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HUMAN RESOURCES

# The City of Daytona Beach

## PERFORMANCE REVIEW

EMPLOYEE NAME: LAWSON, ROGEREMPLOYEE NUMBER: 4085JOB TITLE: POLICE OFFICERDEPARTMENT/DIVISION: POLICE / OPERATIONSTYPE: XX ANNUAL          OTHERPERIOD OF EVALUATION: FROM: 03/08/20TO: 03/08/21

| FROM |                            | TO |
|------|----------------------------|----|
|      | Position Designator Number |    |
|      | Class / Title              |    |
|      | Pay Grade Hourly Rate      |    |
|      | Anniversary Date           |    |
|      | Department / Division      |    |

### TYPE OF ACTION

☒ **PERFORMANCE RATING:** Employee has satisfactory ☒ or unsatisfactory ☐ completed one year of service on 3/8/21 and has therefore earned a          performance increase

☐ **OTHER**

EFFECTIVE DATE OF ACTION:         Division Head Capt T. Wommu Wommu

District Captain

Date 3/29/2021Department Head J. Young

Chief of Police, Jakari Young

Date 3/30/21Appointing Authority (Designee)         Date 4/7/21

### SIGNATURES

EMPLOYEE COMMENTS (if any):                   
          
        Supervisor's Signature SGT. J. YoungDate 3-22-21Employee's Signature\* ROGER LAWSONDate 3-22-21

\*The employee's signature required on this Documentation Form does not necessarily indicate agreement with the performance assessment contained herein. It merely acknowledges that the employee was given an opportunity to review this Documentation Form and to include employee comments, if any, where indicated.

Employee Name: Roger Lawson Date: 3-22-21 Rating Period: 03-08-20 to 03-08-21

**ALL EMPLOYEES  
PERFORMANCE CATEGORY AND RATING**

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

Satisfactory X Unsatisfactory \_\_\_\_\_

Explain:

Ofc. Lawson completes assignments on time or early. He stays active and works steady throughout his shift. He is a very proactive officer and goes above and beyond what is expected of him. He also assists other officers in completing assignments and takes on extra work on his own.

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

Satisfactory X Unsatisfactory \_\_\_\_\_

Explain:

Ofc. Lawson completes his work neat and error free. He follows directions given and needs only minimal supervision. He uses good judgment with his K9 partner. He keeps his K9 partner, his truck and his gear clean and in good working order. He manages his time well.

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

Satisfactory X Unsatisfactory \_\_\_\_\_

Explain:

Lawson has matured as an officer and as a K9 handler. He is always looking at ways to improve himself and his K9 partner. He asks questions and is always looking to further his knowledge in the K9 field. He is very eager to learn. He went to a K9 decoy school to make himself more proficient as a K9 decoy. He works his K9 partner with confidence on the street and in training. He is an FTO that helps out with training new recruits. Lawson also assisted with the training of a new K9 team this year and did very well.

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

Satisfactory X Unsatisfactory \_\_\_\_\_

Explain:

Ofc. Lawson is very dependable and shows up for work early and notifies dispatch he is available for calls. He has not used any PU time this period. Lawson volunteers for extra assignments and K9 Demos. He volunteers to stay late or come in early if needed. Lawson takes on extra tasks during K9 training and assists often.

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

Satisfactory X Unsatisfactory \_\_\_\_\_

Explain:

Ofc. Lawson comes to work with a positive attitude and ready to work. He works well with co workers and other units. He works well with all the supervisors. He works well with outside agencies and frequently assists them. He also gets along well with the citizens and business owners in the city when he contacts them. Lawson is well versed in the city ordinances, department directives and state statutes.



# POLICE

## DAYTONA BEACH

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K9 Unit

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### MEMORANDUM

TO: Chief Young via Chain of Command

FROM: Sgt. John Murray

SUBJECT: Work History- Officer Roger Lawson

DATE: March 22, 2021

I have reviewed the personnel file of Officer Roger Lawson for background information needed to complete his evaluation for the period of 03-08-2020 through 03-08-2021. The following is his history for the year:

#### Discipline:

|          |                                             |                                                                                                                                             |
|----------|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| 09-22-20 | <u>Written Reprimand</u><br>Chief of Police | Written Reprimand for violating Department Standards 632.7 for Violation of Incident Reports and 600.19 for Violation of Arrest Procedures. |
|----------|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|

#### Commendations:

|          |                                                  |                                                       |
|----------|--------------------------------------------------|-------------------------------------------------------|
| 03-09-20 | <u>Letter of Commendation</u><br>Chief of Police | Actions that led to the arrest of a burglary suspect. |
| 03-13-20 | <u>Letter of Commendation</u><br>Chief of Police | Actions that led to the arrest of a burglary suspect. |
| 03-25-20 | <u>Letter of Commendation</u><br>Chief of Police | Actions that led to the arrest of a burglary suspect. |
| 03-27-20 | <u>Letter of Commendation</u><br>Chief of Police | Actions that led to the arrest of a shooting suspect. |
| 04-22-20 | <u>Letter of Commendation</u><br>Chief of Police | Actions that led to the arrest of burglary suspects.  |



# POLICE

## DAYTONA BEACH

09-02-20

**Letter of Commendation**  
Chief of Police

Actions that led to the arrest of 2 burglary suspects.

**Miscellaneous:**

None.

This history is inclusive of Officer Roger Lawson's working file and personnel file. This history information conforms to the agreement between the City of Daytona Beach and Coastal PBA Union Contract