligence will continue with a proactive tactical intervention until one of these objectives has been met: • The subject/s has been forced into a surrender • The subject/s has been forced into a barricade • The subject/s hostiles have been stopped • The Deputy Contact Element is relieved by SWAT personnel Define: • Contact Element: A singular deputy or a team of deputies who while on scene have "Real Time Intelligence" and enter the area/structure of the active shooter with the goal of stopping the threat. • Extraction Element: singular deputy or a team of deputies with the ability to enter the area/structure and either remove victims to a casualty collection point (CCP) or provide first aid in place. The purpose of the Extraction Element is to provide first aid in the area/structure or move victims to a casualty collection point prior to the arrival of fire rescue paramedics. • Rescue Task Force: A team consisting of deputies and fire rescue paramedics with the ability to enter the area/structure. The purpose of the Rescue Task Force (RTF) is to provide advanced emergency first aid to victims of an active shooter event as quickly as possible in the area/structure. BREAK-OUT SESSIONS (Isolation drills) Split class in half with one half going to each break-out session. Each group will train in their break out session for 90 minutes each, then switch to the other session for a total of three hours and 15 minutes. • Discretionary live FX fire • Medical Casualty care	***Instructor will split class into two groups for breakout sessions one and two.***

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	MEDICAL BREAK-OUT SESSION and ISOLATION DRILLS: Tactical Casualty Care will include: Arterial bleeding and severe wounds to the torso. Necessary equipment to accomplish the above: • Tourniquet application • Combat gauze • Israeli bandage • Chest seal **Phases of tactical combat casualty care and its importance** **Say:** • Military studies show that proper use of self-aid, buddy aid, and combat lifesaver skills can reduce battlefield deaths by 15 to 18 percent. • Studies indicate that extremity hemorrhage, tension pneumothorax, and airway obstruction continue to be the primary preventable causes of death in modern combat with extremity hemorrhage resulting in the most deaths. **Instructor Notes:** • Review the following terminology with class **Terminology:** • Extremity Hemorrhage- Hemorrhage is another word for bleeding. It usually refers to serious bleeding. • Dressing- Refers to material that is placed directly over the wound. Dressing absorbs some of the blood and helps a clot to form. • Bandage- Material used to hold (secure) the dressing in place so the dressing will not slip and destroy the clot that is forming • Tourniquet- A device for compressing the blood vessels of an extremity in order to stop blood flow distal to the tourniquet band • Chest Seal- Improvised sealing material: any plastic, cellophane, or other nonporous, airtight material (ex: plastic wrapper of the Emergency Bandage). Commercial chest seal: Adhesive material made to secure the wound and create an airtight seal	***Breakout session 1*** *Instructor will double check participants for weapons and live ammunition to ensure a safe training environment.*

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Phases of Tactical Combat Casualty Care

Say: The following are the three phases of Tactical Combat Casualty Care

- Care Under Fire
- Tactical Field Care
- Tactical Evacuation Care

Ask: By looking at the name of each phase, what do you think

- Care Under Fire means?
- Tactical Field Care means?
- Tactical Evacuation Care means?

Add:

- Care Under Fire: Providing care while under fire
- Tactical Field Care: Safe environment to provide care
- Evacuation Care: Providing care while transporting

Care Under Fire

Say:

- In care under fire, you are in a deadly force encounter and are very limited as to the care you can provide. Treatment consists primarily of using a tourniquet to stop life threatening bleeding from wounds on the extremities and moving the casualty to safety.

Ask:

- When you have an officer down still under suspect fire, what should you do?

Add:

- Communicate the threat
- Take cover and return fire
- Stop the threat
- Try to keep casualty from sustaining any additional wounds
- If possible, direct casualty to move to cover, return fire and administer self-aid

Ask:

- If you determine that you can provide assistance to the casualty under fire, what actions should be considered before making your approach?

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Add:

- Scan the area (540 situational awareness)
- If possible, evaluate injuries from a safe distance
- Determine the best route for the approach and plan your evacuation route
- With your element, utilize cover fire (to a known threat) when necessary during movement to and from the casualties
- Assess and decide what care you can administer when you reach the casualty and what care will have to wait

Say: When providing care under fire, consider the following:

- Approach casualty by the safest route
- Form a general impression of injuries and determine his responsiveness
- If casualty has what appears to be life threatening bleeding from a wound on a limb, quickly apply a tourniquet
- Move the casualty and yourself to a place of safety where you can perform tactical field care

Casualty Assessment

Ask: What is the easiest way to check for responsiveness?

Add:

- Ask in a loud but calm voice "Are you okay?"
- Utilize the AVPU Scale to determine level of consciousness
- A-The casualty is alert
- V- The casualty is not alert, but does responds to verbal
- P- The casualty responds to pain, but not to verbal
- U- The casualty is unresponsive

Drags And Carries To Move A Casualty

Drags

Say:

- Drags are used to move a casualty quickly for a short distance
- Examples: One person drag, and two person drag

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Carries

Say:

- Carries are meant for longer distances
- Examples: Hawes Carry, One Person Support Carry, Fireman's Carry, Two Person Support Carry, Modified two person fore-and aft carry

Say:

There needs to be good communication within the element to decide whether to drag or carry a victim. Every situation will be different and dependent on your environment and how many are on your element. Depending on your size element, you can have more security with slower movement or less security with faster movement depending on how you utilize your element members.

Tactical Field Care

Say:

- In Tactical Field Care, you and the casualty are not under suspect fire and you are free to provide casualty care to the best of your ability
- In a deadly force scenario, tactical field care may be given after the casualty has been moved to a safe location
- Tactical Field Care also refers to care rendered when the casualty is not in a care under fire situation to begin with

Ask: If in a deadly force scenario and casualty has been moved to a position of safety, what considerations need to be taken during tactical field care?

Add:

- Maintain 540 security
- Communicate your situation
- Check level of responsiveness (AVPU)
- Check for major bleeding of the extremities
- Check the casualty for breathing
- Check the casualty for open chest wounds
- Check for other wounds
- Continue To Monitor The Casualty
- Check the level of consciousness every 15 minutes
- Monitor the casualty's respirations
- If breathing becomes more labored and faster it could be signs of tension pneumothorax

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	• Decompress the affected chest side when necessary • If a tourniquet has been applied, make sure arterial bleeding is controlled and monitored especially every time casualty is moved **Tactical Evacuation Care** **Say**: • Evacuation Care is rendered while the casualty is being evacuated to a collection point or medical treatment facility • Casualty Evacuation (CASEVAC) refers to the movement of casualties using nonmedical vehicles • Medical Evacuation (MEDEVAC) refers to using medical ground or air transportation with medical personnel to care for casualties during evacuation **Ask**: What considerations need to be made if we place a victim in our vehicle to transport to a medical facility? **Add:** • Environmental factors (time of day, traffic,) • Utilize resources (block roads and intersections) • Which medical facility you will be transporting to **Controlling The Bleeding** **Say:** This section of training you will be introduced to methods on how to control the bleeding and you will be practicing how to apply basic first aid equipment. **Say:** When you have a safe environment (not care under fire) you need to: • Always wear gloves! • Expose the wound • Check for entrance and exit wounds • Both entrance and exit wounds need to be dressed and bandaged **Methods to control bleeding:** **Say:** We will now look at the following ways to control bleeding: • Manual Pressure • Digital Pressure • Emergency Bandage • Combat Gauze/Regular Gauze • Tourniquet	

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Manual Pressure

Say:

- Refers to pressure applied directly over the wound with your hand
- Applying manual pressure after applying an Emergency bandage or other dressing will help compress the damaged blood vessels and control bleeding

Digital Pressure

Say:

- Refers to applying pressure to certain "pressure points"
- Arm (brachial Artery)
- Groin (femoral Artery)

Instructor Note:

- Show power point slide diagram on digital pressure points
- Discuss and point out the two important pressure points to remember (arm and leg/groin)

Emergency Bandage

Say:
The Emergency Bandage can be used on any bleeding wound. It can be used both as a field dressing and as a pressure dressing

Say:
I will now be showing a quick video on how to apply an emergency bandage.

Demonstration

Say: I am now going to explain and demonstrate the application of an emergency bandage on someone's arm.

Instructor Notes:

- Grab an assistant from the class and demonstrate the application of an emergency bandage on their arm.
- Discuss the steps and explain how much pressure is needed to be an effective pressure dressing

Steps:

- Place pad on wound and wrap the elastic bandage around limb or body part
- Insert elastic bandage into pressure bar
- Tighten elastic bandage
- Pull back- forcing pressure bar down onto pad
- Wrap elastic bandage tightly over pressure bar and wrap over all edges of pad
- Secure hooking ends of closure bar into elastic bandage

Practice

Say: It's your turn. I will need you guys to partner up with someone. I will be handing out one Emergency Bandage to each group and I would like you to take turns practicing placing the Emergency Bandage on each other's arm.

Instructor Note:

- Pass out Emergency Bandage to each group of two
- Walk around classroom answering any questions that students have

Evaluate

Instructor Note:

- Walk around classroom, ensuring proper placement on students arm
- Provide student feedback

Combat Gauze

Ask:

- Does anyone still have the older version of the Quick Clot that was distributed in prior training sessions?

Say: The older version of Quick Clot has evolved into a new Combat Gauze format which is proving to be more effective and saving more lives.

Say: The main differences of the older and newer Quick Clots are:

- The older Quick Clot used a heating compound that caused complication upon removal of Quick Clot. The new Combat Gauze is heat free.
- The older Quick Clot was designed to place directly over the wound with applied pressure. The new Combat Gauze is meant to be packed into the wound directly

over the source of bleeding.

Say: Let's take a look at what Combat Gauze is and how it works:

- Combat Gauze is a roll of gauze that is impregnated with a hemostatic agent.
- Material is a pro-coagulant and will cause blood to clot when it comes into contact with the blood
- This action, along with the pressure of packing it into a bleeding wound and applying manual pressure, causes the wound to stop bleeding

Application of basic gauze or hemostatic combat gauze

Demonstrate

Say: I am now going to demonstrate the application of the new Quick Clot Combat Gauze utilizing a simulated injury.

Instructor Notes:

- Take out the extremity hemorrhage control training kit and demonstrate application of the Combat Gauze into the simulated injury cavity.
- Discuss the steps and explain how the source of bleeding will most likely be found near the bone.

Steps:

- Open the clothing around the wound
- If possible, remove any excess pooled blood from the wound
- Locate source of most active bleeding
- Pack the combat Gauze tightly into the wound directly onto the source of the bleeding
- Quickly apply manual pressure for about three minutes or until the bleeding has stopped
- Reassess for proper and effective placement
- Apply a pressure bandage to the wound to secure the gauze
- Follow same procedure for applying regular gauze dressing

Practice

Say: It's your turn, I will pass around the training kit and I would like you to practice packing the Combat Gauze into the simulated injury. Once you have finished packing the wound, pass it to the person next to you.

Instructor Note:

- Pass around the bleeding control training kit
- Walk around classroom answering any questions that students have

Evaluate

Instructor Note:

- Walk around classroom, ensuring proper placement of Combat Gauze
- Provide student feedback

Combat Application Tourniquet

Ask: What is a tourniquet?

Add:

- A band or material utilized to constrict the blood vessels from bleeding distal to the tourniquet placement

Say: The purpose of the Tourniquet is to completely stop the bleeding from an extremity

One Handed Application

Demonstration

Say:

- I am going to demonstrate a one handed application of the CAT on myself. As I apply the Tourniquet, pay attention to how much force or pressure is actually needed to effectively control the bleeding.

Instructor Note:

- Demonstrate an effective one handed application of the CAT
- Discuss the steps and explain how much pressure is needed to effectively stop your pulse

Steps:

- Normally used when applied to the upper extremity (upper arm or forearm)
- Remove CAT from pouch and slide wounded extremity

	through the loop formed by the tourniquet band • Position CAT so the tourniquet band is two inches above the wound • Pull the band tight and securely fasten the band back on itself • Twist the windlass rod to tighten the tourniquet band • Continue tightening until the bright red arterial bleeding has stopped and distal pulse is eliminated • Place windlass rod inside the rod-locking clip, locking the rod in place and keeping the tourniquet from untwisting • Secure the windlass rod and tourniquet band with the rod-securing strap **Practice** **Say:** • It's your turn. I will be handing out one CAT to each of you and I would like you to practice placing the CAT on your arm utilizing the one handed self-aid application. **Instructor Note:** • Pass out CAT to each student • Walk around classroom answering any questions that students have **Evaluate** **Instructor Note:** • Walk around classroom, ensuring proper placement on students arm • Provide student feedback **Two Handed Application** **Demonstration** **Say:** • I will now demonstrate how to apply a CAT Tourniquet on a lower extremity utilizing two hands. **Instructor Note:** • Demonstrate an effective two handed application of the CAT • Discuss the steps and explain how the friction buckle of the CAT is used **Steps:** • Normally used for the lower extremity when greater pressure is needed to stop the bleeding • Completely take the CAT apart and route band around	

	the casualty's limb so that the band is placed two inches above the wound • Pass the tip of band through the inside slit of friction buckle and pull the band tight • Pass the tip of the band through the outside slit of the friction buckle. The friction buckle will lock the tourniquet band in place • Pull the band until it is very tight and securely fasten the band back on itself • Begin to twist windlass rod until arterial bleeding is stopped and controlled • Secure windlass rod and tourniquet band using locking clip and securing strap **Practice** **Say:** • It's your turn to practice, I would like you to practice placing the CAT on your leg with two hands utilizing the friction buckle **Instructor Note:** • Walk around classroom answering any questions that students may have **Evaluate** **Instructor Note:** • Walk around classroom ensuring proper two handed placement on students leg **Penetrating Chest Trauma** **Say:** • When it comes to chest trauma, we need to discuss the vital organs within the chest: • The body has two lungs. Each lung is enclosed in a separate airtight area within the chest • These chest areas are each under negative pressure • If air enters into one of the formerly airtight areas, the lung will begin to collapse **Instructor Notes:** • Show power point diagram of the open chest wound and explain how the air enters into the chest cavity causing the lung to collapse	

Say: I am now going to show a quick video of an actual sucking chest wound. As I play the video, pay close attention to what noises the injury is making and what the lung is trying to do.

Signs And Symptoms of An Open Chest Wound

Say: Not all sucking chest wounds are easily noticeable, but let's discuss some symptoms of an open chest wound:

- Sucking or hissing sounds coming from chest wound
- Coughing up blood
- Shortness of breath or difficulty breathing
- Chest not rising normally when inhaling
- Signs of shock such as a rapid and weak heartbeat

Say: Treatment requires:

- Check for open chest wounds, both entry and exit wounds
- Expose the wound but do not try to remove any stuck clothing from wound
- Seal the chest wound
- Secure the wound
- Position casualty sitting up or in a rescue position for easier breathing

Say: To apply a Chest Seal:

- Prepare the plastic wrapper or commercial chest seal
- Any plastic, cellophane, or other nonporous airtight material can be used as a seal
- The edges of the sealing material should extend at least two inches beyond the edges of the wound
- Have the casualty exhale
- When possible, place seal over wound when the most air has been exhaled out of the lungs
- Secure the sealing material
- If needed, tape down all four edges of sealing material
- Secure with Emergency Bandage if necessary

Recovery Position

Say: Place a conscious casualty in the sitting position or on his injured side to help with breathing

Tension Pneumothorax

Say:

- Tension Pneumothorax occurs when there is a buildup

	of air under pressure in the plural space that cannot escape • As the air outside the lung increases, the affected lung continues to collapse • Increased pressure of the trapped air will begin to push to one side and compress the uninjured lung, major blood vessels and heart **Instructor Notes:** • Show the power point slide diagram of the tension pneumothorax and describe how the trapped air is building up and pushing everything to one side. **Signs And Symptoms** **Say:** The following are signs and symptoms of tension pneumothorax • Anxiety, agitation and apprehension • Diminished or absent breath sounds • Increasing difficulty in breathing • Cool, clammy skin • Visible deterioration • Loss of consciousness • Tracheal deviation (shift of the windpipe to the right or left) **Say:** Let me give you an example of what the symptoms may look like: • I take a shot to the chest and receive a sucking chest wound • As I am waiting for help, my chest cavity is quickly filling up with air • Help arrives and places a chest seal over my wound. No more air is coming into the wound • You notice that I am calm and collective trying to breathe as best I can. • About 30 seconds to a minute later after putting chest seal on, you notice I am in a panic as if I can't breathe anymore. • All the trapped air is still under constant pressure and as it builds up within the cavity, it is looking for an escape. • Without finding an escape, all the trapped air will begin to push to the opposite side and begin applying pressure to the other organs within the chest (heart, lung, aorta etc.) • All that additional pressure is what will cause me difficulty breathing and make me feel as if I were drowning.	

	Treatment
	
	Say: Treatment requires
	• Needle chest decompression to relieve the pressure of the tension pneumothorax
	• Temporary relief treatment: "Burp the chest wound"
	• Open part of the chest seal and place a gloved finger within the wound and attempt to pull the wound open to create space for the air to exit
	
	Say: Once you burp the chest wound, you need to continue to monitor the victim. Once the pressure builds up again, the victims wound will need to be burped again.
	
	Isolation drill:
	Say:
	Now it is your turn to practice what we have learned with isolation drills. You will be split up into groups but first you will need to secure all your weapons and bring an empty and secure gun belt to the designated safe training area.
	
	• You will need the following training equipment
	  • 16 blue training guns.
	  • A minimum of 4 mannequins (trauma randy or basic with moulage).
	  • Trauma Randy mannequin will need fluids to be prepped for live bleed simulation of injuries.
	  • 16 IFAKS equipped with training hasty medicine equipment (2xCAT tourniquets, 2x chest seals, 1x bandage, 3x rolls of gauze, gloves).
	  • Towels and mops to clean fluids from trauma randy mannequins.
	
	• You will need at least two instructors, but if possible have four or more for a better instructor to student ratio.
	
	• You will need a designated safe training area.
		The instructor will prepare the "Rescue Randy" decoys for the isolation drills and assign a decoy operator to pump the fluids for treatment.
		
		Instructor will define the extraction element role and explain the movement principles.
		
		Emphasis needs to be placed on not being bound to a single formation, as they typically break down.

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	• Split class into groups of approximately 5. • Designate a lead safety officer to safety check every deputy before entry into the designated training area. **TCCC / Extraction Element(s):** **Say:** The extraction process typically begins upon the arrival of additional units on scene that may trail the contact element's path to assess, treat and extract wounded victims from the warm and hot zones. When there is no longer evidence of ongoing killing, deputies will begin Extraction Team Protocols with the ultimate goal of a Rescue Task Force. 1. Extraction Team Responsibilities: (Consists of LE members only) a. Locate victims; b. Provide appropriate first aid/combat casualty care; c. Remove victims to a casualty collection point (CCP); d. Area of operations for the Extraction Team may include hot, warm, and cold zones. The model number to go by that makes an extraction element is four deputies, but that number is fluid in that it may change based on the number of resources arriving at the moment needed to move in to carry out the mission. *You are pushing through a large structure during an active killer event. You arrive to a chokepoint within the structure where you have no active intel of where the killer may be. You assess your current position and realize there are multiple victims bleeding out that need immediate assistance. Other elements have detached to continue searching for a possible suspect and more victims, while you decide to fortify your current position and treat/extract the known victims in your area.* **Say:** Do not be bound by formations as they typically break down during a critical incident such as an active killer. Simply cover an area of responsibility and move through	*Stress to move with purpose and cover areas of responsibility.* *Instructor will explain a scenario to illustrate how to coordinate resources to accomplish mission.* *Remind students to use good muzzle awareness while moving.* *Instructor will recap previous training on formations used.*

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	the area. Use good muzzle awareness. **Add:** The extraction element movement will likely be dictated by the environment of the scene. Elements can use bounding through an open space area, (parking lot) to a "T" method through an interior or a "hall boss." Remember to move with a purpose and cover an area of responsibility." **Drill:** • Objective of the drill is for deputies to assess their environment and situation for threats and victims followed by appropriate care under fire and tactical field care protocol to treat victims. • Deputies should maintain proper security and element communication throughout drill. • Deputies will use hasty medicine to treat and extract victims according to their injuries. • A minimum of four mannequin victims will be laid out in various positions in an open space area. • Deputies will have the option to move victims into a secured room to establish a more secure CCP (Casualty Collection Point) for tactical field care treatment. • If using Trauma Randy mannequins which simulate live bleeding, have a volunteer or instructor be ready to pump the fluids out of the injuries as the deputy begins to assess and treat the victim. • Drill can end when all bleeding is controlled.	

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	MOVEMENT & DISCRETIONARY SIM FIRE / BREAK OUT SESSION & ISOLATION DRILLS: Setting is a room(s) created in the center of the terminal using the metal barricade walls. Paper range targets will be placed through the rooms, on the walls, and on stands supporting backers. One or more may pose as an armed threat (active killer). **Say:** Do not be bound by formations as they typically break down during a critical incident such as an active killer. Simply cover an area of responsibility and move through the area. Use good muzzle awareness. **Add:** The contact deputy or element movement will likely be dictated by the environment of the scene. Elements can use bounding through an open space area, (parking lot) to a "T" method through an interior or a "hall boss." Remember to move with a purpose and cover an area of responsibility." Use good muzzle awareness. **Say:** After reviewing many of the active shooter incidents, the environment and the shooter typically dictates the tactics. • Interior of a structure, hallways, classrooms • Stairways, elevators, vestibules • Exterior, parking lot, common area, courtyard • Movement of the shooter, and number of shooters These various situations may force the first deputies arriving or already on scene to adjust their tactics, moving to that threat, bounding, gathering real-time active intel. **Add:** The majority of previous incidents were over in minutes, meaning, the shooter either stopped shooting and surrendered, forced law enforcement to engage the shooter and eliminate, force a barricade situation or fled the scene undetected.	***Breakout section #2*** *Instructor will lead group to training area and double check that all participants have secured their weapons and live ammunition.* *Instructor will define the contact element's role and explain the movement principles.* *Emphasis needs to be placed on not being bound to a single formation, as they typically break down. Stress to move with purpose and cover areas of responsibility. Stress the students to use good muzzle awareness and finger on/off the trigger*

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	Say: History shows when a suspect is confronted by any armed individual (police, security, concealed carry person) they either shoot it out with that person or kill themselves. Either way, the shooting of defenseless civilians must stop. The first officer or first two officers, depending on who arrives first on scene, shall immediately advance to confront the shooter. They must gather real-time active intel to direct them to the shooter. Military tactics work well in this situation. The two man "bounding overwatch" is our response through open space. A single deputy should bound from cover-to-cover working toward the threat (shooter) with urgency. **Ask:** What is real-time active intel? **Say:** Real-time active intel is not limited by the following: gunfire, smell of gun powder, smoke, smoke alarms activated by the smoke form the gunfire, empty casings scattered, victims running from shooter, victims shouting where the shooter is located, and providing a description and direction of travel, if any. **Intel may come over the radio system** of law enforcement, or the venue's radio systems. First on scene must be diligent in gathering information to decrease response time to minimize casualties. Absent real-time intel, and in the event the shooter has escaped or unable to locate, it may be necessary to fortify your position by maintaining security to the immediate area to begin the extraction process of victims. There will be work to do, find it. **Ask:** What is cover? What is concealment? **Add:** Cover is any object that will stop bullets from penetrating. Concealment will only hide your body and offers little	*Stress students to be aware of active intel being sent over the radio systems. May dictate path to be taken to the killer.*

	ballistic protection. **Say:** The following is for review and was covered in previous training courses for active shooter. **Add:** Bounding overwatch is basically a tactical "leap frog" maneuver. Movement is from cover point to cover point primarily through an open space area. Bounding overwatch requires at least two deputies to work. The first deputy will hold a cover position and "cover" (scan for threats) the second deputy moves forward (run) to a second position of cover toward the shooter (threat). Once there, the second deputy will provide protection for the first deputy allowing them to run past them and take a further position of cover toward the shooter (threat). The two will continue to switch roles until they get in contact with the shooter. Bounding overwatch a safe way to get from point A to point B and still be moving fast. **Ask:** How easy is it to shoot while running? **Add:** If someone is running it is impossible to shoot accurately. If you can aim and shoot, you are not running fast enough. **Say:** Another similar method is "successive overwatch". Successive uses the same leap frog approach however, the second deputy always moves up to the first deputy's position of cover. Then the first deputy will move again, and the second will move up to the first. This is primarily used to move through an open space area. This is slower but can be used in situation where there is not a lot of cover or there is an extremely long distance to travel and the abilities of the deputies is overwhelmed.	*Instructor will review what was covered in previous active shooter courses but stress it is difficult to maintain any one formation. The concept now is to cover areas of responsibility to move through an area.*

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	This method also works well if a deputy has a patrol rifle. He/she can provide the over-watch until contact is made with the shooter (threat). **Ask:** What is a single deputy response? **Add:** If you are on scene or in the area and hear gunshots, You should immediately access what you have and prepare to respond to the killer. Rely on real-time active intel, the sound of gunshots, smoke, smell of gunpowder, shell casings on the ground, magazines, ammunition, weapons, victims, trails of blood, etc. Remember, every time you hear a gunshot in an active shooter incident; you have to believe that is another victim being killed. **Ask:** How many of have shot a moving target? Was it easy or hard? **Add:** Remember, speed and movement are your best friend when approaching by yourself. Be unpredictable in your movement. **Say:** Look for positions of cover as you move. Select the position of your next move prior to committing to the move. **Ask:** Is the gunfire getting louder? Do you see people fleeing from an area? Do you see bodies? **Add:** Use your senses to gain a better perspective of the event, meaning listen to the sounds around you, scan for visible clues directing to the killer's location, listen to the radio for intel, and gather intel provided by people on scene. Move with speed and be decisive.	

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	Ask: What is the third eye principle? **Say:** When searching, the gun stays up with your eyes and moves together. INTERIOR (CHOKE-POINT) MOVEMENT The environment will dictate what tactics responding deputies implement entering the scene. In the event there is no available means to move from cover-to-cover, the contact element and responding deputies will move quickly with weapons drawn covering point, and flanks. The old model is the "quad" formation or a "T" formation to move through an area. This movement is fluid and the formation will collapse as it moves through choke-points and narrow corridors. Again, do not be bound by formations, as they tend to break down as the incident unfolds. Cover areas of responsibility and move. **Say:** You should also consider having a way of breaching a door or windows. Expandable baton or a glass break device. **Ask:** Do you know what a "Go Bag" is? **Add:** A Go Bag is a bag that has extra ammunition, radio batteries, medical supplies and bolt cutters or other breaching tools, marking tool, edged instrument, etc. Remember at the Virginia Tech massacre the suspect used chains to secure the doors.	*Instructor should remind students that formations will likely collapse.* ***The goal is to cover unknown areas while on the move using good muzzle and trigger discipline.***

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	Say: If you are not part of the immediate response (contact) element, searching for the shooter, you will be on one of the extraction elements. You should expect to be an element of the contact element until you have confirmation the killer/shooter has been eliminated, captured, contained or is believed to have fled the scene unless ordered otherwise. **Demonstrate: Dry demo first-** The instructor cadre for this session will demonstrate the movement in a single response and a multi response using the Glock 17-T's. **Watch:** Four students will perform the movement using the Glock 17-T's **dry** first. The students will move through the area leading up to the simulated room(s), and then breach the threshold to locate the killer, and take action. Simulated victims will be placed on the ground for them to have to maneuver around while locating the killer. **Evaluate:** Instructors will watch the students. Instructors should observe the students movement. Are they moving fast? Are they using cover or concealment? Are they working together? Are they staying in visual contact with each other? Are they using the third eye gun principle? **Exercise repetition:** Students will work in elements of 4, then 2 and solo movement exercises. The main objective with the movement is to always cover the area of your responsibility. Students will repeat the exercise until they can show they have learned the movement and can apply it to any locale.	*The instructor will split the group into subgroups, where they will practice moving in elements of 4, then 2, then solo.*

	Practice scenarios: **Live FX marking isolation drills:** **Safety brief-Double check students for live weapons** **Say:** All deputies will wear their protective mask, ballistic vests, gloves (if available) and duty gear. All deputies will have two magazines loaded with (6) live FX marking rounds in their Glock 17-T. ***No deputy will have any firearm, magazine, OC Spray, Taser, knives***. **Isolation drill one:** In first scenario, a four man deputy element will move towards the sound of gunfire (blanks fired by cadre) into the designated area. Multiple soft targets positioned in the area with simulated victims laying on the ground. They should move covering their area of responsibilities and seek out the killer. The element should engage the threat target as they move through searching the area. If there is cover available, they should utilize if possible. The element should fire at least two rounds at the threat target. The element should clear any weapon malfunctions and continue with the drill until finished. The element should use communication when necessary during the drill. The element will be debriefed by cadre after each repetition (keep it brief). Repeat isolation drill one after all students in the group have successfully competed in the following order: • Two man element • Solo response **Say:** Deputies can still achieve a successful outcome with less numbers based on two principles, one- being the element of surprise, and two- the speed of movement.	*Emphasize the difficulty of a solo entry to cover the unknown areas, but remind students that they would be going in with active intel, the sound of gunfire, or additional information that would lead to the location of the killer, if still on scene.* *Double check students for live weapons and ammo. Secure anything found.* *To maintain a consistent flow the instructor should maintain a short debrief with each element. If cadre believes the element should perform the drill a second time, permit the element the*

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	Facilitator: An instructor will move and observe the deputy element. Instructor will observe the speed of the element and if they cover each other. Instructor will also observe firearm handling skills, marksmanship and how element reacts to the gunman.	*opportunity to do so to achieve a level of success.*
	Isolation drill two:	
	Live role player as active killer: The same drill as before, with multiple soft targets positioned in the area, and simulated victims laying on the ground. ***The threat is a live role player.***	*The instructor will stress that success is still achievable with less numbers based on the element of surprise, and speed of movement.*
	The role player will be dressed in FX protective gear.	
	The student will also be armed with a 17-T Glock pistol loaded with FX marking cartridges and two magazines.	
	The role player will use blanks to draw the student into the area.	
	The student(s) will enter the area where the killer is located and force the killer into a surrender, barricade or eliminate by the use of deadly force. Cover threat in the event deadly force is used. Pairs should cover shooter and other unknowns. (If possible, assess any victims in the immediate area for treatment and extraction).	*Instructor will stress for the pair to secure the scene in the event deadly force is used. Cover threat and unknowns.*
	The students will perform this drill at least once solo, and with a element of two or more (time permitting).	
	If the student fails to make hits on target against the killer, or fails to find the killer, or hits an innocent target, he/she will be required to perform the drill a second time or until he/she passes.	
	Once each group has completed both breakout session, they will regroup for a short debrief of the first part of the training, then break for lunch.	
1 hour	**LUNCH**	

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3 hours	**Scenarios:** Upon returning from lunch, the class will be split up into groups of at least six. **Two-plus response scenario: SAFETY CHECK** **General information:** Summary of situation- Two deputies are working on day shift at Port Everglades near terminal 29 and respond to a possible active shooter call via dispatch at terminal 29. Primary deputies 1 and 2 will enter the hot zone with belief the shooter is still on scene. Absent gunfire upon arrival, students should use real time info to guide their movement. The shooter is possibly a traveling tourist that brought a gun into the terminal from a vehicle. The first deputies on scene must assess the situation and begin to make contact with victims, while securing as much of the area as they can. They must prepare for the potential engagement with the shooter at any time. Treat and extract to warm and cold zone. Additional responding deputies will coordinate with the primary deputies and assist as needed with treatment and extraction. The active killer (shooter) can be inserted into the scenario at any time if deputies are not focused on their areas of responsibility to an unsafe extreme. Deputies will be instructed to activate their radios to use during the scenario. Dispatch will manage the radio during the scenario from dispatching the call to monitoring the radio during the scenario from start to finish.	***Instructors will conduct another safety check for live weapons prior to the start of the scenarios.*** *See scenario facts sheets to set up and conduct the scenarios. Dispatch should be provided with their dispatch scenario fact sheets and other necessary forms (provided by them).* *Ref the insertion of the active killer role player that can only occur at the*

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	If a element does not successfully secure the scene, assess, treat victims and extract, they will have to perform another scenario. ***Dispatch will be part of each scenario debrief.*** CLASS DEBRIEF AND CLEANUP: FACILITATOR: Review the concepts of the course to the students and pass out performance objectives evaluations. Once the evaluations are completed, pass out cleaning supplies (if necessary) and be sure to have students re-arm themselves when they leave.	*direction of the facilitator.* *The instructor needs to make sure that dispatchers are included in each of the element debriefs after the scenario has concluded.*
1 hour		

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